



The Open University

Mind the Gap

Developing systems thinking in practice at the workplace

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Rupesh Shah
Elaine Wedlock

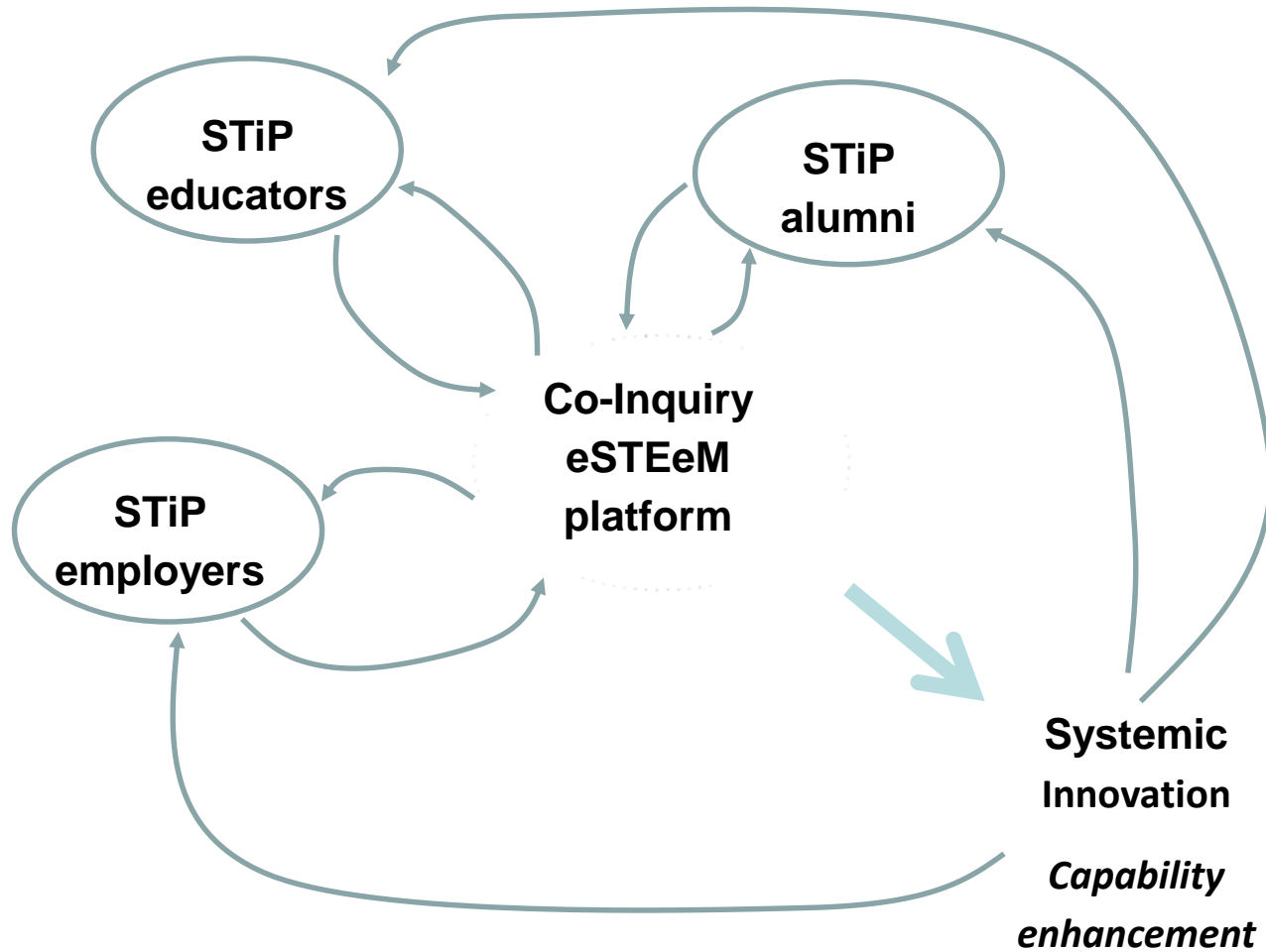
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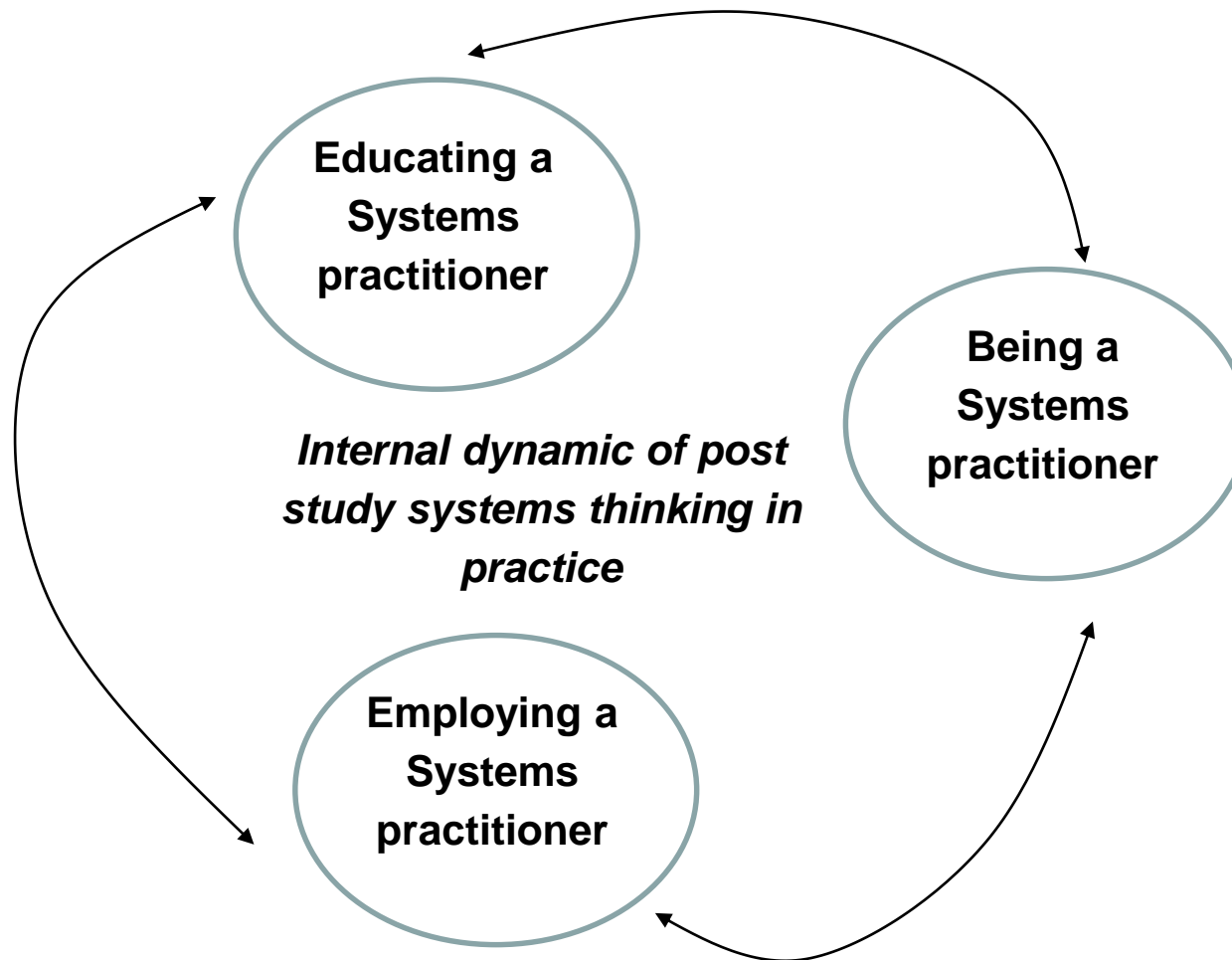
Chris Blackmore
Ray Ison

