

# Systems & Network Thinking in Times of Change



***“...most of the problems faced by humankind concerns [concerned] our inability to grasp and manage the increasingly complex systems of our world.”*** — Peter M. Senge

When groups, teams, organisation and systems are forced to adapt and shift dramatically, there can often be a number of emerging unintended consequence. Understanding the dynamics of systems, networks and change can help leaders and organisation to create needs supportive environments that can both support adaptive readiness and allow positive adaptation to continue developing as we shift into a new phase of working together.

Organisations globally have been forced to shift and adapt their function dramatically.

Individuals within groups are now working through very different challenges with both positive and negative experiences related to this change. Creativity is emerging in the most unlikely of places as tension within function is increasing. This interactive webinar will focus on how we can be paying attention, from a network and systems perspective, on current experiences so that we can scaffold learning for the benefit of future working environments. How can we begin to set up the conditions allowing for positive curation of the future work environment for positive employee wellbeing, performance and organisational engagement?

***“Dr O’Connor was excellent, we were in awe of his ability to talk on many complex concepts in such a digestible manner.”***

Formats:



webex

zoom

Length:

**90 MINUTES**

Presenter:

Dr Sean O’Connor

Outcomes:

- + Practical concepts and frameworks to use immediately
- + Sophisticated simple models to help direct focus
- + Develop a new way to look at organisational change & relationships
- + Practical tips for capturing employee experience and perspectives
- + Frameworks to assist in curating context specific approaches
- + Highly useful concepts for a range of Leadership challenges & activities

Investment:

**\$3750 PER WEBINAR (90 MINUTES)**

*for up to 30 people — \$50 per person there after*

For more information [hello@gramconsultinggroup.com.au](mailto:hello@gramconsultinggroup.com.au) or **0415 670 130**



**GRAM CONSULTING GROUP** is a community of facilitators, evidence based coaches, academics, organisational psychologists and good humans who specialise in:

- + Executive Coaching
- + Leadership Development
- + High Performing Teams
- + Leader as Coach
- + Specialist Qualitative Reports

To do that they have a multi-disciplinary and evidence based approach using principles from:

- + Coaching Psychology
- + Positive Psychology
- + Social Psychology
- + Organisational Psychology and Organisational Scholarship
- + Appreciative Inquiry
- + Anthropology
- + Sociology

Gram Consulting Group work with 11 of the top 20 ASX listed companies, three international organisations and many smaller organisations.

## **WHY AND WHEN FACE TO FACE EXPERIENCES**

Face to Face workshops enable highly effective ways to build trust, have highly collaborative and quality interactions and build the relationships and understanding in a team or group of people. These workshops allow for interaction, different environments, discussion and practice. It allows for flexibility and fulfils our human need for connection, interaction and increases the ability to deal with complexity.

## **WHY AND WHEN VIRTUAL EXPERIENCES**

With the world currently experiencing the COVID-19 pandemic, virtual learning experiences are now more than ever a necessity for teams and organisations. Webinars are built for convenience, scale and accessibility. They do not replace the face to face experience but can be used as a blended experience. We use multiple platforms and have a hugely successful record in providing engaging experience with a strong up take of the learning.



# Dr Sean O'Connor

---

Dr Sean O'Connor is a senior associate at Gram Consulting and Director of the Coaching Psychology Unit running coaching training and research at the University of Sydney. Over the last 16 years Sean has worked with many Directors, Executives and Senior Leaders, both individually and in groups, to provide leadership development through coaching, training and organisational change programs.

Sean has worked with senior executive and leadership teams helping them to develop and better deal with complexity in the workplace and shift climate through organisational change projects. Through the application of a mixture of Positive Psychology, System Theory, Cognitive Behavioural, Solution Focused and network-based approaches he has been able to help individuals and teams to shift behaviour while promoting wellbeing, engagement, performance and development.

Sean is a recognised world expert in individual, group and team coaching and is regularly invited to consult, provide workshops and keynotes globally. Sean has assisted hundreds of individuals in areas including transitioning from manager to leader, working effectively in complex working environments, influencing through change and career progression. Sean was the first coaching pracademic to measure the positive impact of coaching beyond the individual coached and utilises this unique knowledge, capability and approach to develop systems and network thinking capability in leaders through coaching. This unique evidence-based approach supports broader positive organisational impact of interventions through those he works with, providing strong return on investment and longer lasting capability in an organisation's leadership.

---