

Systems Thinking Practitioner

LEVEL
7



FUNDED THROUGH THE APPRENTICESHIP LEVY!

Live tutor delivery by virtual/face to face Classrooms.
Post Graduate Systems Thinking Practitioner Apprenticeships
with Government funding of up to £18,000 per person.
Fully supported by expert tutors, comprehensive learning
materials and a sophisticated learning management system.

SCiO

A Community of Systems Practitioners



Systems Thinking Practitioner Level 7 doing things differently



Systems thinking practitioners are key to creating, supporting and driving strategic solutions to the complex challenges facing organisations in all sectors.

- In the private sector it may be about forging relationships, systems and processes that power collaboration, in manufacture, supply chain management, marketing and service delivery.
- In the public sector it will focus on the necessity to deliver more with limited amounts of public budget, without diminishing service quality.
- In health & social care, it will be creating the solutions, systems and mindsets that deliver integrated care in a world where clinical and professional staff resources will never keep pace with demographics, population growth and rising expectations. In this scenario the only solutions must focus on increasing the productivity of a precious staff resource by doing things differently.

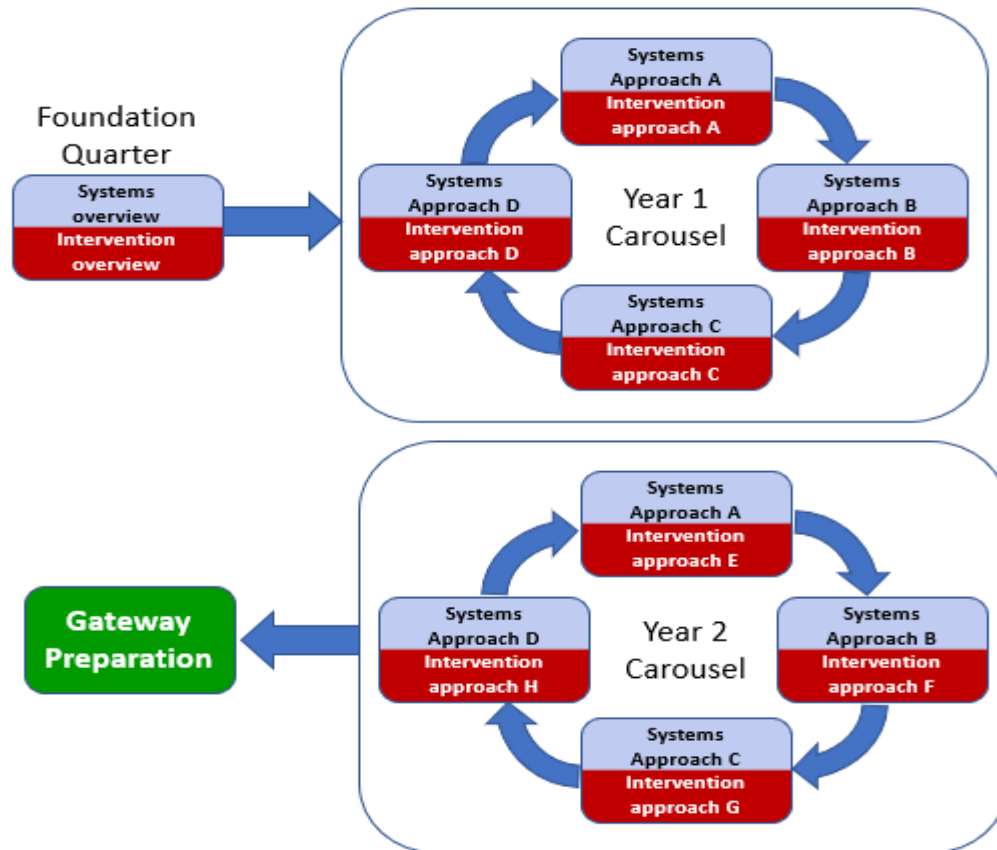
Systems thinking practitioners are an essential and powerful catalyst in the organisation of the future. They make sense of complex situations and challenges and deliver sustainable and viable solutions.

This programme is about acquiring and developing the mindset, tools, and systems techniques to constructively challenge the status quo and create new solutions which organisational leaders will need to adopt to survive and thrive in a challenging world.

About the programme

The programme is delivered over 30 months combining highly interactive virtual workshops, progressive work-based assessments and improvement projects, individual tutoring and mentoring. It will be delivered by some of the world's leading experts in systems theory and practice.

New starts every quarter using a unique carousel model



Level 7 Systems Thinking Practitioner Programme Outline

The course delivery runs on a six-week cycle with three days of workshops, either face to face, online or available as recordings. There are three strands to the delivery:

1. Systems approaches – which are about how to understand, diagnose, design or develop systems, whether work systems, social systems or economic systems.
2. Intervention skills – which are needed to work effectively within an organisational context when you are using the systems approaches
3. Learning sets to support and check on the learning process and develop the behaviours.

Module assessments also serve to build up a portfolio of evidence for the End Point Assessment. Course elements below in ***bold italic*** are specific methodologies taught on the course. The Behaviours listed in the Standard are all addressed in the learning set sessions.