Applied Systems Thinking in Practice (ASTiP) Group

Workshop
OU Regional Office
London

Date: 8th May 2015





Two questions of systems practice

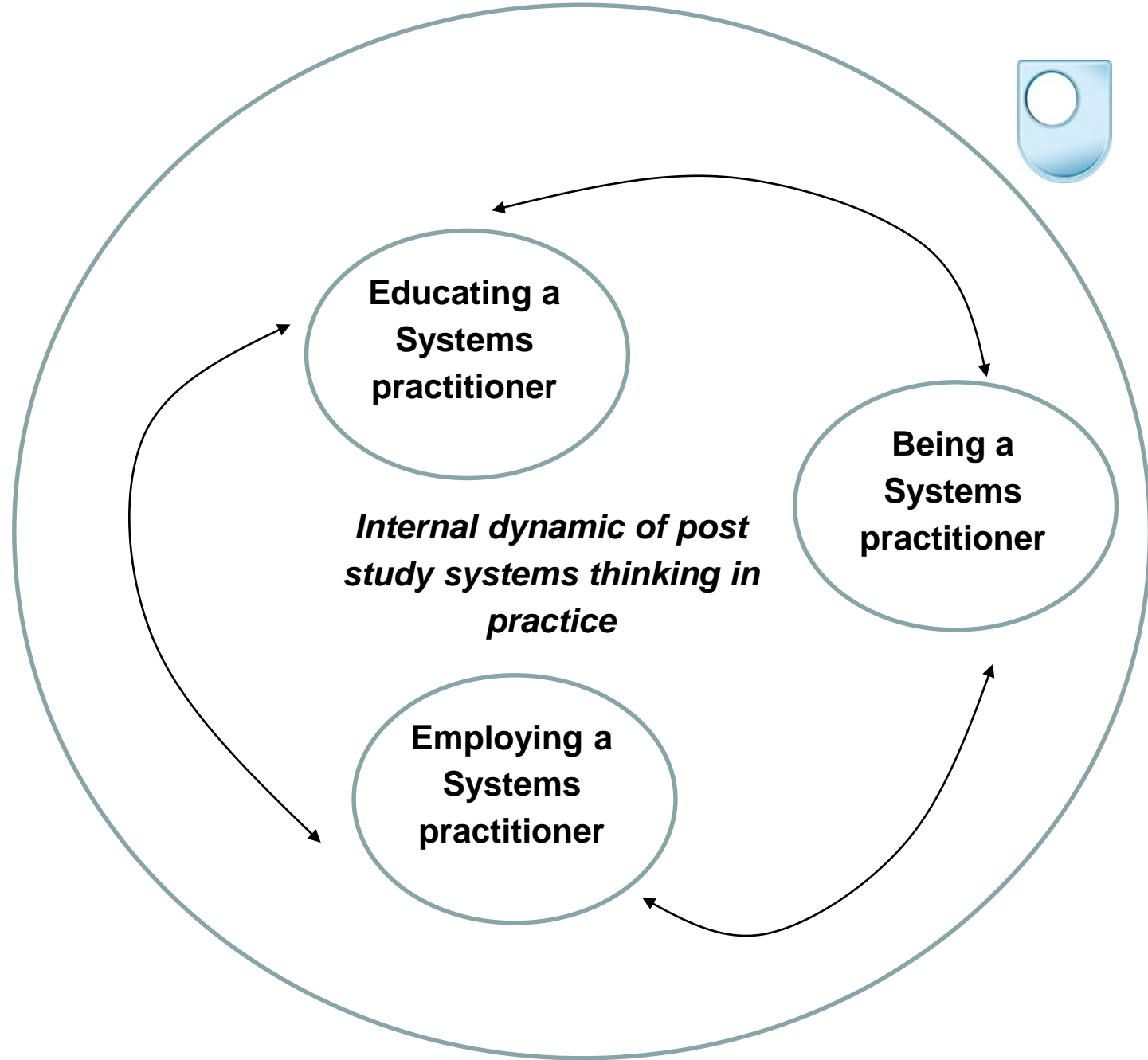


1. What is your experience of the dynamic?

2. How might it be improved?

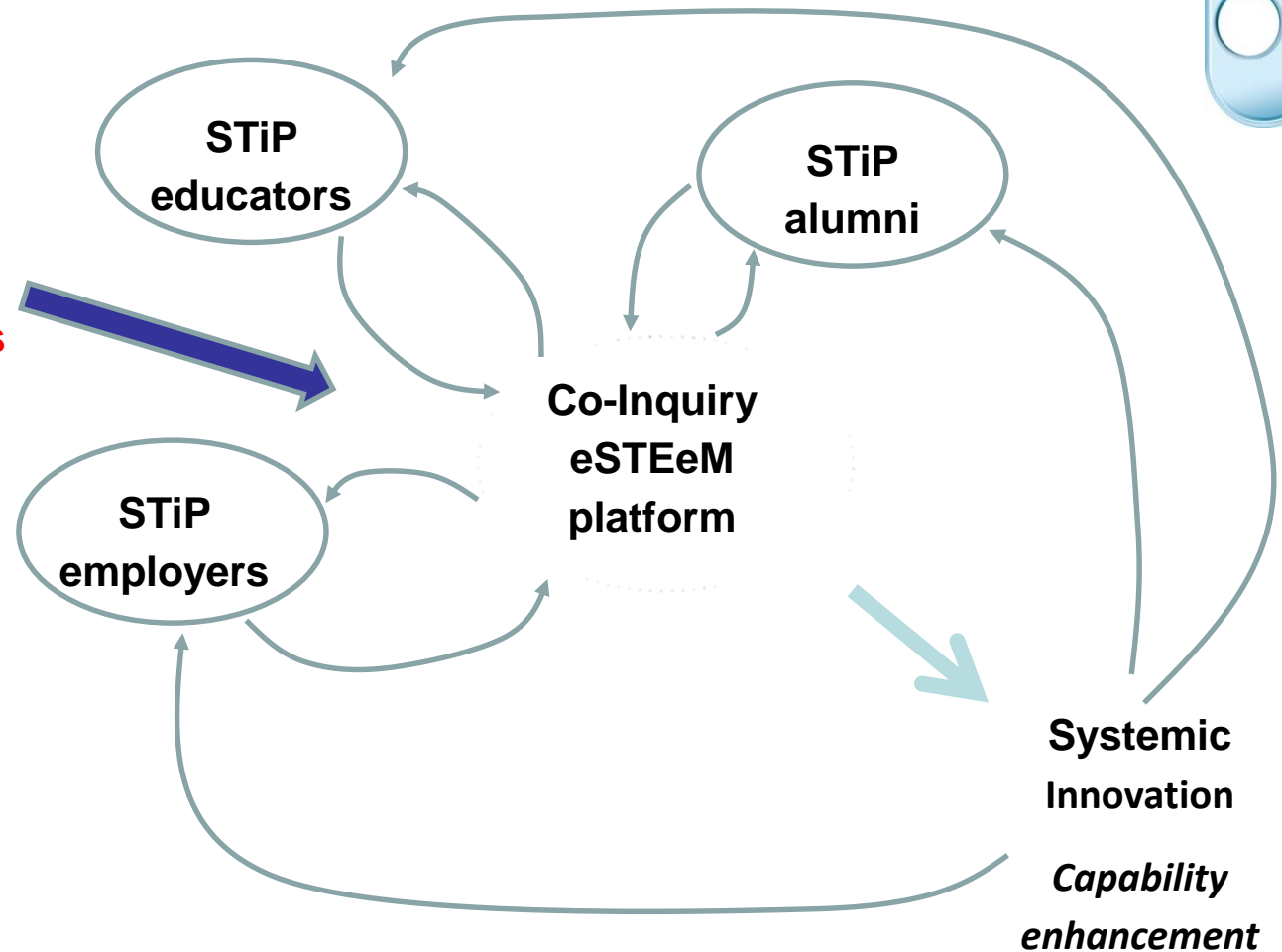
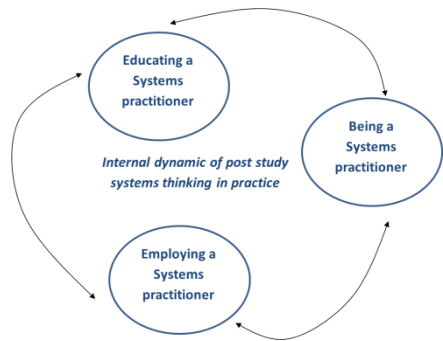


