



Systemic Strategic Leadership Practice

Integrating and inclusive discourses

January 25-27, 2016, 9:30-16:30
Chambers Suites, Parkstead House,
Roehampton, London, SW15 4JD

A workshop for managers, leaders and consultants, interested to develop their thinking and practice in designing, facilitating and sustaining systemic strategic change.



Conventional approaches to strategic change tend to assume linear reasoning, emphasising the formulation of goals, the development of strategic plans and clear communication of the plan to the organisation. Strategic decision making and change are often associated with power, control and resistance. However the word 'strategy' relates to the words 'act' and 'agent'. How might strategic change processes facilitate coordinated action, **positioning organisational and team members for success** through multiple engagements of organisational members and their interests, abilities and resources, **maximising potential for creative collective agency**?

With this interest in mind, Martin Miksits and Christine Oliver invite you to integrate clear, structured processes of strategic inquiry *with* dialogical sensibilities paying attention to narratives and patterns of relationship, communication and power amongst a diversity of organisational stakeholders.

Drawing on post modern communication theory, processes of dialogical inquiry, systemic practice, insights from the general strategic literature and case vignettes, they offer a framework for conceptualising, designing and sustaining strategic development, valuing insights from systemic *and* linear models of practice, enabling a focus on specific past and future achievements at the task and relational level.

In this three day workshop participants will

- Engage with strategic challenges relevant to their management and consultancy contexts
- Appreciate living strategy as a moral context for coordination and action
- Understand strategic development as a collaborative, dialogical, ethical and imaginative achievement



- Experience a strategic planning framework inclusive of modern and post-modern perspectives
- Develop specific actions for strategic leadership in management and consultancy contexts
- Develop specific reflections and actions for their leadership situations in relation to relevant practice contexts

There will be a pre-workshop questionnaire for participants to explore systemic strategic challenges in their leadership or consulting context.

To facilitate dialogue and learning the number of participants is limited to 16.

Systemic Strategic Leadership Practice - Theoretical foundations

- Systemic and social constructionist theory of communication (CMM)
- Dialogic organisational development approaches
- Classical theory of strategic decision making and process design
- Appreciative and reflexive inquiry
- Social learning theory
- Ethical frameworks for decision making

Programme

Day 1

- Strategic planning introduced in the wider context of an inclusive systemic leadership model
- Participant inquiry into own system, purposes, network of communication, strategic challenge (based on pre-workshop questionnaire)
- Development of a reflexive and appreciative critique of strategic planning and positioning in participants organisations
- Participant aim formulation [**Define**]

Day 2

- Mapping of resources available and useful to participants [**Discover**]
- Domains theory and leadership
- The 6D Strategy Process and resources
- Participants map opportunities and dilemmas for strategic development or strategic consulting [**Dream**]

Day 3

- Ethical decision making
- Determining contexts and relationships relevant to participants' decision making [**Decide**]
- Progression in connection with aims – emergent learning to be developed [**Design & Deliver**]
- Developing a consultation system for closing the gap on learning



Facilitators



Christine Oliver (PhD) co-leads the MSc in **S**ystemic Leadership and Organisational Development with Martin Miksits for the University of Bedfordshire. She also works as Consultant Family Therapist and Group Analyst for East London Foundation Trust and is an independent psychotherapist and organisational consultant working to facilitate individual and organisational development. She provides systemic leadership and management training and consultancy for public, private and not for profit organisations locally and globally. A primary interest is in consultancy methodologies for structuring dialogue to engender reflexive practice in the work place. She has contributed to the development of systemic theory and practice through many published papers and through her most recent books: *Reflexive Inquiry*, published by Karnac, London (2005) and *Complexity, Relationships and Strange Loops*, published by the MHA Institute, Canada (2003).



