

Systems Leadership Program

Program Overview 2024

A program delivered in partnership by

the
systems
school



“leadership does not reside in a person but in an arena that can be occupied by offerings of specific wisdom to the needs of the community. so leadership is produced collectively in the community, not the individual... leadership for this era is not a role, or set of traits; it’s a zone of inter-relational process.”

~ nora bateson, ‘small arcs of larger circles’

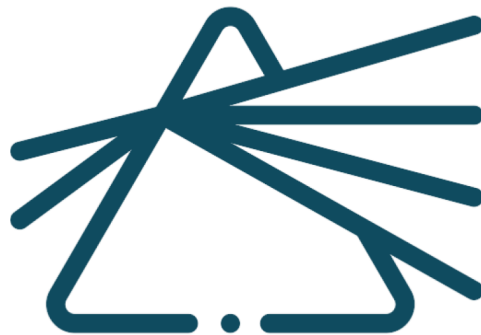


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Are you...

Curious, a deep listener, and enjoy learning with others?

Open to diverse ways of knowing and being, and don't expect to have all the answers?

Value stretching and growing, appreciating it's not always comfortable?

Are you wanting to be in service of the system while caring and sustaining self through the process?

The systems leadership program is a place of care, growth and companionship for the journey in your systems work. It is a place where we will lean

Inwards before outwards

Towards our experience and contribution in the system over technical innovative solutions

Towards wisdom as an expression of leadership

Towards peer learning, support and community building

*“It is time for all the heroes to go home”
~ William Stafford*

About

The systems leadership program is an 8 month collective learning journey to discover, nurture and grow your systems leadership wisdom and experience. In this program we will explore what it means to lead and be a leader in the world we live and work in now. to ask, how can we face the challenges and bring our whole selves to this work? to ask can we help, heal and nurture ourselves?

Approach

At the macro level, our program approach integrates 3 key elements; systems leadership, systems practice and meditation. In the following page we offer an overview of our approach to systems leadership. Our systems practice is guided by 6 cross- cutting areas of practice as shared beside.

Systems leadership also means being able to live and work with ups and downs and manage change and uncertainty. With this in mind, how can meditation support this?

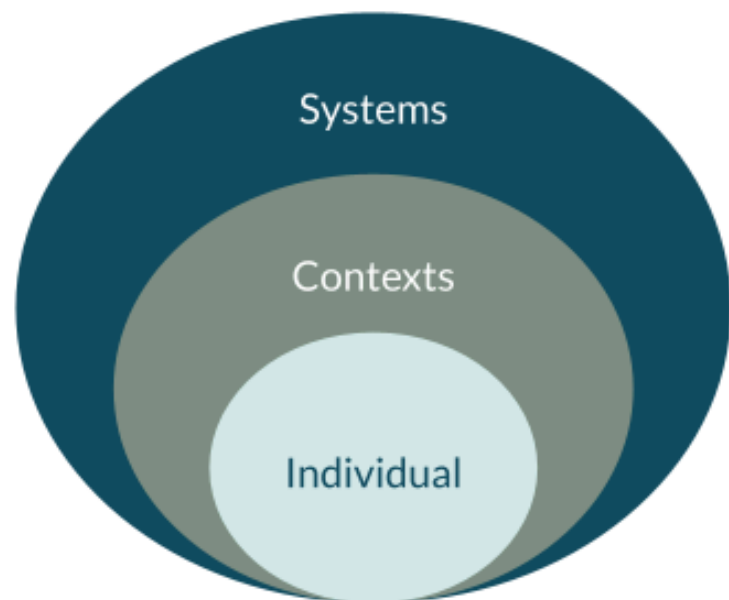
Whilst there is growing evidence that meditation can contribute to stress management and wellbeing, meditation can also support how we ‘ride the waves’ of leadership challenges.

The specific approach that we will be sharing in our program has several interrelated components:

- calming the mind and body;
- through calming ourselves we can grow our focus and concentration;
- self-compassion and non-judgmental practice;
- through calm, focus and self-compassion, we can get to know ourselves and our reactions to ups and downs including how we respond to change; and
- through this familiarity with how and who we are, gaining and applying insight to our systems work.



Systems Leadership Model



The OUTCOME of Systems Leadership is generative, enabling its own sustainability

The systems all individuals are embedded in and contribute to

The ENABLING CONDITION between Context and Systems Leadership is the recognition of mutuality, that the success of the whole depends on the contribution of individual parts

Contexts in which individuals engage in (home, work, community, relational)

Individual characteristics, knowledge, skills, values

Systems Leadership is achieved when the collective agency and capability of the whole is enacted.

Systems leaders are carrying out their roles across contexts, a new pattern emerges in the whole of the system.

