

Presentation pattern *November to April*

Course description

This course is based on the premise that change is pervasive and unavoidable – it is an inescapable part of everyday managing in situations that range from our personal lives to the workplace and beyond into society in general. But rather than passively accepting change that comes their way this course will equip students with the thinking and practice skills to shape the nature and direction of change. It will do this by developing their abilities to manage systemic change. This is a course about engaging in, or doing, change and learning using systems thinking and practice. Its purpose is to enable students, and those with whom they live or work, to be better able to manage change so as to avoid systemic failures, to get better joined-up or integrated actions amongst stakeholders, along supply chains, in projects or, even, social activism. It aims to challenge their own and others' accepted ways of thinking and acting. Research shows that outstanding leaders use a combination of systemic thinking and acting for the long-term benefit of their organisations. They recognise the interconnected nature of the organisations and their environments and therefore act carefully. This course is designed to develop these capabilities.

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:

- knowledge of the domain of systems thinking and practice and the use of the ideas and concepts to manage complexity and uncertainty in projects or other professional situations
- experience in the application of systems thinking and practice to managing or influencing change
- a good understanding of the variety of systems traditions and the main similarities and differences of systems approaches
- knowledge of systemic inquiry and social learning systems
- a willingness to engage with the course as a learner as well as a facilitator of other's learning
- ability to create a safe learning environment for students who are likely to be challenged by the course materials and an awareness of your own worldview and respect for those of others
- an appreciation of how systems practice can be adapted in context sensitive ways through purposeful design.

It would be an advantage to have:

- a desire to help students to contribute to positive social change
- appreciation of the ingredients of successful communities of practice
- experience of engaging in reflective professional practice
- experience of conducting action research.

Additional information

- Preference will be given to applicants with some postgraduate training, preferably in an area related to complex social issues and reflective professional practice.

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.

