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Fundamentals in decision-making & demographic change using a systems thinking framework

An intensive, two day, intentional, professional learning experience

A component of the Rethinking Demographic Change Professional Learning Series

The policy-making environment is increasingly demanding data-informed and evidence-based foundations. This intentional, two day, professional learning course will provide you with the knowledge and tools to:

- Understand the inter-connected relationship between policy settings and socio-demographic change
- Better understand the context – **the why** - underpinning the data and evidence
- How best to influence desired outcomes through policy development; and
- Enable anticipation, and mitigation, of unintended consequences.

The course is grounded in four key theoretical frameworks and their application in policy-setting:

- Systems thinking
- Principles of the life course
- Theories of demographic change
- The Iceberg model

Who is this professional learning experience designed for?

- **Leaders & decision-makers**
 - Senior management
 - Board directors
 - Elected representatives
- **Policy-makers in**
 - Economic development
 - Community services
 - Development & Planning
- **Not-for-profit and non-government organisation executives**
- **Advocates**

Course outcomes

Following completion of the course you will be able to immediately apply your new-found or deepened knowledge in your everyday work. The course will provide you with several resources and tools to identify and map potential desired or unintended outcomes within the system you operate to inform the decision-making process as well as scale the desired impact of your work.

Course inclusions

Participants in the course will receive an extensive package of resources including a workbook, case studies and ready-made tools for immediate use in the workplace. Participants will also be invited to join an online Community of Practice and network of support. A certificate of participation will also be awarded upon completion.



Designed, led and facilitated by:

Dr Lisa Denny

Demographer

Adjunct Associate Professor, University of Tasmania
PhD, BCom, BA(Hons), GradDipEd, GradCertEdStudies

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Lisa is a systems thinker, demographer, researcher and educator. She will work with you to better understand the inter-related nature of socio-demographic change, the economy, education, training and the workforce, regions and the broader community through research, data analysis and interpretation of complex economic and social issues using a systems thinking lens, in your context, so that you can make informed decisions.

Intended learning outcomes

DAY 1 will focus on foundational knowledge building and the inter-connection of the first three theoretical frameworks.

DAY 2 will introduce the Iceberg Model and focus on applying the new-found or deepened knowledge to current everyday scenarios and the decision-making process.

- Define key characteristics of a system and types of systems
- Demonstrate understanding of system behaviour by analysing real-world examples
- Explain and distinguish between different types of thinking in the decision-making process
- Clearly articulate what systems thinking is and is not
- Identify in what circumstances to use different types of thinking
- Explain the key principles of the life course and how life course trajectories have changed over time
- Understand and explain how the demographic transition and theories of migration influence demographic change
- Build awareness and understanding of the interconnectedness of decision-making and demographic change and the ability to explain the relationship
- Identify obstacles in the decision-making process to achieving desired outcomes
- Apply a systems thinking lens to predict – and mitigate – socio-demographic outcomes from policy-making decisions

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