

Archersfield Consulting & Management Pty Ltd

2020 Systems Thinking for Organisations post COVID—19:

A tool for our times in your organisation, community, sector

Across every sector and in every corner of the globe, challenges are mounting. Organisations today must respond to these systems challenges while shaping an inclusive and an abundant future for all. None of our challenges can be faced alone and no true solution can be created in a vacuum or an echo chamber.

In this 8 week program you will work as an in-house team to understand and develop deeper insights and a **systems map** into the following:

- What cross-roads your organisation is facing right now.
- What is important to you right now about the community of which your organisation is a part and what possibilities it holds.

We then learn what **scenarios** are possible for our organisation and system for rebuilding and what that might look like as we move on from here.

We focus on **strengths** -forming a deeper understanding about how we can start from what is strong, learn how we can **add value** and keep going from here.

We will examine **risks** of returning to organisational boundaries and controls thus potentially breaking so much of the precious **ecosystem** that is beginning to emerge.

We take a bigger system view of the world of which your organisation is a part. In order to understand and adapt in light of:

- What is being learned about **innovation and change** during the recovery phase.
- What signs of the **future** for your organisation are coming through(horizon 3) and what the messy middle (horizon 2) is looking like. We will learn how to navigate these aspects of systems through **working together**.

The last part of the program provides an opportunity to share with our organisation, colleagues, stakeholders and community:

- What we have learned about how to work better
- What we are learning about how to rethink our approaches
- What we are learning about our changing organisational identity as COVID- 19 recovery continues.

We work with the C.L.E.A.R. framework for leading systems change while we learn the best contemporary examples of “what works”. We will identify the systems challenges facing your organisation / sector, and map the system to develop inclusive, participative approaches to address your challenge.

Like a spider’s web, a living system is so intricate that no part exists in isolation. Systems leadership catalyses collective leadership in others.... System leaders focus on creating conditions that can produce change and that can eventually cause change to be self - sustaining.

Linda Booth Sweeney

Archersfield Consulting & Management Pty Ltd

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Who should come?

Leadership teams, Service Delivery teams, and Cross Service Systems partners seeking to improve outcomes for their organisation and the people they serve.

Program Design:

8 half day sessions supported by on-line modules and on-line coaching for in-house organisational teams of minimum 15 and maximum 20

Or

Small team (minimum 5 participants) enrolments.

Please call us to discuss your requirements

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About Jan Archer

Before leaving the Public Service Jan Archer was the Deputy Commissioner for Fair Trading in Queensland. She had previously completed significant reform agendas within the criminal justice system, including the Office of the Director of Public Prosecutions, Department of Corrective Services and the Queensland Police Service. During her membership of the senior executive service in Qld, Jan acted as director general, deputy director general and chaired a number of Jan's experience includes other significant change leadership responsibilities including local government amalgamations; leadership in the establishment and dis-establishment of government agencies and transitioning of organizations as part of major government restructures; and the creation of new shared service models and integrated corporate service delivery across government departments.



Much of Jan's work in the university, public and community sectors has focused on innovation, reform and the ways in which leaders of public, private and community organizations can engage in adding value to their enterprises. Upon leaving the public service, Jan established Archersfield Consulting and Management which has delivered change leadership support across sectors in QLD, NSW, NT and the ACT for 14 years.

Building on the success of the interprofessional leadership program which Jan co-designed with the University of Qld, she founded the Executive Challenge Academy, an academy offering cross sectoral leadership programs from foundations to masterclass levels, both nationally and internationally. At the tenth anniversary of the ECA in 2018, Archersfield transferred ownership of the ECA to a cross-sectoral Social Enterprise created to deliver place-based leadership development across Qld. Regional Transformation academies are designed to support local cross-sectoral leaders to co-design and co-deliver solutions to their most challenging issues. Profits from these programs are re-directed to further leadership work in that community.

About Neil Archer



Neil Archer has over 25 years' experience in Executive Leadership roles in the Construction Materials and Mining industries and has graduate and post-graduate degrees in Business Management as well as technical and engineering qualifications.

He has had the privilege of leading and working with culturally diverse teams in national, regional (Australasia), and global organisations, as well as managing large infrastructure projects in remote areas of Australia.

Neil had overall responsibility for construction materials extraction and supply to the installation of major infrastructure at the Century Zinc mine in the Gulf of Carpentaria from 1997 to 1999. and was an Executive Manager of the "River First" consortium bidding the Traveston Dam project in 2008 – 09. He was also Vice President – Construction (Australasia) for the global mining industry supplier Metso Minerals from 2010 to 2014. During this time, Neil had oversight of a \$60M processing plant installation at Bowral, NSW.

Neil left the corporate world in late 2014, to focus his energies on the direction and growth of Archersfield Consulting & Management and is the inaugural Chair of its social enterprise off-shoot, The Alliance for Leadership Learning.