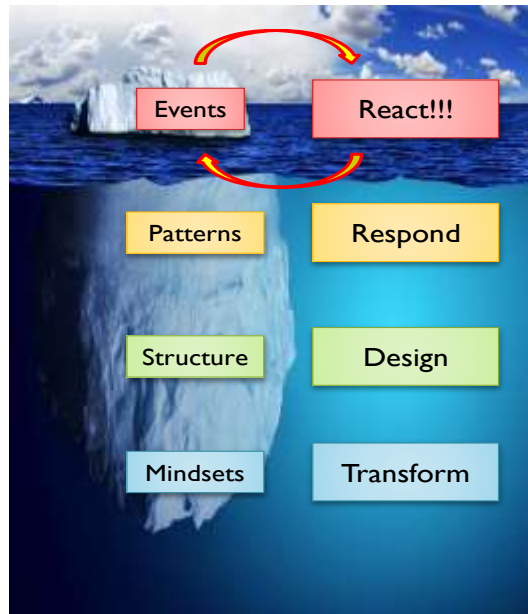


# Thinking about Systems & Thinking Systemically



## Iceberg Model

- ❖ Noticing 'what is'
- ❖ Exploring Unintended Consequences
- ❖ Uncovering Patterns & Trends
- ❖ Revealing Structure & Connections
- ❖ Illuminating Mindsets

### Thinking about systems

#### Event

- What's happening?
- What's the issue (or issues) that we need to think through together?

#### Pattern

- What is the pattern/trend/ to this over time?
- Do we have data available to map out the patterns and trends over time?

#### Structures

- What seems to be influencing patterns and events?
- What are the relationships between the different parts in the system?
- How do all these parts fit together to form a whole system?

#### Mental Models

- What beliefs, assumptions, and values do people hold about the system and what's going on?
- In what ways do these 'organisational mindsets' both help and hinder what's going on?
- What beliefs and assumptions seem to be keeping things as they are?

### Thinking systemically

#### Event

- What is my attention drawn to?
- What do I find myself focusing on?
- What other events may be just out of view?

#### Pattern

- Is there an emerging pattern to my thinking and enacting into this system?
- How am I working with this system over time?

#### Structures

- How systemic is my thinking and acting, am I making sense, is there more to discover?
- Am I able to construct a working model of what is going on?
- How connected (or otherwise) is my thinking with others in the system?

#### Mental Models

- What beliefs, attitudes and assumptions seem to be most evident in my approach?
- Am I privileging certain ideas and positions over others, what is dominant and/or hidden?
- What haven't I attended to yet that might provide a different perspective on all of this?