

# CHANGING SOCIO-ECOLOGICAL SYSTEMS AT THE THEORY-PRACTICE NEXUS



**BRINGING THE MANAGER BACK IN MANAGEMENT**  
81st Annual Meeting of the Academy of Management  
29 July – 4 August 2021 | A Virtual Experience



Join us in a preparation to this **AoM Professional Development Workshop (PDW):**

## CO-ORGANIZERS

**Domenico Dentoni**,  
Montpellier Business School  
**Rahmin Bender-Salazar**,  
Wageningen University /  
Creativo Design  
**Carlo Cucchi**,  
Wageningen Centre for  
Development Innovation  
**Rob Lubberink**,  
Amsterdam University of  
Applied Sciences

## DISCUSSANTS

**Helen Etchanchu**,  
Montpellier Business School  
**Sylvia Grewatsch**,  
Brock University  
**Ralph Hamann**,  
UCT Graduate School of Business

Systems thinking offers great opportunities to better understand and address socio-ecological problems holistically. But how can we meaningfully apply systems thinking in management theory & practice without getting lost in its own complexity and ideals?

In this PDW we will practice, reflect and discuss the following:



## Using Systems Thinking...

### ... AS AN INDIVIDUAL TO:

**MAP SYSTEMIC ISSUES AND THE ACTORS** influencing (or influenced by) them

**IDENTIFY LEVERAGE POINTS** to intervene effectively on systemic issues

**ENVISION SYSTEMIC CHANGE** by purposively connecting ourselves to actors in systems

**COMMUNICATE SYSTEMIC CHANGE** through rich, interactive, and impactful narratives

### ... IN TEAMS THROUGH:

**MATERIAL WORK:** use of technology, physical spaces, bodies, & food/drinks

**EMOTIONAL WORK:** awareness of emotional ups & downs in collective sensemaking & action

**VALUES WORK:** understanding & coping with different views about how systems should change

### ... IN ACADEMIA & BEYOND:

How can the use of systems thinking contribute to org & management theory?

How can the use of systems thinking support stakeholder engagement & impact?

## WHICH CASE WILL WE WORK WITH?

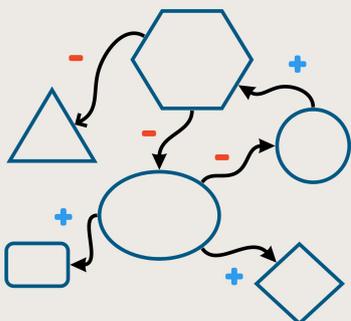
Choose your own case of interest – local or global, and related to any of the SDGs – with the team we will form for you!



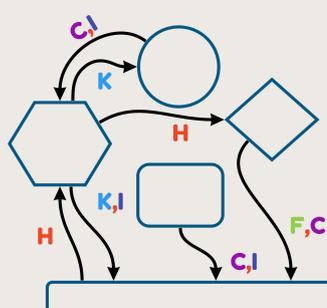
## HOW?

By combining, in teams, the practice of two systems mapping tools:

**CAUSAL LOOP DIAGRAMS** to map systemic issues and identify how to address them



**VALUE NETWORK MAPS** to identify the actors involved and envision new purposive partnerships



## WHEN?

**UNTIL MAY 30TH**  
Register here below to join our preparation session

**APPROX. MID-JUNE**  
Meet (online) the PDW co-organizers, get assigned to a team, and receive simple systems thinking instructions

**MID-JUNE/JULY**  
Meet (online) your team, choose your case, develop systems maps and practice systems thinking

**AOM PDW**  
Refine your systems maps in teams, pitch and receive feedback, and meta-reflect about systems thinking with us

**AFTER PDW**  
Give us feedback, keep in touch and ... what's next?

Access is granted to all participants registered for AoM 2021. But register [HERE](#) to join our preparation practice session and be assigned to a specific team!