

SYSTEMIC LEADERSHIP 2021: Featuring the Systems Thinking RoundTable

Saturdays February 27 to April 24; 2021; 3 ½ hour sessions start at 10am (CA), 1pm (NY), or 6pm (UK)
 A 3-Unit Online Course through Ashland University. *Graduate credit will be granted upon completion of all requirements.*
 Dr. Susan Gabriele, sgabriele@gemsllearning.net. 310-848-7740, www.gemsllearning.net. Cost \$300*

Would you like a boost to your classroom or meeting? A satisfying approach for developing important topics or lessons, increasing individual participation and skills, and building community spirit? Join us in a journey to understand how systems thinking can enhance your leadership knowledge and skills. Add a Systems Thinking RoundTable to your classroom, meeting, or tool kit. See the positive results! This course is of value to graduate students, K-12+ educators, managers, academics, and anyone interested in becoming more effective. Course readings are provided. Work outside of class will take about two hours a week. *Class size will be 10 (minimum) to 24 (maximum), so please register early! First come first served!*

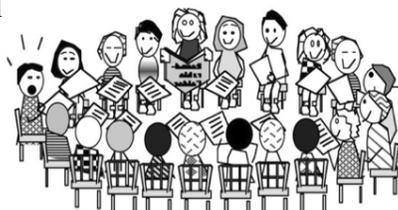
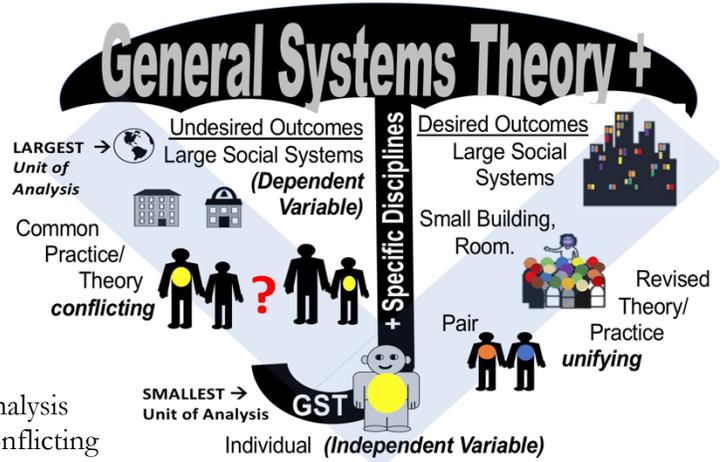
YOU WILL GAIN:

- A satisfying understanding of the usefulness of systems thinking and systems methods
- The *Systems Thinking RoundTable* and other user-ready systemic group activities.
- Concepts, tools, and activities to empower you and the people in your classes and meetings

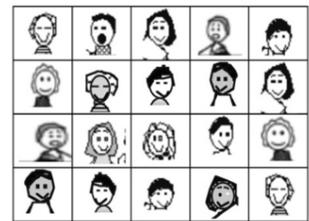
COURSE OVERVIEW (Also in the V Graphic)

Our eight-week journey begins looking at undesired outcomes in very large social systems as the unit of analysis (top left in the V). Going down the V, we uncover conflicting assumptions (?): leader as sole agent (yellow) v. learner as agent.

Boulding’s General Systems Theory (GST) provides an explanatory framework (umbrella) to unify conflicting approaches and help us locate root causes within each individual human (the smallest unit of analysis--bottom center). Boulding’s GST clarifies that people learn and behave each according to their own unique *abilities* and *willingness* (multiple colors). We start a return up the right side of the V, ready to update theory and practice. On our way, we spend time at the pair and room levels of analysis. There, we focus on systemic activities for managers, educators, team leaders, and other leaders.



A. Class or meeting room



B. Virtual

The Systems Thinking RoundTable

At each class session, we experience the **Systems Thinking RoundTable**, a user-ready adaptable whole group process proven to increase insights and knowledge sharing, and to enhance learning, performance and satisfaction. We land at the top of the right side of the V with new insights and practices for systemic leadership in small and large social systems.

Our journey is informed by key concepts, literature, and evidence from instruction, management, systems theory, systems methods, and systems design. Other fields that enrich this journey include control systems engineering, psychology, adult learning theory, plus examples from large urban schools and workplaces. Clarifying images are offered to allow discussion of details or examples as well as the more grand-level principles with the goals of making sense to a wide diverse audience.

*** Before you enroll** contact Sue to find out how to meet your requirements for professional development credit, salary point credit, and/or Graduate Credit. (There is an additional cost for university graduate credit.)

COURSE READINGS: Provided and assigned after each session, readings draw from these and others:

Boulding, *General Systems Theory*
 Brokaw, *Books that Transform Companies*
 Byham, *Zapp! The Lightning of Empowerment*
 Hardin, *The Tragedy of the Commons*
 Norum, *Appreciative Design;*
 Ostrom, *Revisiting the Commons: Local Lessons, Global Challenges*
 Rogers, *On Becoming a Person;*
 Rogers, *Space Shuttle Challenger Accident*
 Shneiderman, *Science 2.0*
 Singleton, *Head, Hands and Heart Model*
 Slaper, *The Triple Bottom Line*
 Whitney, *Leading Positive Performance*
 Reed-Jones, *Faith in the Reality of Belonging*
 U.S. NRC, *Three Mile Island Accident*

ALSO PROVIDED

Articles /texts we will use in RoundTables
 Bibliography of recommended readings and Source Material
 Book: *New Hope for Schools: Findings of a Teacher Turned Detective* (Gabriele, 2014)
 A half dozen of Sue's peer-reviewed published papers



Dr. Sue Gabriele is an innovator and consultant in systemic school and workplace renewal. After a twenty-year career as a high school teacher, she returned to graduate school, studying “classroom theory” at USC, “school organization theory” at UCLA, then “systems theory” at Saybrook University, where she earned a PhD in *Human Science: Social and Institutional Change*. Seeking new approaches for busy workplaces and schools, Sue found her theoretical solutions in systems theory, human agency and control systems engineering. She found a practical solution in the Systems Thinking RoundTable. Today, her RoundTables are convened in schools, annual conferences of the ISSS and INCOSE, and professional societies of ATDLA and ISPI So Cal. Twice a year, she teaches “[Systemic Leadership](#).” You can find more information about her class and the RoundTable on the [GEMS](#) website.

Please contact Sue now with questions and to register! (sgabriele@gemslearning.net)