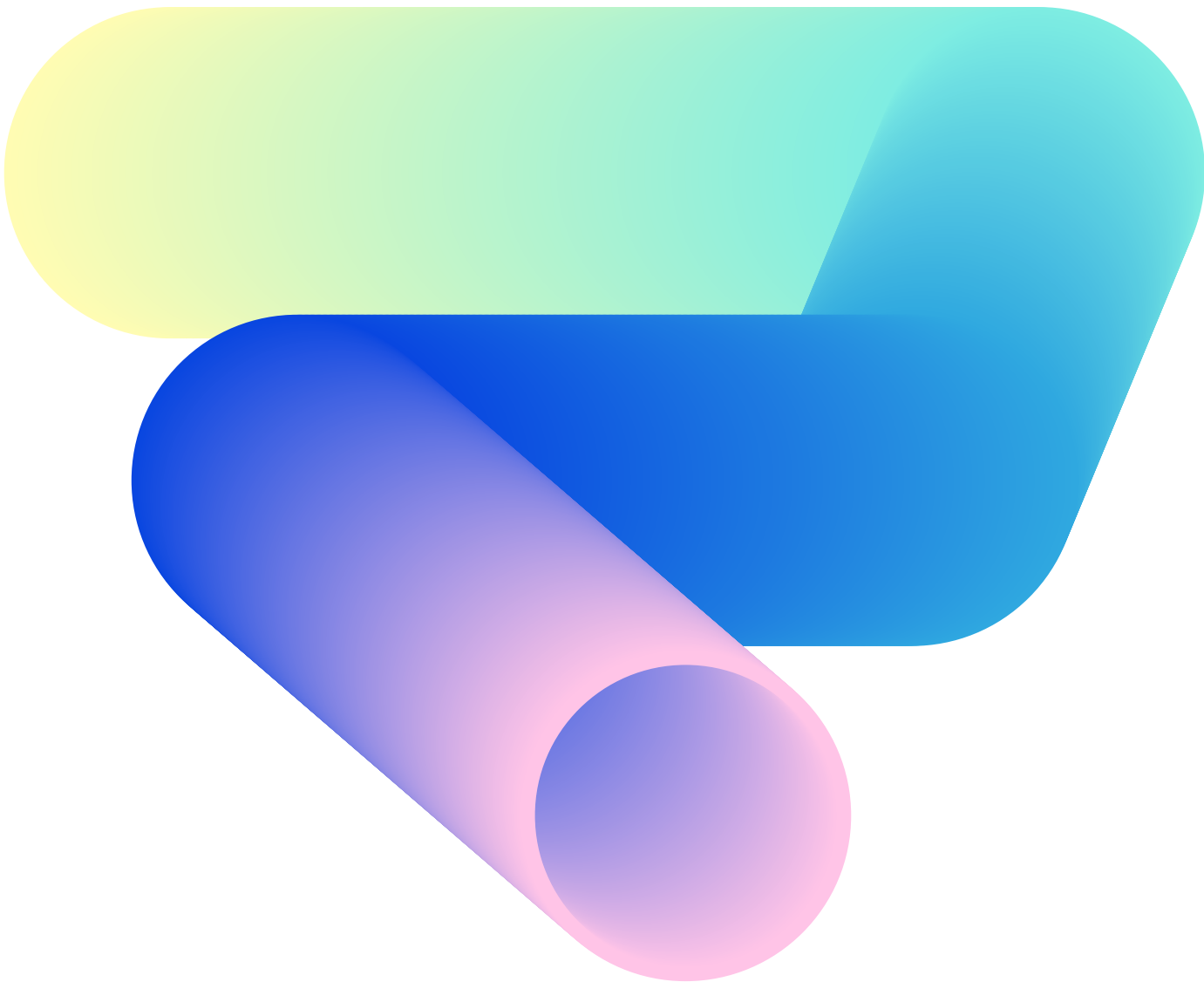


**SYSTEMS  
THINKING**



**MAY-JULY  
2019**

**BERLIN**

# SYSTEMS THINKING THE BEST FRAMEWORK TO LEARN HOW ORGANIZATIONS WORK



Systems Thinking is a powerful framework which helps you learn and understand how organizations work. It expands your mindset, makes you more effective in your role and enables you to guide your organization through transformation processes, as well as periods of change and growth.

