



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

An intensive, two day, intentional, professional learning experience

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:

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

To express interest prior to registration from January 2025 please complete [this form](#) or contact Lisa Denny at lisa@lisadenny.com.au or on 0400 190 964.

Who is this professional learning experience designed for?

*Decision-makers

- Senior management
- Board directors
- Elected officials

*Community leaders

*Not-for-profit and non-government organisation executives

*Policy-makers in

- Economic development
- Community services
- Planning

*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.

Designed, led and facilitated by:

Dr Lisa Denny

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

www.lisadenny.com.au



Lisa is a demographer, consultant and Adjunct Associate Professor at the University of Tasmania. Lisa will work with you to better understand the inter-related nature of policy settings and socio-demographic change, the economy, the workforce, regional development and communities 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.

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.

Morning tea, lunch and afternoon tea will be provided on both days. Please advise the organiser of any dietary requirements during the registration process.

2025 proposed dates

*March, April

*August, September

* November

in Hobart, Launceston and Devonport

\$950 per person

To optimise the benefits from the intensive professional learning experience, the course will be delivered face-to-face with a maximum of 20 participants and a minimum of ten.

Fine print:

- Enrolment in the course will be confirmed upon receipt of full payment
- Flexible postponement and cancellation options are available:
 - Enrolment can be transferred within your organisation up to one day prior to the scheduled course start date
 - With at least 14 days notice prior to course start date, enrolment may be transferred to another scheduled date within the following 12 months
 - Cancellation fee of 50% plus booking fees applies within 14 days of course start date
 - Administration fee of 25% applies to all other cancellations
- By registering for the course participants acknowledge and permit that photos may be taken throughout the course for the purposes of use in promotional activities only

Course context

Demography is the study of life and death and everything we do in between. The fabric of a place - social, political and economic - is fundamentally determined by its socio-economic demographics.

Public policy both shapes and responds to socio-demographic trends (or it should) and directly, and indirectly, influences population change, liveability and economic and social prosperity.

Socio-demography plays a key role in our political systems, economies and societies at the local, regional, state, national, and global level.

Every policy has either a direct or indirect influence on demographic change - intended or not. These policies have a long-lasting impact on the economy and society. Socio-demographics can be directly and indirectly responsive to policy positions, institutional reform and/or incentives as well as to changes in cultural norms, behaviour and technology.

Policy levers should be proactively used to accentuate favourable socio-economic demographic trends and offset the negative ones.

This two day course will help you unravel and understand the inter-connected relationship between policy-making and socio-demographic change. The course will equip you with the knowledge and tools to better understand the context - *the why* - underpinning the data and evidence so that you have a wider lens from which to inform decision-making and policy development.

Series of Professional Learning experiences – 2025

Two other professional learning experiences are planned for 2025.

- ***Developing a framework for a population policy and strategy***
 - May, November
- ***Using population projections for policy and planning purposes***
 - June, December

It is recommended that the ***Fundamentals in decision-making and demographic change using a systems thinking framework*** professional learning course is completed prior to undertaking either of the other professional learning courses in the series.