Martin Miksits (Ing, Mag, MSc, DProf) works as coach and consultant with leaders, teams and organisations. He also works as systemic therapist in private practice. His consulting experience is in facilitating organisational transitions, development and learning, for instance in relation to organisational practice, process, performance, strategy or culture, using a systemic collaborative approach. He draws on twenty years of industry experience working mostly in international management positions. These include assignments as a global program manager leading major strategic change initiatives in a global company, business development and sales management in North Latin America, management of merger and acquisition projects in the Netherlands and in Belgium, cultural change and process change in Austria and in the UK.



Time and Venue

Chambers Suites, Parkstead House, Roehampton, London, SW15 4JD,
January 25-27, 2016, 9:30am – 4:30pm



Parkstead House is situated in Whitelands College of the University of Roehampton, just a five minute bus ride from Barnes mainline station and minutes from the A3. There are also regular bus services from Putney, Wimbledon and Hammersmith which all have underground stations direct to central London. This location is within easy reach of Heathrow airport and has a number of car parking spaces available on site. For directions please refer to the last page of this flyer.

Cost and Registration

The cost for the three day workshop is £590. For applications and payments received prior to November 30, 2105, a reduced early bird fee of £450 applies. This also includes coffee, tea, pastries and a gourmet sandwich lunch served with crisps and fresh fruit.

We are happy to advise on nearby accomodation for participants who are interested.

To register please submit an application form to registration@systemicdevelopment.eu.

Dr Martin Miksits

Dr Christine Oliver



APPLICATION FORM

SYSTEMIC STRATEGIC LEADERSHIP PRACTICE

With Martin Miksits and Christine Oliver

25-27 January 2016, 9.30-16.30

Chambers Suites, Parkstead House, Roehampton, London, SW15 4JD

The workshop fee is £590 (for applications and payments received prior to November 30 a reduced early bird fee of £450 applies). This amount does not include VAT.

Name of Applicant: _____

Billing / Organisation Address
(shown on receipt/invoice) _____

Phone _____

Email _____

Value Added Tax Number _____

Payment and billing options:

My VAT registered organisation (VAT number above) will pay SYDE Consultations GmbH, Organisation for Systemic Development, Vienna, Austria, by bank transfer

- Please send a VAT invoice and details for payment to my attention to above address.
The course fee will be subject to 20% VAT; however based on European Community rules VAT is not billable to other (than Austria) EC countries (VAT number provided).

I am not VAT registered and will pay the full course fee of 590 pounds (450 pounds respectively) directly to Christine Oliver, 3 Beverley Gardens, Barnes, London, SW13 0LZ

- I will be sending a cheque
 I will make a bank transfer to Christine Oliver:
UK account number 90603325 sort code 20-72-17
IBAN: GB07 BARC 2072 1790 6033 25 SWIFT/BIC: BARCGB22

Cancellation fee: 30% of course fee up to 4 weeks before the workshop, 50% up to two weeks before the workshop, 100% for cancellations with less than 2 weeks notice.