**Phase 1
and Phase
2 interviews**

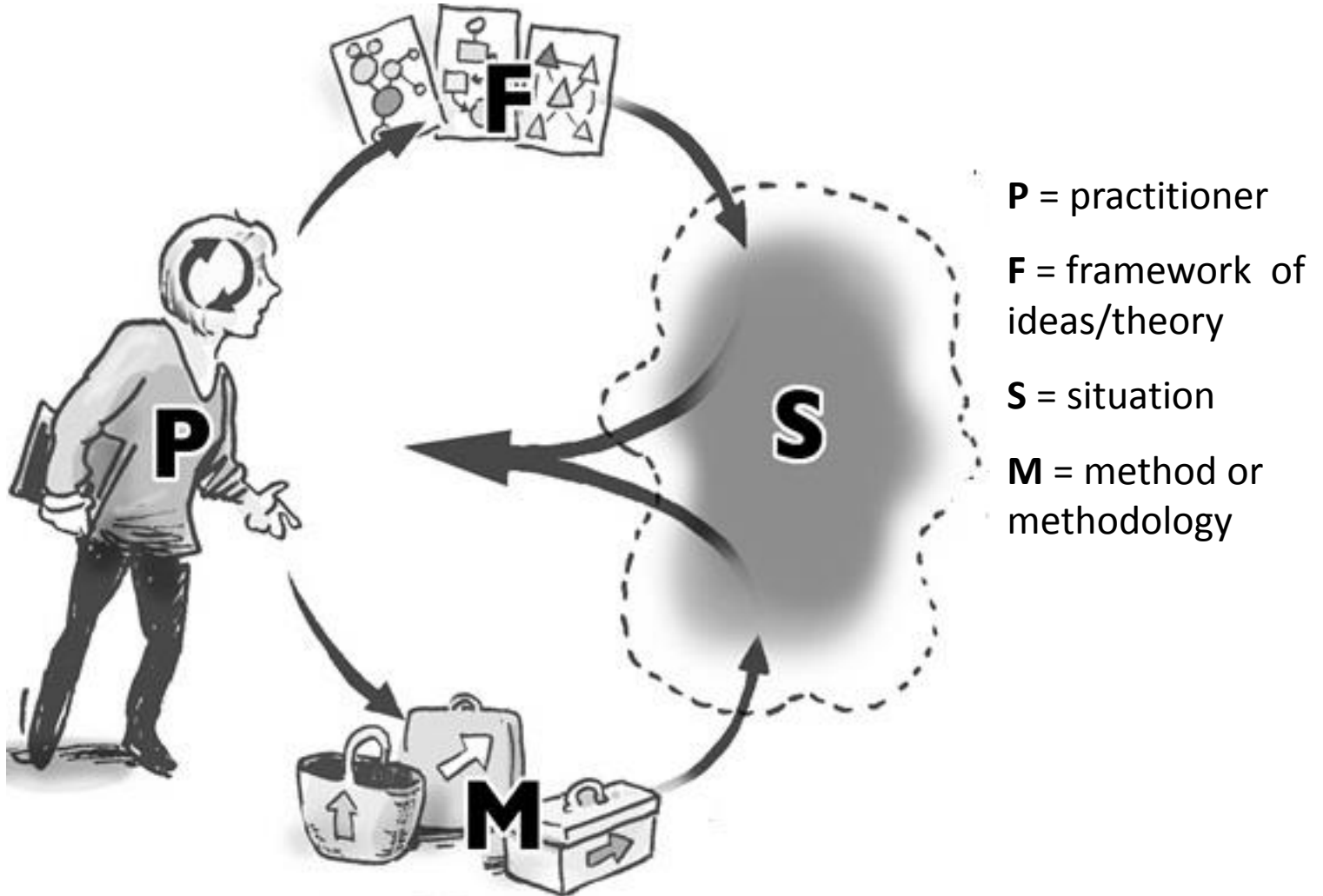




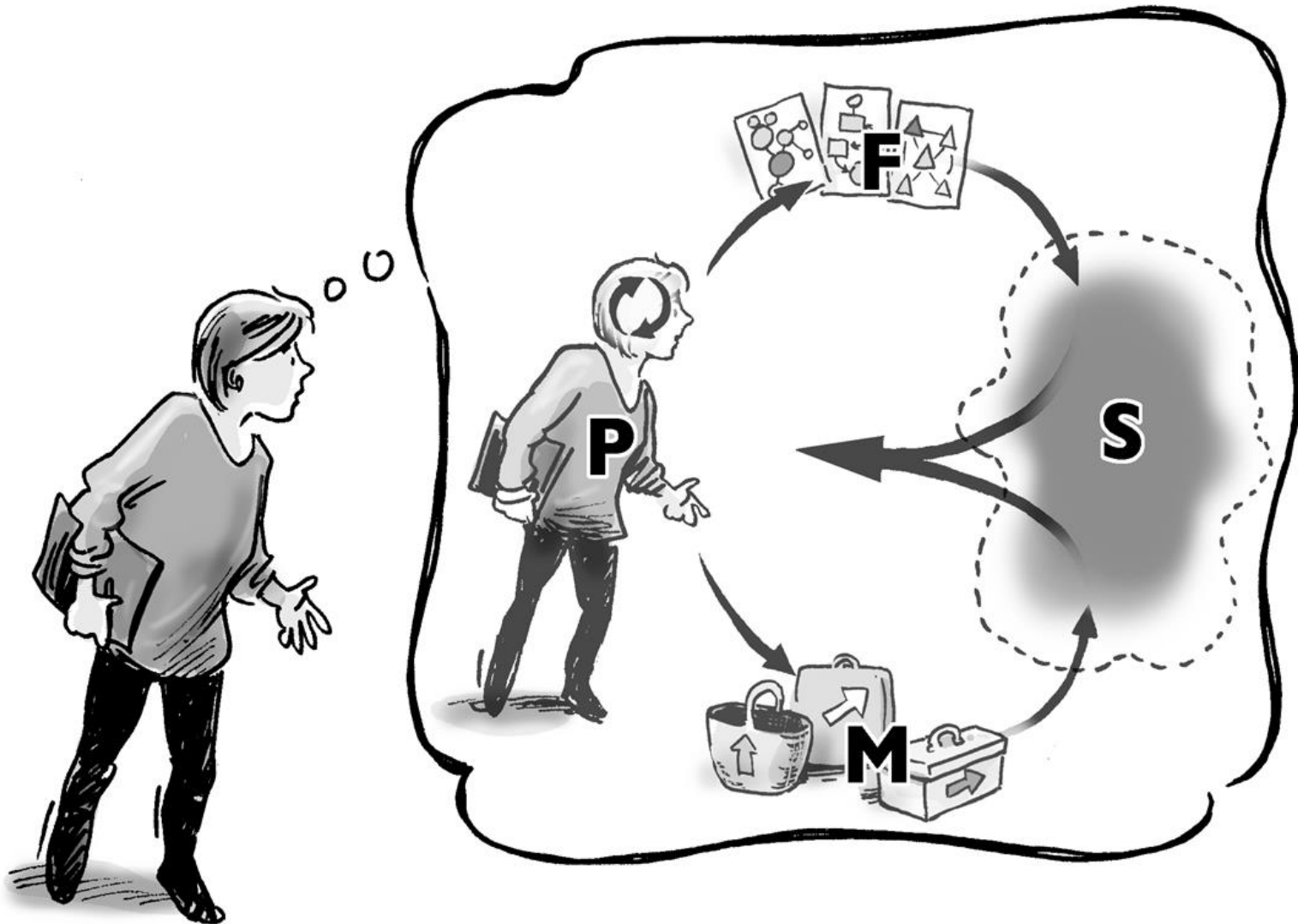
**Phase 1
and Phase
2 interviews**



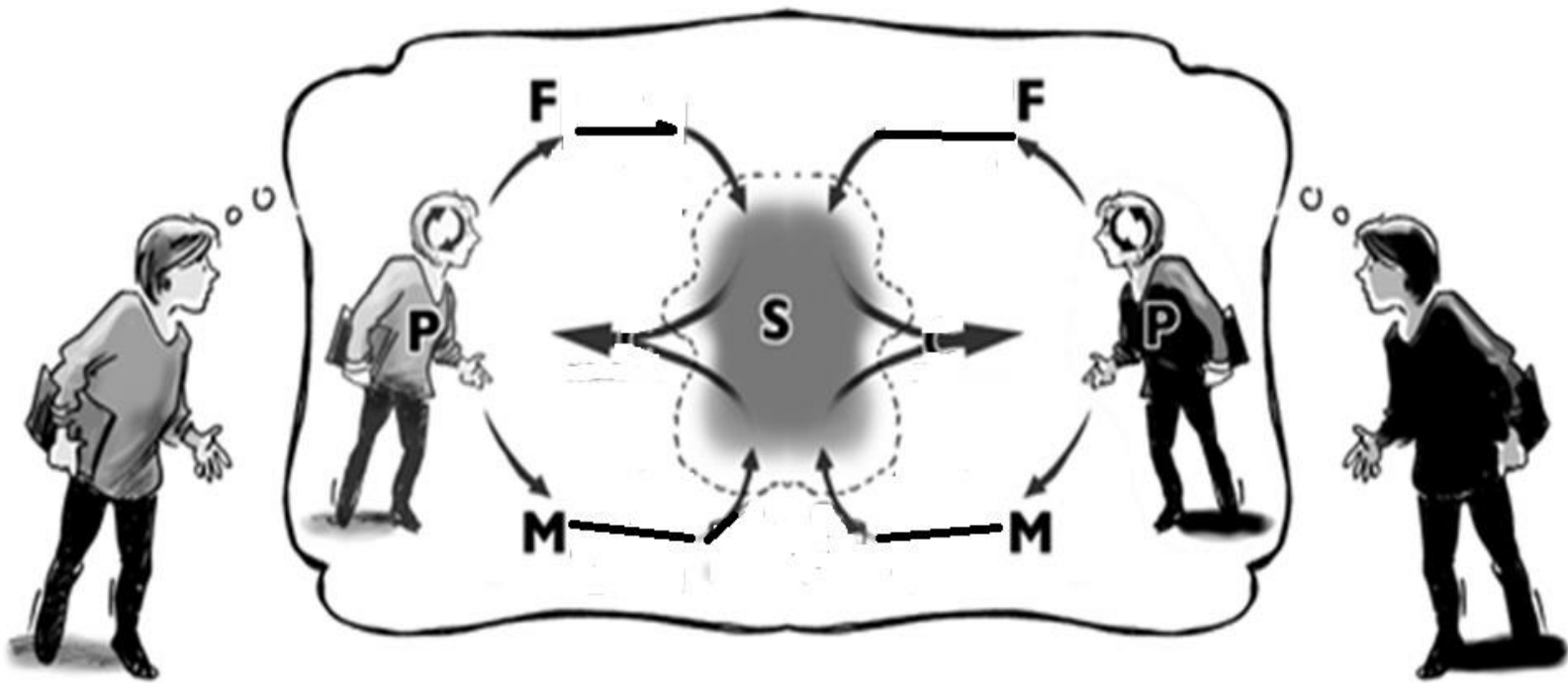
Understanding practice 1



Understanding practice 2



Understanding practice 3



Possible questions for each of 3 cycles

(i) being a systems practitioner

(ii) educating a systems practitioner

(iii) employing a systems practitioner

1. P/F: what change in thinking and understanding might enable better appreciation of systems practice?
2. P/M: What change in practices (tools, techniques, methods) might enable better appreciation of systems practice?
3. S/P: What institutional arrangements might be experienced as enabling by a systems practitioner?
4. ? What on-going inquiry questions suggest themselves?