How systems leaders orient to and operate in their everyday contexts. We can see these as a set of roles they hold in the contexts they operate in.

System leaders draw from a combination of personal traits, values and beliefs, knowledge, skills and behaviours that shape and inform who they are in the world.

Program Structure

The program's approach models the characteristics of a complex system by:

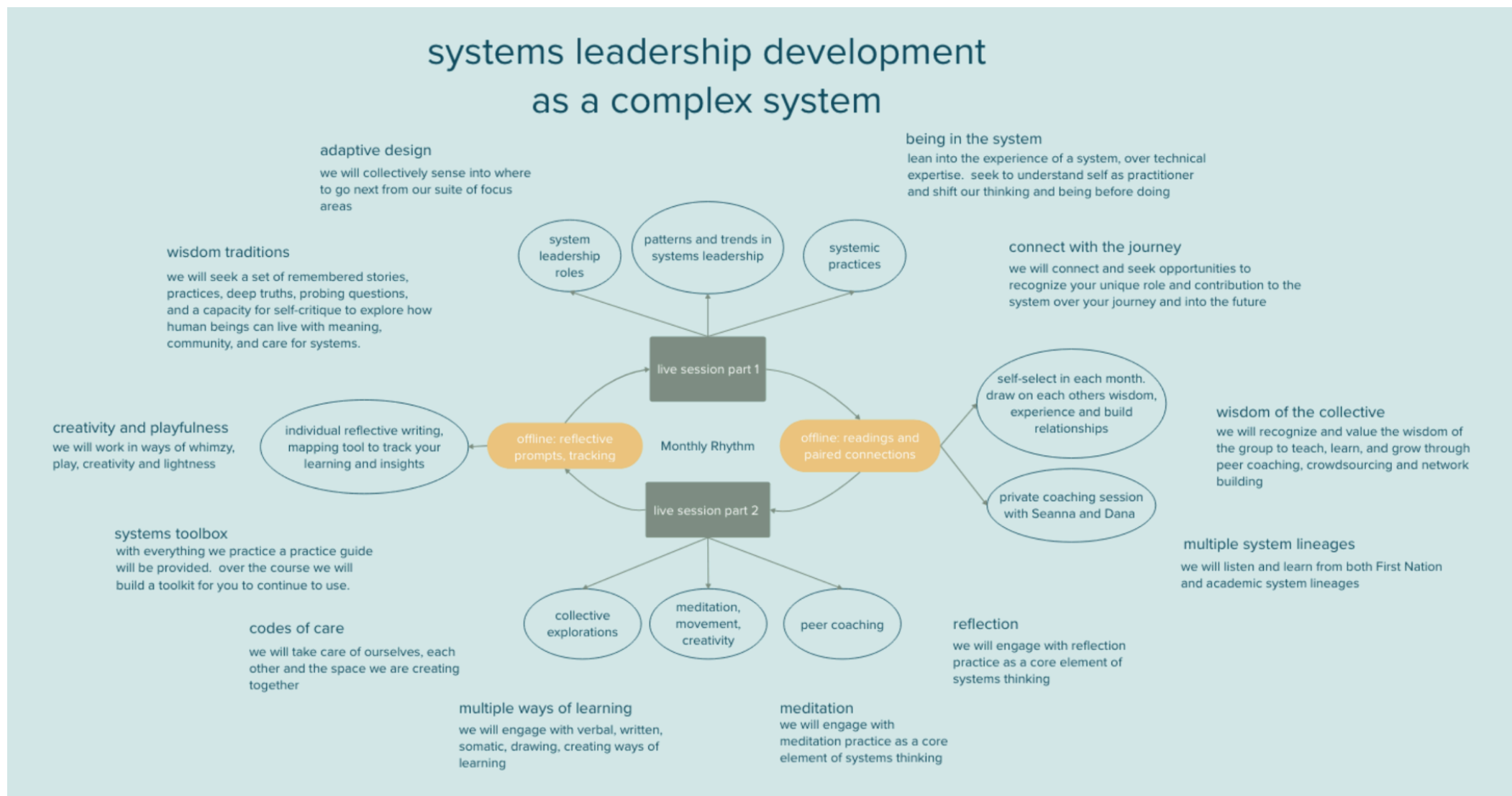
- Following an adaptive learning path, co-directed by participants
- Follow multiple systems thinking lineages and wisdom traditions
- Drawing in creativity and playfulness to encourage random new connections and insights
- Acknowledging and working with the wisdom of the collective
- Engaging emergent learning to reflect and sensemake on the program's collective journey
- Listening deeply to self, community and system through meditation practices
- Exploring multiple ways of learning
- Building tools and supports as we go to continue to practice with

Focus and flow of program:

The program is informed by our systems leadership and systems practice frameworks. The program will begin with a focus on community building and key concepts of systems leadership. From month 2 we begin a monthly cycle of:

