

# System Dynamics R&D Series for Professional Coaches, Facilitators and Consultants

To best serve their clients, practitioners need to be at the leading edge of insight and understanding of how organisational systems operate and how leaders can most effectively lead positive change.

## About System Dynamics

System Dynamics explains the fundamental operating principles that underpin the healthy functioning of human systems. Though they are largely unseen, the effects of these principles are felt throughout an organisation. When the principles are in harmony the organisation flows. When one or more of the principles is compromised, disturbances often result. The masterful coach facilitator or consultant can identify ways to work with these disturbances which may be characterised by:

- Confused/weak leadership
- Lack of teamwork, unresolvable conflicts, bullying/intimidation
- Lack of clarity, failure of good initiatives, lack of accountability & results
- Loss of commitment & high staff turnover
- Resistance to change

The 2018 System Dynamics R&D series is designed to ground practitioners in the principles of system dynamics. A knowledge of system dynamics draws attention to particular client's signals, and how to use the information these signals provide to take a supportive stance, and to guide clients' action in distinctly empowering ways.

This series of five workshops will be embedded in the practice of coaching and will equip practitioners to use a systemic lens, develop the 'language' of system dynamics to apply to clients' growth, and to support the outcomes they seek. Each workshop will focus on one of the guiding principles to increase participants' capacity to identify and work effectively with presenting situations of systemic imbalance.

Date	Session Content
April 12th	<b>System Dynamics Guiding Principle 1 Purpose</b> Purpose needs to serve society. It is aligned with organisation's founder & original vision. It is primary focus for all decision-making & management processes.
June 7th	<b>System Dynamics Guiding Principle 2 Belonging</b> Belonging ensures a clear structures where individual roles are aligned to add value.
August 9th	<b>System Dynamics Guiding Principle 3 Order</b> Order ensures each knows their place and contribution. Different hierarchies are at play: time in organisation, level of responsibility, competence with issue at hand.
October 11th	<b>System Dynamics Guiding Principle 4 Give and Take</b> Give and Take describes a 'fair exchange'. New members take more, more experienced give more. There is a 'felt sense' when in balance.
December 6th	<b>System Dynamics Guiding Principle 5 What Is</b> What Is - acknowledge past, current realities and/or facts. Focus on resourcing the coach to be present to 'what is' & able to maintain systemic stance at all times.

## Time and Location Details

All sessions will be held on Thursdays from 4.30pm to 6.30pm

International Chamber House  
Level 5, 121 Exhibition Street,  
Melbourne

## System Dynamics Coaching Series Investment

**\$300 plus GST**

Participants are urged to attend complete series to build thorough understanding of all Guiding Principles.

Though, individual sessions can be attended \$75 plus GST per session

## Registration

**Visit:** [www.accessleadership.com.au/events/](http://www.accessleadership.com.au/events/)

**Or email:** [enquiries@accessleadership.com.au](mailto:enquiries@accessleadership.com.au)

**Or phone:** 03 8538 5354

Upon Access Leadership receiving the completed event registration form, you will be issued with an invoice for payment within 14 days.

Confirmation of registration will be advised once payment is received.

## The series will be co-facilitated by Karen Tweedie of Access Leadership and Dean Mason of Enakt



**Karen Tweedie** MCC is an internationally recognised executive coach and former President of the International Coach Federation (ICF). Karen's unique approach to coaching is informed by the systemic mindset, seeing an individual in terms of the broader systems they inhabit. Karen uses the mapping process to gain insight into an existing client system, to reveal the hidden dynamics at play, to bring to light new perspectives and possibilities, to test approaches and to re-focus efforts to bring about desired results.



**Dean Mason** is a senior business leadership adviser with over 30 years' experience across many Australian industries, some that have boomed (ICT) and others that have undergone major transition, especially in manufacturing. Combined with his front-line experience of guiding organisations and individuals through complex change, Dean has trained extensively in systemic constellation work, mindfulness, martial arts and various coaching methodologies to inform the facilitation expertise he brings to this workshop.

For further information  
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