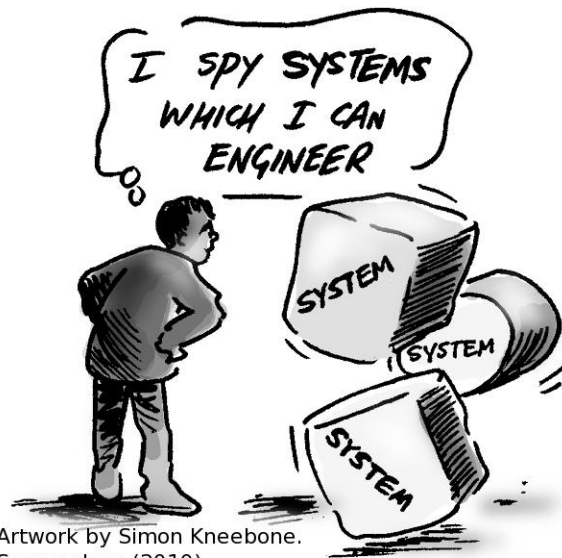
P = practitioner

F = framework of ideas/theory

S = situation

M = method or methodology

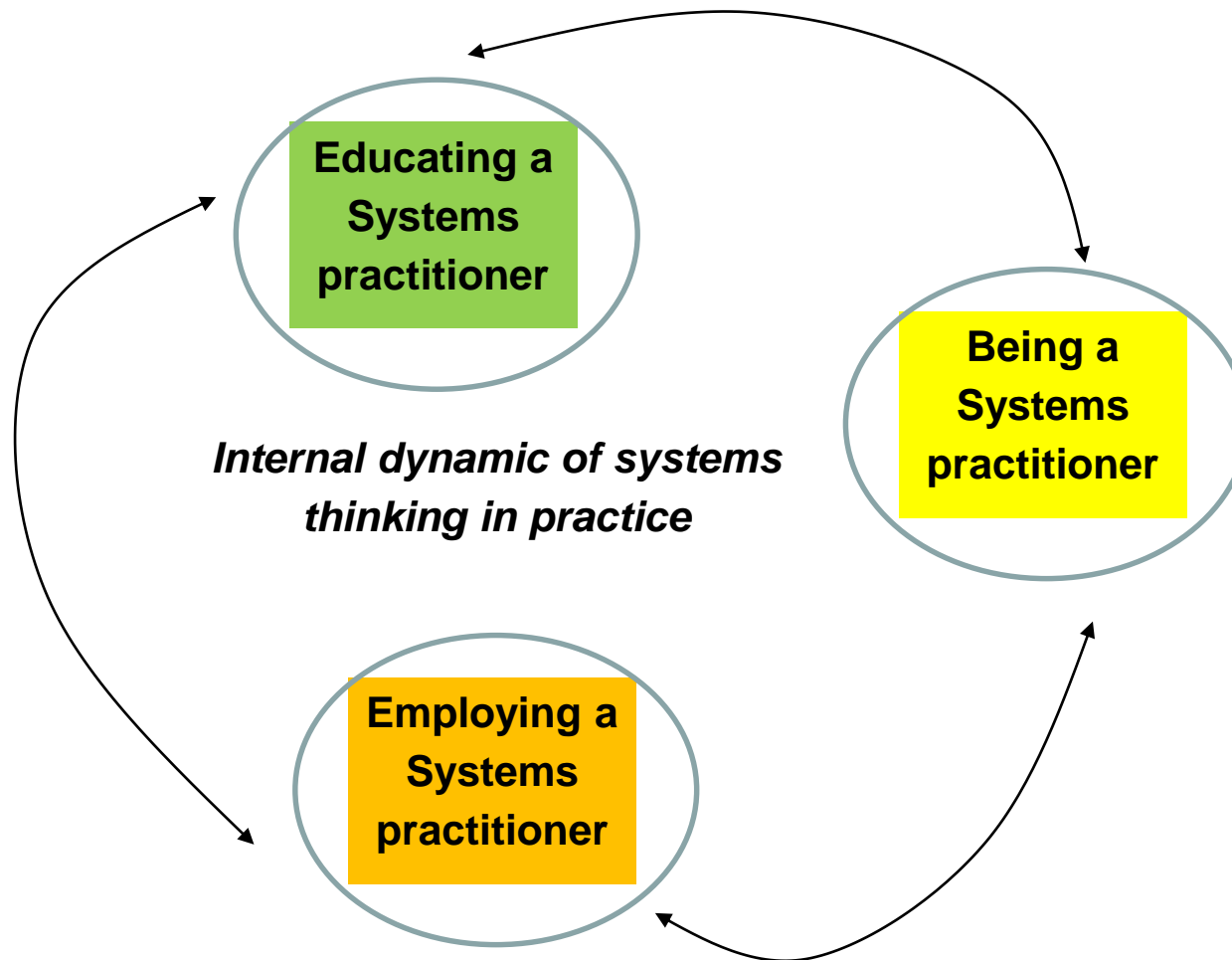
A story of an alumnus



Letting go from 'study' entailed...

- Less opportunities to talk 'systems jargon'
- No 'structure' to guide further learning
- Taking purposeful action to use what I'd learned – can only go so far without introducing 'it' to others







Systems Thinking in Practice

Postgraduate qualifications from the Open University



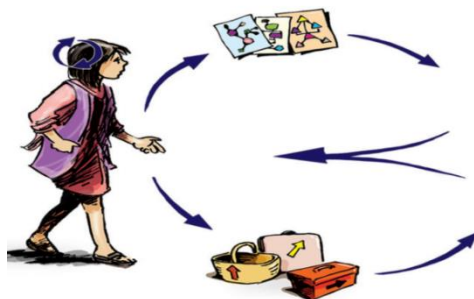
2 Core modules part-time study - each
with 6 months:

Thinking strategically: systems
tools for managing change

TU811 – 30 credits

Managing systemic change:
inquiry, action and interaction

TU812 – 30 credits



C72

Postgraduate Certificate in Systems Thinking in Practice 60 credits		
Option 1	Option 2	Option 3
