

*Presentation pattern* May to October

*Course description*

Everyone is engaged in managing, whether as a professional, in a work role, as a family member or as a student. Managing is ultimately about taking action on the basis of your particular understanding of a complex interconnected situation, where others involved may have different understanding, motivation, and interests. This course seeks to change the way you think about these situations to improve your management skills and strategic competence by using insights from cognitive science and introducing established systems tools to develop different ways of tackling complex, messy, problematic situations that may cross multiple discipline and skill boundaries.

*Person specification*

The person specification for this course should be read in conjunction with the [generic person specification](#) for an associate lecturer at The Open University.

As well as meeting all the requirements set out in the generic person specification, you should have:

- practical experience in analysing socio-technical problems in complex, messy areas using systems ideas and techniques
- experience of using systems thinking and approaches
- understanding of fundamental concepts and the main theoretical strands of systems thinking
- awareness of, and openness to, different ways of thinking and styles of learning
- a commitment to developing students' capacity to understand systems concepts and methods and enthusiasm for empowering others to get to grips with complex issues
- an ability and willingness to support students in an exploratory, rather than prescriptive, use of the systems tools used on the module
- willingness to support students in a variety of ways, including using synchronous electronic communication tools.

It would be an advantage to have:

- practical experience and academic knowledge of any of the following: Systems Dynamics, the Viable Systems Model, Soft Systems Methodology, Strategic Options Development/Cognitive Mapping, Critical Systems Heuristics in a variety of situation
- practical experience and academic knowledge of using different ways of thinking and styles of learning in approaching complex problems, for example objectivist, realist, relativist, constructivist and use of metaphor
- experience of supporting students or colleagues in learning situations using mixed media
- a relevant postgraduate qualification.

*Additional information*

- This course is a compulsory course in the Postgraduate Certificate in Systems Practice which with appropriate further study can lead to a Masters in Systems Practice. Tutors are encouraged to become familiar with the structure of the Systems Practice awards, component courses and pathways through the awards and to draw their students' attention to the opportunities for progression in their studies.
- Tutors on this course will be expected to use OU Live – a synchronous collaboration tool used for online tutorials. Training will be provided.

*Module related details - a full explanation can be found on the website*

Credits awarded to the student for the successful completion of a module:	30
Number of assignments submitted by the student:	3
Method of submission for assignments:	1a
Level of ICT requirements:	2
Number of students likely to be in a standard group:	15
Salary band:	4
Estimated number of hours per teaching week:	5.5

There may be opportunities for ALs to undertake associated assessment work for which there will be additional payment and about which you will be contacted separately if applicable.