

# Applying Systems-Centered® Theory and Methods in Organisations

Systems-Centered Training offers an innovative and effective approach to change at the individual, team and whole system levels. Uniquely, SCT is a theory-based approach to organisational change which also has associated techniques for effective intervention. It offers a map to make sense of organisational life as well as ways to influence our working contexts to make them more of the kind of systems in which we want to live.

## What

We will learn SCT theory and methods and apply them to our here-and-now experience and in participants' work contexts. This is a living experiment in using both structure and emergence to guide our work and to build a fun and stimulating learning system.

**See over for examples of what you'll learn**



## When

Three two-day sessions:  
30 & 31 January, 6 & 7 May, 22 & 23 October 2020

## Where

London

## Leaders

The trainings will be led by Rowena Davis and Mike Maher, both experienced Licensed SCT Practitioners with experience of working within organisations and consulting to them.

## Fees

The Early Bird fee for the six days is £920 + 20% VAT for SCTR members and £980 + 20% VAT for non-members if you register by 6 December 2019. After 6 December 2019, the fee is £990 + 20% VAT for SCTR members and £1,050 + 20% VAT for non-members. The fee is payable upfront and non-refundable if you miss individual sessions.

*For more information, to register or to explore joining please email:*

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# Organisational Applications of Systems-Centered® Training

<b>Why</b>	<b>Theory</b>	<b>Applying Methods &amp; Tools</b>	<b>Personal Development</b>	<b>Observation &amp; Research</b>
	SCT® is a theory-driven practice focusing on the dynamics of roles, goals and context in human systems	Learn skills, methods and practical tools to develop one's leadership and membership and the organisation's capacity to achieve goals	Develop oneself to take up one's organisational roles more effectively	Develop data-gathering skills to test the theory, methods and tools when working in organisations

**Examples of What You'll Learn**

**Learn tools, methods and theory:**

- The Theory of Living Human Systems, a systemic map to identify what helps and what gets in the way of individuals, teams and organisations surviving, developing and transforming
- Functional Subgrouping for reducing conflict, improving communications, and working with differences as resources at the individual, team and whole organisation level
- System for Analyzing Verbal Interaction (SAVI®) tool to map communication patterns and group phases of development and to develop strategies for communicating more clearly and improving problem-solving
- Role, Goal and Context to clarify: What is the context? What are the goals? What is my role? What are others' roles?
- Protocols to reduce anxiety and tension and work productively with frustration in one's self and in one's work context, all of which are a natural part of any work group
- Skills to build emotional intelligence, integrating emotional and cognitive information for improved decision-making
- Force-field analysis to identify what's helping and what's getting in the way of achieving goals, and to prioritise where to focus change
- Practice taking up leader, member and coach roles to problem-solve more effectively and to improve the working climate

**Use a systems perspective to inform leadership and membership decisions to work effectively in organizations:**

- See how individual experience is influenced by the context
- Understand the relationship between the individual, the team, the division, the organisation as a whole, and the overall industry or sector and how those different contexts influence one another
- Learn how to shift from personal reactions (including responses to giving and taking authority) to taking up one's leadership and membership in service of the goals of the team and the organisation
- Develop criteria for making choices and prioritizing with awareness of the system, and its roles, goals and context
- Learn how to recognize and work with group dynamics as they arise, and how to contribute to the development of a well-functioning work group