TU811 (30 credits) + TU812 (30 credits)	TU811 (30 credits) + 30 credits from other relevant postgraduate modules	TU812 (30 credits) + 30 credits from other relevant postgraduate modules

E28

Postgraduate Diploma in Systems Thinking in Practice 120 credits
Postgraduate Certificate (60 credits) + extra 60 credits: (2 x 30 credit modules or 1 x 60 credit module) choose from relevant postgraduate modules; must include TU811 and TU812 if you have not already completed both of these

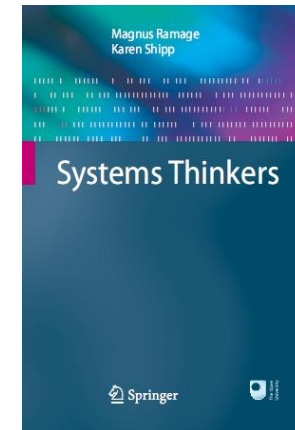
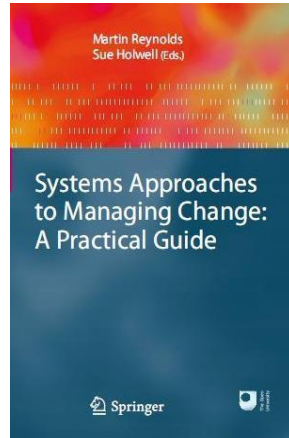
F47

MSc in Systems Thinking in Practice 180 credits	
Postgraduate Diploma (120 credits) + extra 60 credits from:	
Professional route	Research route
T847 (30 credits) + 30 credits from relevant postgraduate modules not already completed for the Diploma	T802 (60 credits)

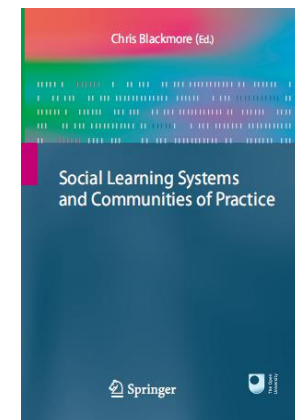
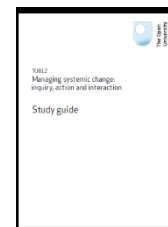
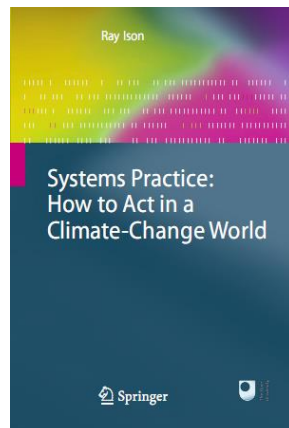
TU811
30 credits



