uncharted leadership

Seeing Systems:

An Executive Toolkit for Better Decision Making

As a leader, have you experienced problems that persistently defy solutions despite your best efforts and your staff?

In an increasingly complex environment, such experiences are likely becoming more frequent. We find ourselves bumping up against the limits of the effectiveness of our usual problem-defining and problem-solving approaches. It's not that we need to abandon our usual approaches; rather, we need to expand them.

Organizations are systems, and when we learn to see the relationship between structure and behavior in our system, we can understand how we might shift structures to enable different/ better behavior patterns. That is systems thinking.

The 'Seeing Systems' program is designed to introduce and practice systems thinking skills that will enable you to more effectively define and address organizational challenges and make decisions.

Grow your ability to

- ✓ Understand the different level of thinking that results in different framing of problems.

- ✓ Ask systems questions to better identify the structures influencing behaviors in your organization.

- ✓ Look for 'cause and effect' links that can help you better understand patterns of behavior.

- ✓ Identify the pressures that drive short-terms decisions (and erode long-term organizational capacities).

- ✓ Identify the interventions more likely to have an impact.

Jump to Program Details and Fees

Systems Thinking
Program format

Designed for busy managers and leaders with a blend of self-paced and real-time learning using the Uncharted Quest platform.

The program's multi-dimensional learning approach involves a 6-week, iterative cycle of learning, application, and reflection.

✓ **Real-world application** - To provide immediate application, exercises will involve participants using systems thinking tools to analyze organizational issues you will bring to class.

✓ **Action-based learning** – The platform encourages the completion of bite-sized "Missions" using the action feedback learning model.

✓ **Live, virtual sessions** – We will convene in five different virtual sessions during the program, ranging from 1 to 2.5 hours, to introduce concepts and practice applications.

✓ **Peer-coaching and feedback** – Systems thinking is best learned and practiced in small groups, and small group work will be structured for both interactive and solo assignments.

✓ **Micro coaching** – Facilitators will provide timely and personal feedback on your application efforts throughout the program.

✓ **Always accessible** – You can access the self-paced content anytime, anywhere, using computers, tablets, and smartphones.

Outcomes you can expect

✓ Be able to apply the basic concepts and principles of systems thinking to understand organizational issues and problems better.

✓ Better understand why change initiatives fail, and use systems thinking principles in a step-by-step process to more effectively design and implement these initiatives.

✓ Ask systems questions to understand better and anticipate current and possible future behaviors.

✓ Be more thoughtful about where to intervene to have the biggest impact on systems.

Designed for

While systems thinking skills are available to almost everyone, our experience in doing this work internationally has shown that those with the following attributes are likely to benefit the most from this program:

✓ Those in mid or higher-level leadership roles who already have substantial leadership skills and experience.

✓ Those who have recognized that solutions to some of yesterday's problems are the source of new problems we face today.

✓ Those who have a continuous learning mindset and are open to challenging their own perspectives.

✓ Those whom the organization needs to be an impactful leader of change.

Those who have the capacity to commit and invest in their development.

Systems Thinking
Meet Your Coaches

Dr Barry Bales, PhD

Barry is a Director of Uncharted Leadership in the USA. He is intrigued by what enables people to be successful in leadership roles. Previously, he was Assistant Dean for Professional Development at the LBJ School of Public Affairs, the University of Texas at Austin. He holds a faculty position as Clinical Professor in the School's Executive Master in Public Leadership Program. Barry is a frequent speaker in the areas of leadership and systems thinking and has taught, consulted with, and coached leaders and executives in fifteen US states and nine foreign countries. His PhD is in Adult and Human Resource Development Leadership from the University of Texas at Austin.

Sara Boone Hartley

Sara works with Uncharted Leadership USA in Program Design and Delivery. Sara brings two decades of government executive leadership and management experience for the nation's 10th largest city - Austin, Texas. After climbing through the ranks, Sara knows the impact of developing people through high-impact resources and training. She designed and facilitated award-winning leadership programs for the organization throughout her tenure. She has also built innovative programs and is a speaker in the area of career, personal and mentorship development of women in the workplace and community.

