BLACKBIRD FOR TRAINING

SBS Certified: Leadership Through Systems Thinking

21 – 25 June 2027
Casablanca (Morocco)



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Introduction

In today’s dynamic and increasingly complex organizational environments, linear thinking no longer suffices. Solving problems in silos leads to inefficiencies, missed opportunities, and short-term fixes that often backfire. This is where systems thinking becomes a game-changer for modern leadership.

The SBS Certified: Leadership Through Systems Thinking course is designed to equip professionals across the MENA region with the strategic tools to analyze interconnected systems, identify root causes, and lead impactful, sustainable change.

This course is tailored for executives, department heads, team leaders, and professionals across industries such as oil and gas, telecommunications, finance, government, human resources, marketing, and project management. It addresses the critical need for forward-thinking leadership skills that go beyond traditional management frameworks.

Whether you're aiming to rise through the leadership ranks or seeking to create transformational value within your organization, this course offers the mindset, models, and methodologies to lead systemically and effectively.

Course Objectives

- Understand the core principles of systems thinking and how they apply to organizational leadership.
- Apply causal loop diagrams and feedback structures to diagnose root causes.
- Develop holistic perspectives on complex challenges across departments.
- Shift from reactive to proactive decision-making.
- Integrate systems thinking into strategic planning and organizational transformation.
- Lead sustainable change by understanding long-term system dynamics.
- Analyze case studies and real scenarios using systems tools.
- Build a personal leadership framework grounded in systems awareness.



Course Outlines

Day 1: Introduction to Systems Thinking

- Distinguishing systems thinking from linear and analytical thinking.
- Characteristics of complex, adaptive systems in organizational settings.
- Identifying mental models and their influence on leadership behavior.
- Using systems archetypes to uncover recurring organizational patterns.
- Introduction to causal loop diagrams.
- Group exercise: Mapping a real organizational issue.

Day 2: Tools and Models for Systems Leadership

- Building and interpreting feedback loops reinforcing and balancing.
- Identifying leverage points in complex systems.
- Introduction to behavior-over-time graphs and system mapping.
- Applying systems tools to current departmental challenges.
- Working with interdepartmental case simulations.
- Group presentation of initial system diagnosis.

Day 3: Systems Dynamics and Scenario Planning

- Introduction to system dynamics modeling for long-term impact analysis.
- Designing interventions for multiple stakeholders.
- Scenario thinking to anticipate outcomes of strategic decisions.
- Exploring delays, unintended consequences, and systemic traps.
- Using system behavior simulations to test assumptions.
- Interactive modeling session with team feedback.

Day 4: Leading Organizational Change with Systems Thinking

- The role of systems leadership in change management.
- Diagnosing resistance to change through systemic lenses.
- Aligning systems thinking with agile, lean, and digital strategies.
- Redesigning structures and processes for adaptive capacity.
- Developing systemic change roadmaps.
- Case study review: Successful transformations led through systems thinking.



Day 5: Integration and Evaluation

- Comprehensive review of tools, concepts, and applications.
- Practical assessment of participant-designed systems models.
- Creating personal and organizational systems leadership plans.
- Peer feedback and coaching on implementation strategies.
- Final reflection session and certificate awarding.
- Issuance of SBS Certified Systems Leadership Certificate.

Why Attend this Course: Wins & Losses!

- Gain deep insights into organizational complexity and interdependencies.
- Move beyond reactive firefighting toward strategic, long-term leadership.
- Develop a shared language and mindset for problem-solving across teams.
- Increase your influence and effectiveness in cross-functional initiatives.
- Enhance your decision-making quality with systemic clarity.
- Lead impactful and sustainable transformation initiatives.
- Earn a professional certification that adds significant credibility.
- Apply globally recognized methods tailored to regional realities.

Conclusion

The SBS Certified: Leadership Through Systems Thinking course is not just another leadership program. It is a practical, strategic, and transformative learning experience that empowers professionals to see the bigger picture, uncover hidden patterns, and lead with clarity and foresight.

In a world where complexity is the norm, systems thinking is no longer optional — it is essential. This course enables leaders across industries to move beyond the surface of problems and create sustainable, system-level impact. Whether you're managing teams, driving projects, or steering institutional change, systems thinking will elevate how you lead.