**Thinking strategically:
systems tools for managing change**



Systems Thinking in Practice
Postgraduate programme



TU812
30 credits

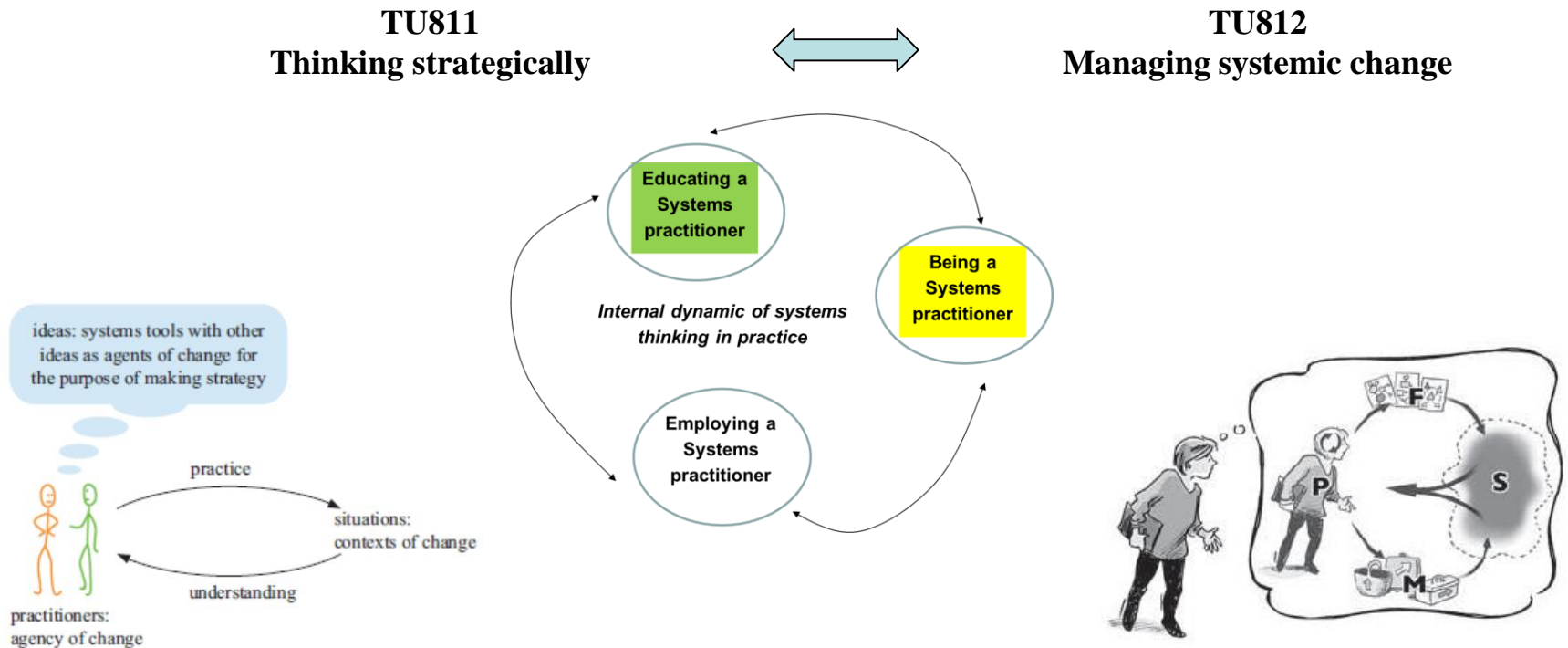
**Managing systemic change:
Inquiry, action and interaction**



Systems Thinking in Practice

Educator... Systems practitioner dynamic

1. Developing systemic understanding through systematic pedagogic practice... Huh?



Tools from 5 systems approaches Thinking in adaptive practice...Bricoleur (bricolage)

Systemic action learning (2nd order cybernetics) ...Juggler (juggling)



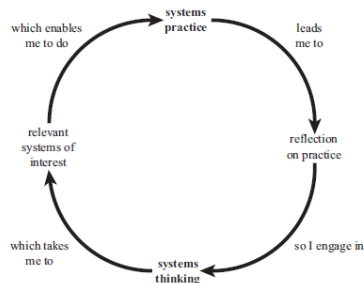
Systems Thinking in Practice

Educator... Employer dynamic

2. Developing active pedagogy using the workplace

TU811
Thinking strategically

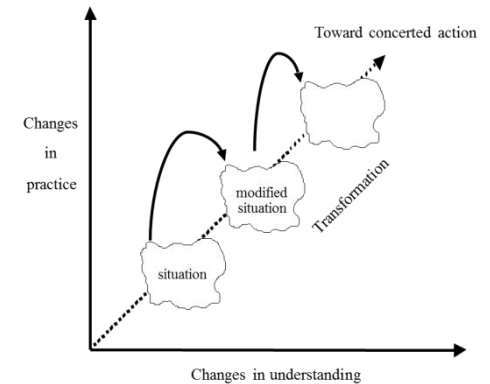
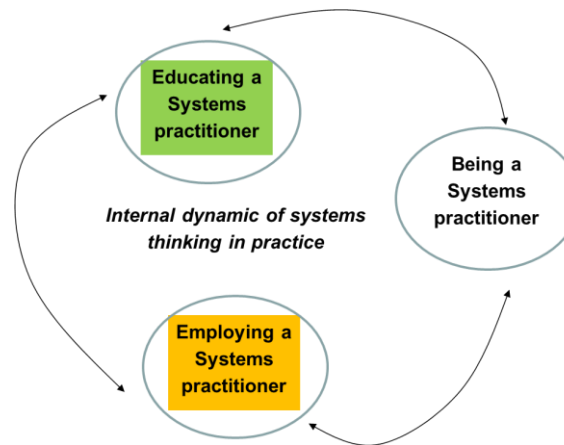
TU812
Managing systemic change



