

**Programme on
Systems Thinking (Non-linear thinking) for educators and school management**

Why Systems thinking (Non-linear thinking)

Educators and administrators of education, unlike organisational managers, face a system which is 'open'. Unlike an organisation which works on a specific product that satisfied specific need of a customer, educators often work in an environment where consumers (students) keep on changing, where customer (parental) specifications are different and where the society's concerns and issues are replicated in the microcosm of a school environment.

Apart from facing an 'open' environment, they face another community, called teachers, which have unique needs and objectives, sometimes in conflict with the educator's needs of providing 'education'. They face the governmental regulations and societal pressures to deliver the education in a mode that is acceptable to the 'consumer' and 'customer'.

Despite their honest intentions, committed effort, educators find it very difficult to manage such contrasting, conflicting and disparate stakeholders in an 'open' environment. Company managements, which face less complex requirements, have access to the latest knowledge and tools to deal with their 'closed' environment. On the other hand, school managements, who face tougher challenges, do not have access to the knowledge and tools to develop their skills to deal with a more difficult and challenging 'open' environment.

We offer educators and school management a tool set to help you achieve your objectives, a set of non-linear thinking tool set. Non-linear thinking is also called as systems thinking, because it uses all the characteristics of a 'systems'. Systems thinking, a 21st century discipline of non-linear thinking has emerged as an immensely effective approach to understand systems, understand the leverage points and influence them.



Benefits

School management will be able

- To utilise all the resources to meet the school objective
- To utilise the new learning technologies, information technology to make its work easier
- To make huge impact on the 'social system' of which it is trying to be part of

Resource Faculty

The two key faculty members are

Sanjiv Bhamre, 47, is a management consultant, practicing systems thinking for over 15 years. His vast experience in applying systems thinking in a wide range of contexts of 'learning' is very useful in ensuring that the tool set of non-linear thinking is imparted effectively.

Aneesh Hole, 38, is a OD practitioner. His work involves uncovering the operating principles of mental models, dialogue, soft skills and then transfusing them into the practical domain of leadership problem solving.

We shall bring in different specialised experts to take on different parts of subjects, as and when required.

Kannan Jojode, 36, is a technology consultant who specialises in bringing technology to the schools and students for the benefit of 'learning'.

About Edmetrix-Astonica Systems

Edmetrix & Astonica Career systems have joined hands to offer the career-planning tools for students.

'Enlight' career framework, worlds' first framework for career building, has been developed by Astonica Career systems. Edmetrix, the premier institution in education, has brought in Astonica to apply this career framework for a student's life so that student can be guided to develop holistically and prepared to face the real-life challenges.

Objectives of the Programme

In this 6 part program, the educators will be aligning all the schools resources (money, material, assets and teachers) towards meeting the school objective:

1. **Articulate school's objectives in unequivocal terms**
2. **Find innovative 'non-linear' solutions to meet the school's objectives (output management)**
3. **Understand and leverage the 'structure' of the different systems of teachers, students, and parents (archetypes)**
4. **Use mental models and dialogue to find 'non-traditional' solutions**

5. Develop a Management feedback system to track the progress of objective meeting

6. Learn and utilise 'systems-oriented' methods and tools to address different school situations such as bullying, teasing, and discipline, homework, and TV usage.

Each part will follow with projects that will help participants develop the skills

Who Will Benefit from Participation

- Educators
- School Managements,
- Administrators and trustees

Tool set of non-linear thinking
Drawing on the seminal works of Karl Weick, Peter Checkland, John Sterman, Peter Senge, Russell Ackoff, William Isaacs, and Chris Argyris, among others, we have developed a collage of tools containing systems thinking, mental models, group processes, role mapping and system dynamics.

<p>Astonica Career Systems http://mycareermylife.com</p>	 <small>www.edmetrix.com Enabling Meaningful Education</small>
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