Programme content

Week	Systems knowledge & skills	Intervention knowledge & skills	Learning Set
1	Systems foundations - introduction to: Viable Systems Model (VSM) Soft Systems Methodology (SSM) Critical Systems Heuristics (CSH)	Intervention foundations: Flawless Consulting Relationship building Questioning and listening	Introduction to practice; reflective practice
7	Systems foundations - introduction to: System Dynamics (SD) Patterns of Strategy (PoS)	Intervention foundations: Inquiry, information and assessment Intervention data analysis - interview technique + Questionnaire design	introduction to ethics; regulatory environment; personal bias/ stakeholder needs
13	<i>catch-up week; employer three-way mtg</i>		
14	Diagnosing & designing complex systems using VSM 1&2	Flawless Consulting	Learning review & reflective practice
20	Managing Boundaries with CSH 1&2	Ethics: Trust metrics, values maps, ethical calculus	Learning review & reflective practice
26	<i>catch-up week; employer three-way mtg</i>		
27	Intervening in human systems using SSM 1&2	Workshop design	Learning review & reflective practice
33	Mosaic transformation & Bubble strategy of change	Theory of Change, Benefits management/ realisation Facilitation: collaboration & communication	Learning review & reflective practice
39	<i>catch-up week; employer three-way mtg</i>		
40	Understanding dynamics and flow in systems using SD 1&2	Intervention Data analysis	Learning review & reflective practice
46	Understanding emergent strategy using PoS 1&2	Implementing change Influence mapping	Learning review & reflective practice
52	<i>catch-up week; employer three-way mtg</i>		
53	Group Dynamics using Informed	Constellations Public speaking	Learning review & reflective practice
59	Linear argument technique	Organisation Relational Systems Coaching	Learning review & reflective practice
65	<i>catch-up week; employer three-way mtg</i>		
66	Diagnosing & designing complex systems using VSM 3&4	Data analysis 2 Assessment & evaluation	Learning review & reflective practice
72	Systems laws & principles 1	Change implementation using Agile	Learning review & reflective practice
78	<i>catch-up week; employer three-way mtg</i>		
79	Intervening in human systems using SSM 3 Systems laws & principles 2	Large group processes	Learning review & reflective practice
85	Managing conflict situations using CONAN	Productive conversations	Learning review & reflective practice
91	<i>catch-up week; employer three-way mtg</i>		
92	Understanding dynamics and flow in systems using SD 3&4	Change implementation: project management	Learning review & reflective practice
98	Systems laws & principles 3		Learning review & reflective practice
104	<i>catch-up week; employer three-way mtg</i>		
105	Understanding emergent strategy using PoS 3&4	Decision structure design	Learning review & reflective practice
111	Managing Boundaries with CSH 3 Systems laws & principles 4	Multi-methodology approaches	Learning review & reflective practice

Joining criteria



Employers can set their own criteria for learners and can take advantage of Apprenticeship Levy funding for this Masters Level programme.

Typical job roles might include:

- Transformation leads
- Strategic Planners
- Systems leads
- Current Systems Thinking Practitioner
- Operational leads
- Board members and CEO's

- Minimum entry requirements to qualify for levy funding are level 2 English and Maths at GCSE. A skills audits and interview process are mandatory.
- To qualify for levy funding learners must have been a UK/EEA/EU resident for the last three years.
- Successful learners will automatically qualify as an 'Advanced Practitioner' with SCiO, the professional body for Systems Practitioners.

Making the most of the Apprenticeship Levy

- Post Graduate level apprenticeships are specifically designed to upskill existing managers, regardless of their age or length of service.
- If your organisation's payroll is over £3m per annum the government will already deduct a levy of 0.5% of your payroll through HMRC which will be held in a Digital Account.
- Smaller organisations can also draw down apprenticeship funding.
- You can also access funding to provide Leadership and Management Qualifications through an approved provider such as ourselves.
- We will advise your organisation on the whole process, manage and deliver the programme to the standards required by Educational and Skills Funding Agency, Ofsted and the awarding body for the apprenticeship – which in this case is [SPA](#).

Assessment

Apprenticeships are assessed against the following criteria:

- **Knowledge** – Assessed through progressive assessments which are work focussed
- **Skills** – Assessed through uploading evidence of work
- **End point assessment** – Assessed via a review of uploaded work, and knowledge test, a presentation with questions and a professional discussion.

Tutorial support

In addition to scheduled modules, individual tutor support will be available throughout the programme Accessed through the Learning Management System and your Client Services Manager at Cherith Simmons Learning & Development LLP

Full EPA preparation is provided. Cherith Simmons are currently achieving **85% distinctions** in EPA passes.

Who is delivering the programme?



The programme will be delivered and managed by Cherith Simmons LLP working closely with the teaching and assessment resources of SciO.

Cherith Simmons Learning and Development is a long established (since 1989) female-led and founded SME. We are a partnership with accreditation from all leading Leadership and Management accrediting bodies in the UK.

Here's what Ofsted said about us recently:

'Cherith Simmons Learning & Development have a clear vision to prepare future senior managers to succeed in highly challenging and changing business environments. They have developed a curriculum that often goes beyond the requirements of the apprenticeship and allows apprentices to develop a greater understanding of leadership theories and practices. Consequently apprentices, who are often already experienced managers, develop new and valuable knowledge and skills.'

At our most recent Ofsted inspection we were rated **Good** against all five assessment criteria. Currently **85%** of our apprentices achieve distinction at their End Point Assessment

Highly experienced tutors

Tuition will be by leading experts from the SciO community of Systems Practitioners, who will also provide expert assessments.

Dedicated support team

All programmes have a dedicated graduate level Client Services Manager who is the first point of contact for all participants and for our clients. FAQs, forums, webinars and email contact are available 24/7.

Who are our clients?

Cherith Simmons designs and delivers a wide range of Leadership and management development programmes across the UK & internationally in all sectors, through face-to-face & virtual workshops, coaching, and mentoring learning for all programmes.

<p>Education sector clients</p>	<p>Public sector clients</p>	<p>Health sector clients</p>	<p>Clients in other sectors</p>
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