1. 5 systems approaches
2. online critical reflection in use of tools

In an area of (work) practice chosen by individual students

Reflective practice



Social learning/ landscapes of practice

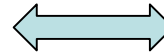


Systems Thinking in Practice

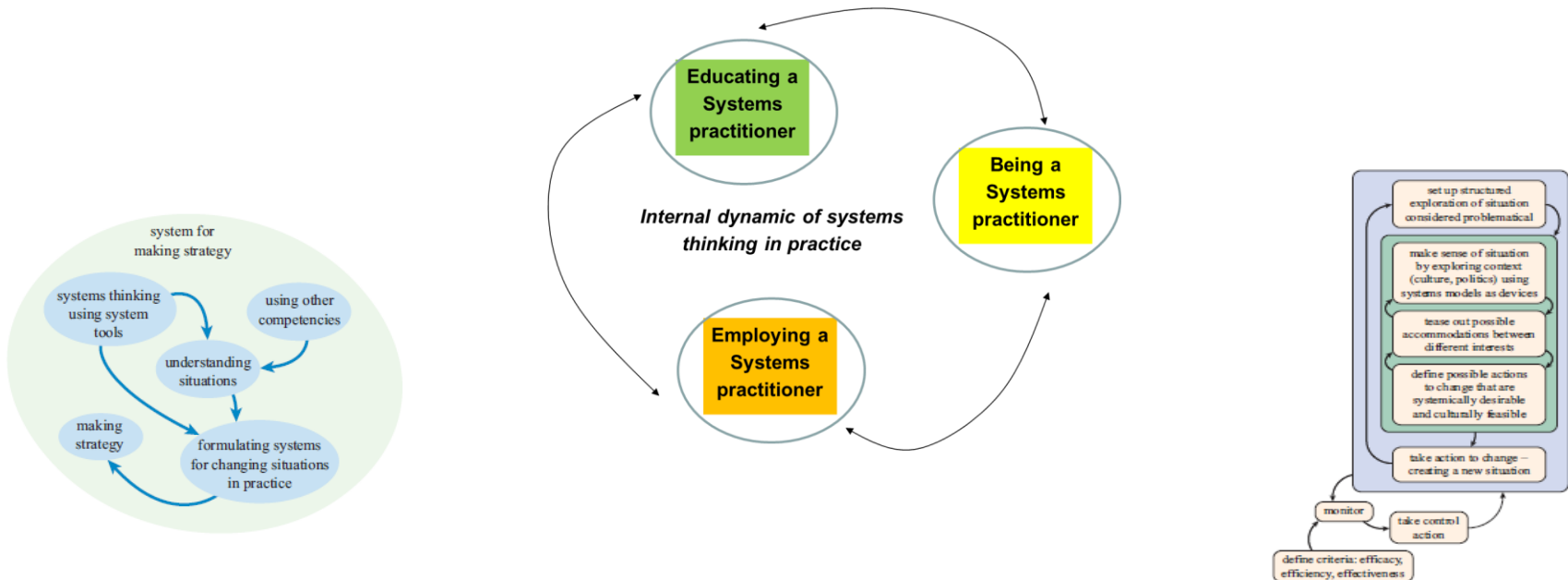
Educators....practitioners and employers

3. Developing design praxis (formative evaluation)

TU811
Thinking strategically



TU812
Managing systemic change



Assessment based on purposeful project design based on systemic inquiry

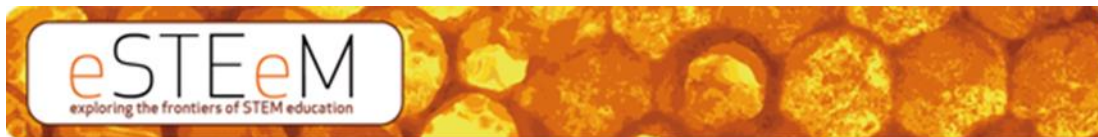
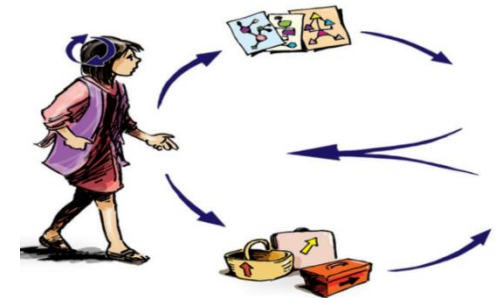


Systems Thinking in Practice

Postgraduate qualifications from the Open University

Challenges in educating for systems thinking in practice (STiP) at the workplace

- 1. Systematic teaching and systemic learning
(educator and systems practitioner)**
- 2. Active teaching and learning using the workplace
(educator and employer)**
- 3. Institutional validity of formative assessment
(Employer value and University values)**



Possible questions for each of 3 cycles (i) doing systems practice, (ii) educating systems practice, and (iii) employing systems practice?

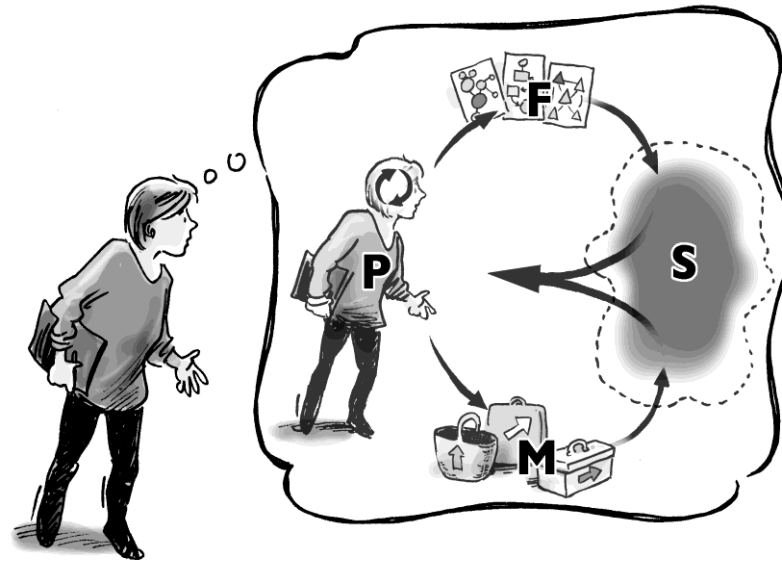


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