



UNSW
CANBERRA

Microcredentials – Lifelong Learning @ UNSW Canberra

High Performance Through Systems Thinking

Why High Performance Through Systems Thinking?

This course considers the role of people in delivering high performance and organisational effectiveness. Participants are introduced to the fundamental concepts of systems thinking and the role of people as part of those systems. Emphasis is placed on how people behave within systems and shape outcomes.

The key course outcome is ensuring people recognise their role in enabling and supporting others to achieve their goals, and the consequences of not doing this well.

The course will take participants through diverse case studies and present the challenges managers face when taking responsibility for a team of people within an organisation.

This course can be a standalone short course, a standalone microcredential or part of the UNSW stackables portfolio.



Your course experts include:



Professor Deborah Blackman
Associate Dean
Lifelong Learning

Professor Blackman is the Associate Dean of Lifelong Learning for UNSW Canberra, and a member of the Public Service Research Group, in the School of Business at UNSW, Canberra.

Deborah's research interests include Public Sector Policy Implementation, Systems Level Change, Employee Performance Management, Organisational Learning and Organisational Effectiveness. She researches knowledge transfer in a range of applied, real world contexts. The common theme of her work is developing effective knowledge acquisition and transfer to improve organisational effectiveness.

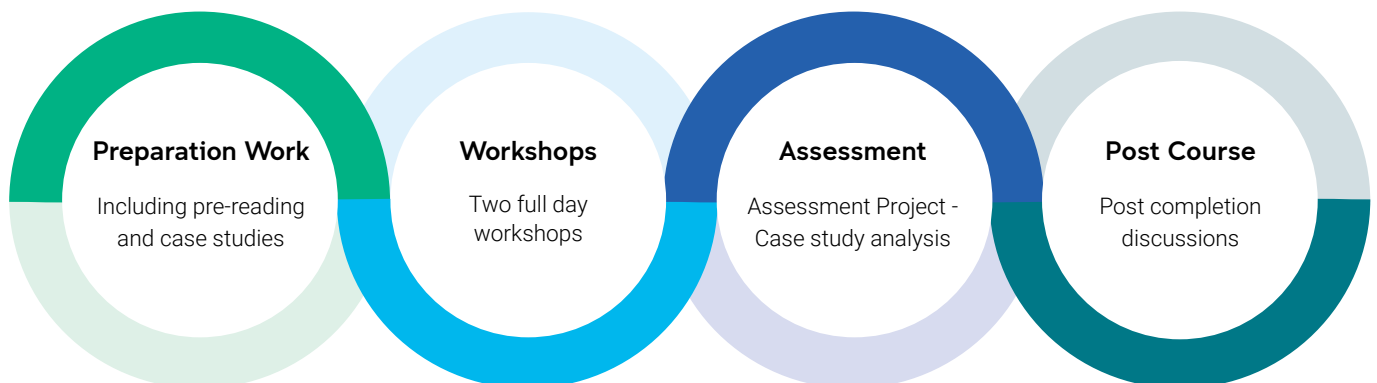


Dr Vindhya Weeratunga
Lecturer
School of Business

Dr Weeratunga is a lecturer in the School of Business at UNSW, Canberra. She teaches in the areas of Organisational Behaviour and People and Systems and undertakes research in the field of human resource management.

Vindhya is a HR practitioner and CEO turned academic, drawing on her professional experience in people management to inform her research and teaching. Her research is focused on how to enhance employee outcomes, focusing on employee engagement, employee well-being, the future of work and HR practices with diverse demographic groups.

Content is flexible to support context and outcomes – the standard delivery for this microcredential is below:



50 hours total commitment

Advance access to course materials

Full online support

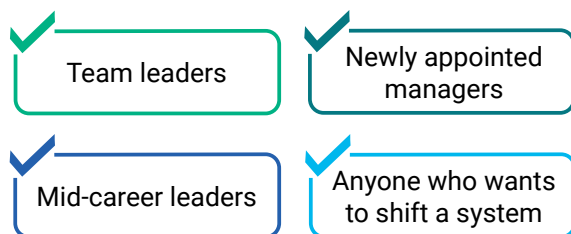
Who is this course for?

This microcredential is designed for those who are eager to enhance organisational performance or have the responsibility to do so.

The course offers insights into how to influence systems so as to enable high performance.

Topics addressed include: understanding systems and the benefits of systems thinking, analysing the traits of high-performing organisations, exploring the reasons behind system stagnation, and strategising to overcome system traps.

This course best suits:



What will you learn?

By the end of this microcredential you will achieve the following learning outcomes:

- Explain to others how people fit into systems theory and recognise the elements of the people system, which will create instability or support adaptability
- Recognise the characteristics of high performance and the role of people in achieving this
- Determine where systems are stuck and theoretically why.



Your Digital Badge

Why study this way?

