Mind the Gap
Developing systems thinking in practice at the workplace

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with

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Applied Systems Thinking in Practice (ASTiP) Group
STiP educators

STiP employers

STiP alumni

Co-Inquiry eSTeEM platform

Systemic Innovation

Capability enhancement
Educating a Systems practitioner

Internal dynamic of post study systems thinking in practice

Employing a Systems practitioner

Being a Systems practitioner
Two questions of systems practice

1. What is your experience of the dynamic?

2. How might it be improved?
Being a Systems practitioner

Educating a Systems practitioner

Employing a Systems practitioner

Internal dynamic of post study systems thinking in practice

Phase 1 and Phase 2 interviews
STiP employers

STiP educators

STiP alumni

Co-Inquiry eSTEEm platform

Phase 1 and Phase 2 interviews

Educating a Systems practitioner

Internal dynamic of post study systems thinking in practice

Employing a Systems practitioner

Being a Systems practitioner

Systemic Innovation

Capability enhancement
Understanding practice 1

P = practitioner
F = framework of ideas/theory
S = situation
M = method or methodology
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?
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
Being a Systems practitioner

Educating a Systems practitioner

Employing a Systems practitioner

*Internal dynamic of systems thinking in practice*
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
TU811
30 credits

Thinking strategically:
systems tools for managing change

TU812
30 credits

Managing systemic change:
Inquiry, action and interaction

Systems Thinking in Practice
Postgraduate programme
Systems Thinking in Practice

Educator… Systems practitioner dynamic

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

**TU811**
Thinking strategically

**TU812**
Managing systemic change

Tools from 5 systems approaches Thinking in adaptive practice…Bricoleur (bricolage) Systemic action learning (2nd order cybernetics) …Juggler (juggling)
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
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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- **F** = framework of ideas/theory
- **S** = situation
- **M** = method or methodology

1. **P/F**: what change in thinking and understanding might enable better appreciation of systems practice?
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4. What on-going inquiry questions suggest themselves?