

# FOUNDATIONS IN SYSTEMS THINKING

## IMPROVING ORGANISATIONAL DECISION MAKING

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

**Course date /**  
26 September 2022

**Delivery /**  
1 Day face-to-face

**Duration /**  
9.30am - 4.30pm

**Who should attend /**  
Those in mid or higher-level leadership roles who already have substantial leadership skills and experience

**Investment /**  
Members \$590.91 + GST = \$650.00  
Non - Members \$681.82 + GST = \$750.00

### Overview

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.

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

LG Professionals SA are pleased to present this one-day 'Foundations' program with guest international facilitator Dr Barry Bales. The program will introduce systems thinking skills that will enable you to effectively define and address organisational challenges. To make this program as practical as possible, participants will practise using their new systems thinking concepts in addressing a real organisational challenge they currently face.

### Grow your ability to:

- ∴ Understand the different levels of thinking that result in different framing of problems.
- ∴ Ask systems questions to identify the structures better influencing behaviours.
- ∴ Look for "cause and effect" links that can help you better understand patterns of behaviour.
- ∴ Identify the pressures that drive short-term decisions (and erode long-term organisational capacities).
- ∴ Identify interventions more likely to have an impact.

### Outcomes you can expect

- ∴ Be able to apply the basic concepts and principles of systems thinking to better understand organisational issues and problems.
- ∴ 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 behaviours.
- ∴ Be more thoughtful about where to intervene to have the biggest impact on system redesign.



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### About Local Government Professionals Australia, SA

Local Government Professionals Australia, SA is a not-for-profit member based association representing professionals working in local government in South Australia. We have the ability to link and connect people from different councils who may not otherwise form relationships or share with each other. Our high quality professional development programs and networking events are uniquely local government – reflective of the culture of the sector and sensitive to the needs of its professionals. The content of our events and programs are informed by our members and people who genuinely care about the sector. We provide a safe and supportive environment in which to grow and learn while creating opportunities to make time away from the office to work on the business or on self. We award and acknowledge achievements of excellence.

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### Developed by the sector, for the sector

All proceeds from our programs are directly reinvested to further develop the local government sector through continued support of professional networks, events and learning and development initiatives for local government professionals.



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### More Information

Please contact [networks@lgprofessionalssa.org.au](mailto:networks@lgprofessionalssa.org.au) or (08) 8224 2080 for further information on this program.

*This program is open to registrations from LG Professionals SA members, council employees and employees of regional subsidiaries.*

*A cancellation policy applies. Please view at: [www.lgprofessionalssa.org.au/Governance-and-Policies](http://www.lgprofessionalssa.org.au/Governance-and-Policies)*

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### Program Facilitator

#### Dr Barry Bales

Dr Barry Bales, PhD 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.

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### Is this program for you?

While systems thinking skills can help almost everyone, those likely to benefit the most from this program include:

- ∴ Those who have recognised 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 organisation needs to be an impactful leader of change.