As a form of accredited bite-size learning, microcredentials are designed to allow you to engage with education in a meaningful short-term way and tailor your lifelong learning journey. Delivery options include online, face to face or a combination of the two and are designed to fit in with your busy life where and when its needed. You can undertake courses to further your career development, fill gaps in your knowledge or skill set, or even explore new areas of learning. The choice is yours.

A microcredential gives you access to UNSW in a way that suits you without the need to commit to enrolling in a full Postgraduate Program. You'll have access to world-class academics who have designed leading-edge courses and gain credit along the way.

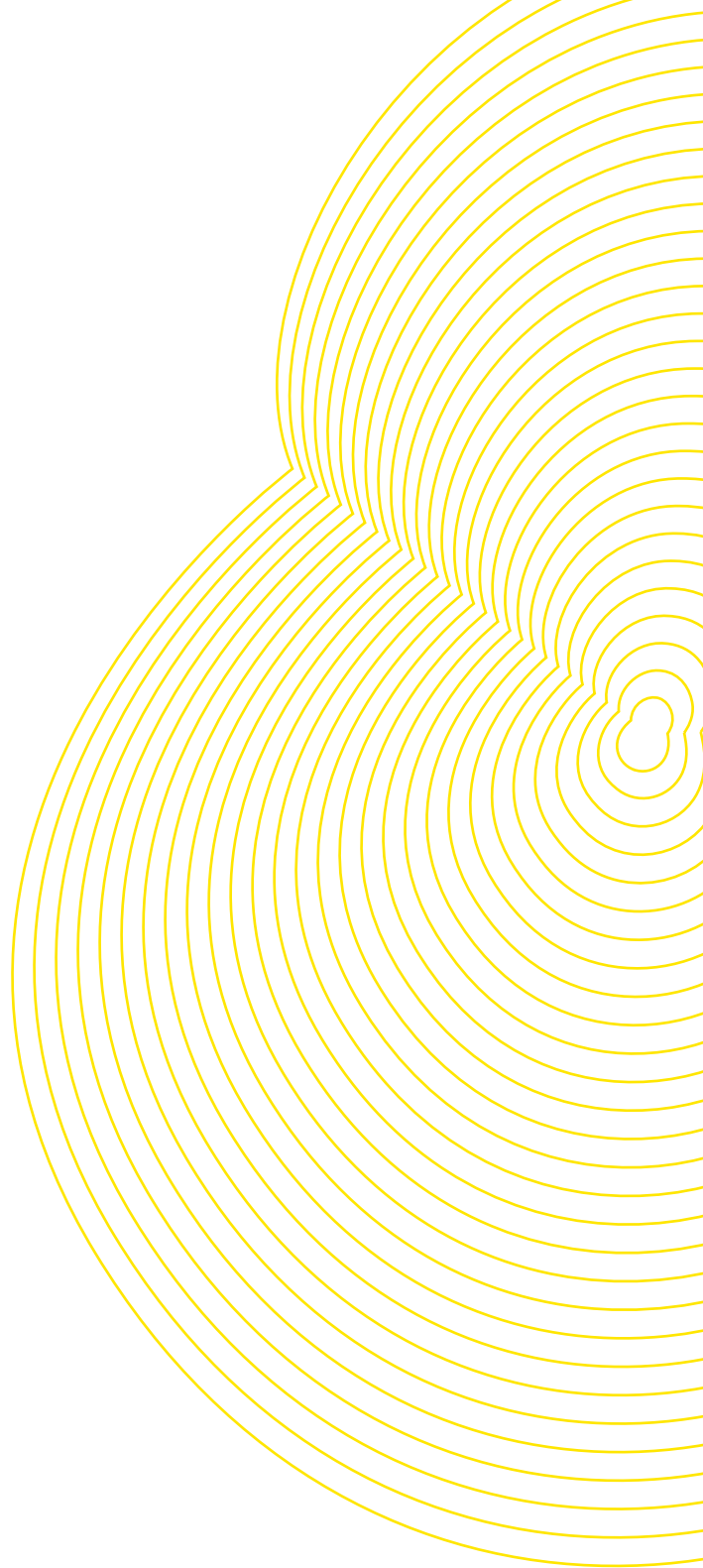
You'll receive a digital badge to showcase your learning and two units of credit (UOC) that can be stacked for Recognition of Prior Learning (RPL) for further postgraduate study.

How can this be tailored to you?

We are all about providing career long transformation and becoming your education partner of choice – because great partnerships never go out of style.

Together, we will build a dynamic partnership that identifies capability needs to uplift and progress your workforce and individuals throughout their careers. We will establish a clear foundation and working partnership, where your insights and needs are at the forefront of our collaboration. We invest in design collaboration to create tailored learning experiences that meet your needs where they are and when they are needed.

By partnering with us, you'll have access to UNSW Academics to lead your learning experiences. You'll also be able to tap into our extensive UNSW community and access opportunities for knowledge exchange, Alumni groups and our enduring partnerships network.



Want to find out more?

Get in touch and speak to someone about what Microcredentials can do for you.

unsw.edu.au/canberra/study-with-us/microcredentials