> Take this course if you feel it's been a while since you learned anything new about leadership. It's worth it.

Course Participant, 2021

> Expanded my thinking about the root causes of some of the problems currently faced by our Division.

Course Participant, 2021

Systems Thinking
Program at a Glance

Program Format

This comprehensive, multi-level program includes:

- ✓ An introduction to Systems Thinking

- ✓ The different "lenses" of thinking that help illuminate the structures most affecting behavior in your organization

- ✓ Key concepts and systems thinking tools

- ✓ Opportunities to use these new skills on your own organizational challenges

Program Costs

- ✓ EARLY BIRD! Register and Pay before April 15 — **Fee $695**

- ✓ Register and Pay after April 15 — **Fee $900**

Program Logistics

- ✓ Seven weeks in length, May 21 - July 9, 2024

- ✓ Online 1-hr orientation

- ✓ Multiple, self-paced "missions" to acquire and practice systems thinking concepts

- ✓ Two 2.5-hr live, interactive virtual sessions with all participants to introduce additional concepts, enable small group work, and get facilitator feedback. These live sessions will provide an opportunity to engage your group's systems thinking in a "thinking on your feet" exercise.

- ✓ One 1-hr Practice Lab for real-world scenario practice.

- ✓ A final 1-hr virtual check-in to share successes, get feedback on application efforts, and celebrate your new skills.

Upon registration, participants will receive confirmation and an invoice. Access codes for Zoom and MyQuest Learning Platform will be delivered by May 14, 2024.

Book now! *https://www.unchartedleadership.com.au/courses/systems-thinking/#register*

Seeing Systems:
An Executive Toolkit for Better Decision Making

uncharted
leadership

Contact
barry.bales@unchartedleadership.com

Systems Thinking
Program commencing May 2024

Timetable

The program has been divided into 4 Levels. There are between 2 and 6 Missions within each level. These are outlined in the table below.

LEVEL	MISSIONS	DATE/TIME
① ORIENTATION	MISSION 1 - Welcome and Getting Started	Self-paced - 10 mins
	MISSION 2 - Technology	Self-paced - 15 mins
	MISSION 3 - Creating Connections	Self-paced - 15 mins
	MISSION 4 - Getting Started / Online Orientation	Austin (CST), Tues May 21, 8.30-9.30am
② LEARNING TO SEE SYSTEMS	MISSION 5 - Level Overview	Self-paced - 15 mins
	MISSION 6 - Identifying Your Challenge	Self-paced - 30 mins
	MISSION 7 - Levels of Thinking	Self-paced - 60 mins
	MISSION 8 - Apply and Reflect	Self-paced - 30 mins
	MISSION 9 - Reflect with Your Buddy	Self-paced - 30 mins
③ CRITICAL CONCEPTS IN SYSTEMS THINKING	MISSION 10 - Level Overview	Self-paced - 10 mins
	MISSION 11 - Critical Concepts in Systems / Online Workshop	Austin (CST) Tues June 4, 8.30-11.00am
	MISSION 12 - Reflect with Your Buddy	Self-paced - 30 mins
	Practice Lab	Austin (CST) Tues June 11, 8.30-9.30am
④ PUTTING IT ALL TOGETHER	MISSION 13 - Level Overview	Self-paced - 10 mins
	MISSION 14 - Additional Systems Thinking Concepts	Self-paced - 50 mins
	MISSION 15 - Applications of Systems Thinking Concepts	Self-paced - 30 mins
	MISSION 16 - Putting it all Together / Online Workshop	Austin (CST) Wed June 26, 8.30-11.00am
	MISSION 17 - Reflect with Your Buddy	Self-paced - 30 mins
	MISSION 18 - Seeing Systems: Closing the Loops	Austin (CST) Tues July 9, 8.30-10.00am

uncharted
leadership