- Live session 1: exploring systems leadership roles, patterns and trends and practice
- Offline self - directed learning: paired meetup and private coaching with seanna and dana
- Live session 2: meditation and movement, peer coaching and collective explorations of new topics
- Offline self - directed learning: individual reflective writing and journey tracking

Systems leadership program model



Outcomes

In this program you will be invited to reimagine and work towards the personal goals you want to achieve as a systems leader

- Develop your system knowledge and wisdom on key system practice topics across the themes of: being, doing, relating, knowing, thinking and perceiving
- Track the expansion of your systems leadership skills across the programs journey
- Experience multiple learning modes
- Engage and build capacity for collective sensemaking
- Weekly space to integrate your learning, both from within and beyond the program
- Develop and sustain mindfulness skills and practice
- Build long-term peer connections to travel the system journey with
- Identify the kind of leader you want to be in the system
- Listen, learn and develop capacity to sit with insights from multiple lineages and traditions to managing uncertainty, ambiguity, and complexity in the system
- Gain understanding of the multiple contexts in which this work occurs via other participants and teachers
- Practice responding to the system in real time - via the peer coaching and crowdsourcing responses to systems challenges
- Integrate embodiment into your practice
- Gain a toolkit of activities and practices which you'll have experienced through the program

Supporting resources

- All sessions are recorded and slides provided in an online learning platform
- All activities introduced in the program will be made available for continued use through the provision of an activity guide and collected into a toolkit. This is to support your ongoing application of systems leadership
- Participants are encouraged to apply what they are learning in their own contexts. The program does not include a standalone project

Pragmatics

- Program runs from March to early November
- 2 hr live zoom sessions best suited to australasia and the america's

- Starting march 7th for australasia (mornings to midday) march 6th for the america's (afternoon to evening). *please mind the clock changes across the year
- [check the world clock for your date and time start](#)
- Fortnightly schedule for live sessions.
 - *there are some adjustments to account for easter and anzac day
 - Please see the program schedule on the next page
- Total of 4 hours of live sessions each month
- Optional activities each month up to 4hrs
- Optional readings
- Reflective writing
- Paired sessions between
- 1 coaching session with Dana and 1 coaching session with seanna for each participant over the course of the program are included in course fees

Pricing and cancellation policy

Our pricing principles

Diversity

As program directors, and practitioners working in systems and complexity we value diversity at large. This might be across professional experience or organizational hierarchy, sectors of work, areas of focus (education, health, environment etc), ways of knowing, or types of organizations (not for profits, government, private sectors). We would like to bring in participants from across this wide range of diversities to the program to support a systemic approach to understanding complexity. We know depending on the organization you work in and your role that professional development time and resources can be very different.

Financial accessibility

We want to ensure financial accessibility, and that folks can participate regardless of their financial situation.

Program Schedule

	Thursday's	<u>Time</u>			Wednesday's	<u>Time</u>	
	<u>Australasia Date</u>	<i>Adelaide</i>	<i>Melbourne</i>	<i>Auckland</i>	<u>America's Date</u>	<i>Vancouver</i>	<i>Toronto</i>
Session 1	March 7	9:00am	9:30am	11:30am	March 6	2:30pm	5:30pm
Session 2	March 21	9:00am	9:30am	11:30am	March 20 *DST Change NA	3:30pm	6:30pm
	Break for Easter						
Session 3	April 11	9:00am	9:30am	11:30am	April 10 *EST Change AUZ	4:30pm	7:30pm
	Session 4 ONLY moves to Wednesday				Session 4 ONLY moves to Tuesday		
Session 4	Wednesday April 24	9:00am	9:30am	11:30am	Tuesday April 23	4:30pm	7:30pm
Session 5	May 9	9:00am	9:30am	11:30am	May 8	4:30pm	7:30pm
Session 6	May 23	9:00am	9:30am	11:30am	May 22	4:30pm	7:30pm
Session 7 <input type="checkbox"/>	June 6	9:00am	9:30am	11:30am	June 5	4:30pm	7:30pm
Session 8	June 20	9:00am	9:30am	11:30am	June 19	4:30pm	7:30pm
Session 9	July 4	9:00am	9:30am	11:30am	July 3	4:30pm	7:30pm
Session 10	July 18	9:00am	9:30am	11:30am	July 17	4:30pm	7:30pm
Session 11	August 1	9:00am	9:30am	11:30am	July 31	4:30pm	7:30pm
Session 12	August 15	9:00am	9:30am	11:30am	August 14	4:30pm	7:30pm
Session 13	August 29	9:00am	9:30am	11:30am	August 28	4:30pm	7:30pm
Session 14	Sept 12	9:00am	9:30am	11:30am	Sept 11	4:30pm	7:30pm
Session 15	Sept 26	9:00am	9:30am	11:30am	Sept 25	4:30pm	7:30pm
Session 16	Oct 10	9:00am	9:30am	11:30am	Oct 9 *DST Change AUZ	3:30pm	6:30pm
Session 17	Oct 24	9:00am	9:30am	11:30am	Oct 23	3:30pm	6:30pm
Session 18	Nov 7	9:00am	9:30am	11:30am	Nov 6 *EST Change NA	2:30pm	5:30pm

Quality

To create a high quality program, where participants can engage in meaningful and relational based learning we will be capping the number of participants at around 40 participants.