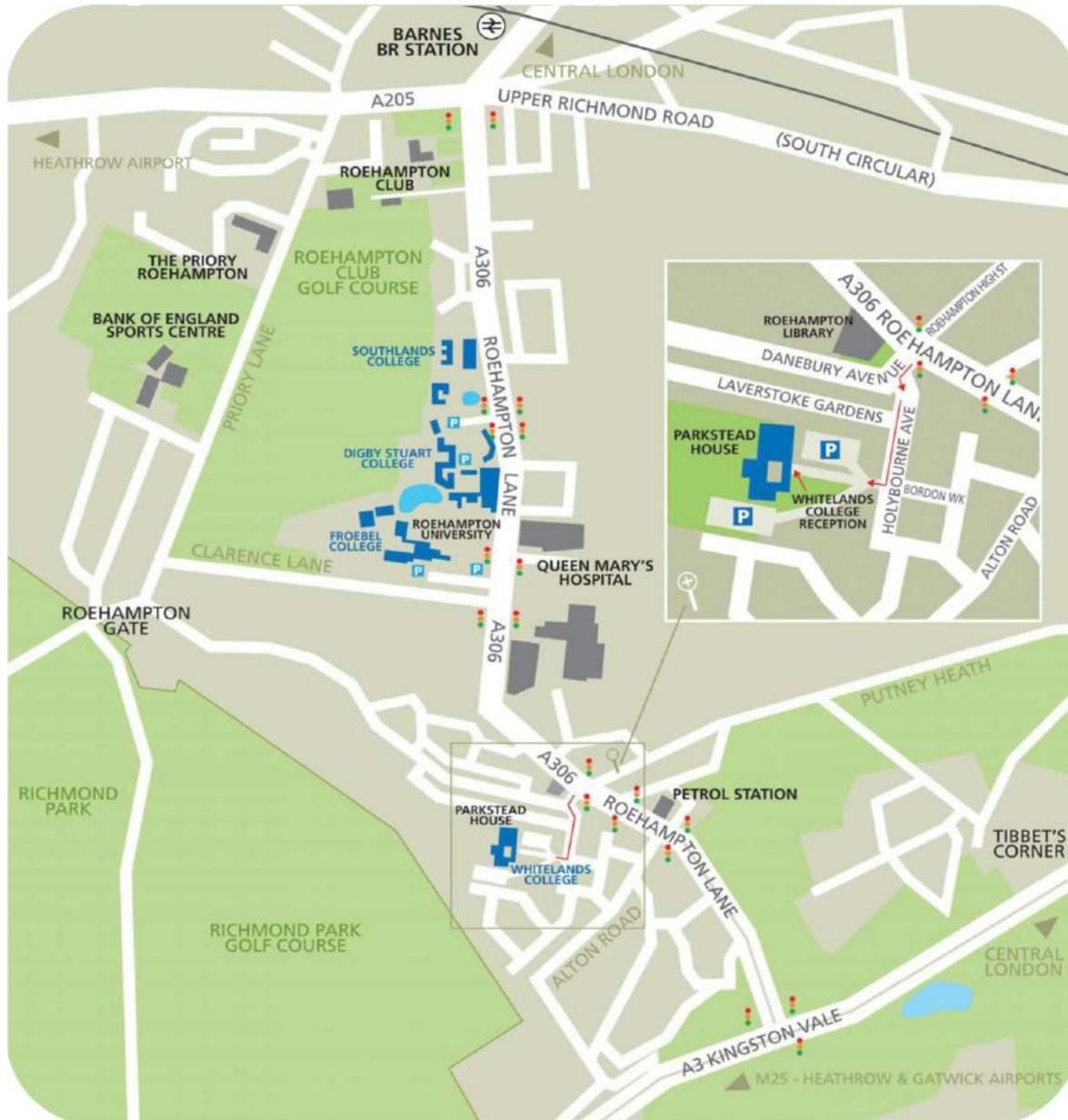
Please sign below to acknowledge payment and to secure registration and send to Christine Oliver (at the above address), by email to registration@systemicdevelopment.eu or by fax to +43 1 2533033 8780.

Applicant signature: _____



Directions

Location Map – Whitelands College, Parkstead House



Train

The nearest station is **Barnes**, from which it is about 25 minutes walk to Whitelands Campus, or take buses 72 or 265, which stop outside all campuses. Trains to Barnes run from Clapham Junction, London Waterloo, Staines and Windsor.



Tube

District/ Piccadilly/ Hammersmith & City lines to **Hammersmith**. From the tube station, go to bus stop K in the Lower Bus Station next to the shopping centre (see the [map of Hammersmith Bus Station on the TfL website](#)) and take bus 72 to all campuses.

District line to **Putney Bridge**. From outside the tube station, take bus 265 to all campuses.

Bus

Buses that stop nearby: 72, 265, 493, 170, 493. Travelling up Roehampton Lane, alight at the stop just before the junction with Danebury Avenue. Turn right down Danebury Avenue and then take the immediate left onto Holybourne Avenue. Whitelands is a minute's walk on the right-hand side. If you are travelling from the direction of the A3 alight at the stop just after the junction with Danebury Avenue.