You are an HR Professional in a Startup or an Agency responsible for recruiting, development and HR processes and you are searching for tools and methods to facilitate growth in your organization?

You are an Agile Coach who offers trainings for teams, and is missing a holistic framework that makes your work more impactful?

You are a UX Designer who is confronted with major change scenarios at your clients organization and is looking for the right mindset to navigate the challenge successfully?

Then this is the right program for you. In three days you will gain an understanding of how your organization works, what people need in periods of transformation and change, and what it takes to improve processes along the way. Managing conflicts, supporting teams and team leads in their development and asking the right questions at the right time is what you will practice. You will also learn from three different experts and get a chance to solve your current challenges together with the other participants.

# SYSTEMS THINKING THE TRAINER



## TANIA LIECKWEG

Tania Lieckweg is a management consultant, key note speaker and transformation expert. Since more than 10 years she coaches executives and leadership teams in startups and established corporations.



### **How did you come up with the idea for a program like this?**

My consulting colleagues and I often discuss what it takes to enable people from various backgrounds to become more effective organizational architects – be it HR Professionals, UX Designers or Agile Coaches. We are lucky to meet all these very skilled people in our daily work as consultants all the time and they share our passion for making organizations great places to work. But we also cannot help but notice that at a certain point all of them start to feel that something is missing. Something like a framework which can help them take the next step with their organization and long before that: identify what is needed to do so.

And since we believe that systems thinking is exactly this powerful framework we have decided to share our knowledge and offer a space where people from various backgrounds can learn from us and from each other.

### **What is Systems Thinking exactly?**

I would say it is many things: It is a mindset, a framework, a philosophy, and also a toolbox. It is as powerful in one-to-one situations as it is in group settings and even in the transformation of your whole organization.

### **Why do we need Systems Thinking to successfully approach the challenges we are facing in our organizations today?**

As I have said before: One discipline or one approach alone is not going to solve the complex challenges in our organizations today.

Systems Thinking as a framework can help us understand what is needed in which situation exactly and what we need to do in order to find answers to our questions, such as: How can we design the organization for the future? How can we make the organization more flexible? How can we create commitment? How can we provide guidance without being a hero but a sparring partner?

Systems thinking is also the right approach for digital transformation processes. In a complex world you need to look through lenses which help us understand the links between customers, products, people, structures, business models, teams and processes. It is the right approach for understanding ecosystems without forgetting the individuals.

### **What will the participants take away from this program?**

They will know what it takes to facilitate the process of designing a successful organization.

### **What is it that you are passionate about in your daily work as a systems thinking expert and consultant for organizations?**

I really strive for making organizations a better place. We all need organizations, but they need to work for us.

# SYSTEMS THINKING THE EXPERTS



## KATRIN GLATZEL

Katrin Glatzel is a management consultant and leadership expert. She recently developed a framework called »collaborative leadership« which will be introduced in workshop no. 2.



## HEIKO HILSE

Heiko Hilse is a management consultant and an expert on organizational development. In his role as the VP HR in a multinational corporation he implemented several change programs.



PART 1 HOW  
ORGANIZATIONS  
WORK —  
*MAY 9, 2019*  
WITH EXPERT  
HEIKO HILSE

PART 2 HOW  
LEADERSHIP  
WORKS —  
*JUNE 13, 2019*  
WITH EXPERT  
KATRIN GLATZEL

PART 3 HOW  
TRANSFORMATION  
WORKS —  
*JULY 11, 2019*  
WITH EXPERT  
TANIA LIECKWEG

# SYSTEMS THINKING THE DETAILS



## WHERE

Berlin

## WHEN

Part 1: May 9, 2019  
Part 2: June 13, 2019  
Part 3: July 11, 2019

## PRICES

Price for one workshop: EUR 290,00  
Package price for all three workshops:  
EUR 790,00  
Group size: 20 participants

## CERTIFICATE

In order to receive a certificate you will have to participate in all three workshops and write a journal of what you have learned and how it relates to your role in your organization. The journal needs to be handed in at the end of the program and will be evaluated together with one of the trainers during a separate call after the program has ended.

## WHO

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10178 Berlin, Germany

## QUESTIONS?

Ask Tania: [tania.lieckweg@osb-i.com](mailto:tania.lieckweg@osb-i.com)