Walking alongside Aboriginal and Torres Strait Islander people

We believe that we should do whatever we can to walk beside boriginal and Torres Strait Islander people to lead and self-determine in whatever context they are living and working in. To contribute to this, any boriginal and Torres Strait Islander participant can get in touch if they are unable to participate in the other pricing tiers and a full or part scholarship will be provided.

Our pricing model

In determining how we would approach our pricing model, we considered each of these principles.

We have created a sliding scale based on access to professional development funds, which we feel is a useful (though not perfect) metric for what we are trying to achieve. We ask that when registering you select according to your capacity to pay which will enable the program to achieve this valuable diversity and set of learning opportunities for the program.

Given the depth and duration of the program, we suggest that you select a tier related to your maximum professional development budget. All costs include gst and are in aud. In selecting your tier please keep in mind that we are two sole independent small business owners delivering this program.

How does the tiered pricing work?

It's like a sliding scale. Everyone gets the same experience, but we recognize not everyone has the same capacity to pay. You pay for the course according to your access to professional development funds

Tier 1 - pd budget up to \$2500 - cost is \$2500 aud

Tier 2 - pd budget up to \$3500 - cost is \$3500 aud

Tier 3 - pd budget over \$3500 - cost is \$4500 aud

Given our principle of financial accessibility, if there is anyone that would like to discuss options to make this more affordable for you, we are both very happy to discuss this.

Cancellation policy

Cancellations by february 28th 11:59pm AEDT (7 days before program start) will be refunded in full. Cancellations after this date will not be granted a refund. Absolutely no refunds will be provided once the program has begun. Should you choose to no longer participate once the program has begun you are still required to complete the full program payment.

If you are unsure if this program is for you we encourage you to get in touch in advance of registering, we are happy to discuss. It is important to consider your capacity to participate fully in this program.

Your Program Directors

Dana Shen, Dana Shen Consulting and Meditation

Dana has over 20 years' experience working across the public and not for profit sectors in the areas of health, families and child protection. Dana recently completed a two-year mindfulness meditation teacher's course with Jack Kornfield and Tara Brach and brings a strong First Nations and Ngarrindjeri lens to mindfulness practice.

[Read more about Dana](#)

Dr. Seanna Davidson, the systems school

seanna has more than 15 years experience as a systems practitioner, process designer, and educator in systems thinking and systemic change. her work draws on several areas of practice including human geography, art of hosting and theoryU, process work, and developmental evaluation and design.

[Read more about seanna](#)

Frequently Asked Questions

Do I need to be a systems expert or familiar with systems methods?

Not at all! But you do need to bring a curious and open mind. You might also like to check in with some of the characteristics we're seeking in our participants to see if they feel like a good fit.

Do I need to be a senior leader in my organization or community?

Nope :) we are totally reframing leadership, and titles are not required. Our approach to leadership is about good folks, working in a collective for the health of the whole. Sound like you?

Will there be tools to help us apply systems leadership in our own contexts?

Absolutely! You'll get a facilitation guide to everything we work with after you've already practiced in session, small group peer coaching for challenges you're working through, a coaching session with each dana and seanna, and paired peer connections for skills and wisdom sharing.

As a contractor who works for many different clients, mostly short term gigs, is this a good fit for me?

Great question. This program is about who you are as a practitioner, which you would then bring into all the work you do, whether it is short or long term. The lens and framing, your perspective, how you engage and hold relationships with others. All of this influences how you develop and deliver your work regardless of duration.

Should I sign up with colleagues?

Yes! This is a great idea to strengthen the capacity for systems leadership in your organization or work. However, it is not required!

Do I need to attend all sessions live?

We strongly encourage you to participate in all sessions live. However we appreciate that life happens and there will be times when you are needed elsewhere. For that reason recordings are provided. However you will benefit most from the content and the community by participating as much as you can.

Do I need to do all the offline work?

We have tried to make this as minimal as possible, while still providing a strong focus on community connection, reflection and learning. It is your choice if you'd like to opt into pair meetings, optional coaching and reflections, but we would offer that it is an important aspect of systems leadership :)

How does the tiered pricing work?

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