

Complexity in the Public Sector

Understanding, Practising and Leading it

Overview

The ambition of government to be 'mission-led' presents both an unprecedented opportunity and heralds a significant shift in culture and ways of working and organising. How can we develop practical ways of working that harness the collective intelligence and creativity across the public sector and beyond?

Mayvin's interactive and experiential offerings enable participants to explore what complexity in the public sector really means and how they can ground this in their day-to-day work. We will explore the mindset and tools to make sense of a more dynamic and purposeful model of working in a variety of public sector contexts.

We bring to bear Mayvin's expertise and experience: from building communities of practice in organisational change across the public sector to running our unique, practice-based Masters in People and Organisation and launching our recent Research Hub on The Future of Organisations. This means we can bring in a rich diversity of resources and insights as and when needed, in response to participants' bespoke contexts and challenges.

Who is it for?

These offerings are designed for anyone with a role supporting their team, function or department to engage more skilfully with the complexity of the public sector.

Typical participants include:

- Change and Transformation leaders
- Organisation Development and Design Professional
- Strategy and Communications Professionals

Participants may be grappling with challenges such as:

- empowering and energising teams
- building broader and more diverse coalitions
- finding new ways to collaborate across and beyond government
- designing ways of working that drive experimentation and iteration

These offerings do not require any specific prior knowledge or attendance on other workshops.

There are three stand alone offerings:

Complexity in the Public Sector: Understanding It

1 x half day workshop

Complexity in the Public Sector: Practising It

1 x half day workshop

+

1 x half day workshop

Complexity in the Public Sector: Leading It

1 x half day workshop

+

3 x Action Learning Sets

+

1 x half day workshop

	Understanding It	Practising It	Leading It
Description	This half-day workshop enables participants to understand the principles of complexity in the public sector and to develop the mindset and tools needed to apply these principles.	Two half-day workshops, a month apart, that will enable participants to understand the principles, tools and mindset of complexity in the public sector and then to delve deeper into a specific challenge they are facing. With the support of facilitators and peers, the process will reveal assumptions to test and actions to experiment with.	A series of two plenary workshops and three smaller Action Learning Sets over four months. Participants will take a deep dive into their day-to-day leadership practice and how it relates to complexity in the public sector. The scale and depth of this programme allows space for participants to make fundamental changes to their leadership and build powerful networks across the public sector.
Learning Outcomes	<ul style="list-style-type: none"> • A practical grasp of what complexity in the public sector really means in theory and in practice • Experience of using a new tool with your own 'live' complex challenge • Appreciation of the skills needed to deliver work skilfully in the public sector 	<ul style="list-style-type: none"> • A strong grasp of what complexity in the public sector means in theory and in practice • An understanding of your own work with complexity and insights into strengths and development areas • Experience of using tools and frameworks with your own 'live' complex challenge 	<ul style="list-style-type: none"> • A strong grasp of what complexity in the public sector means in theory and in practice • An understanding of your own practice of work with complexity and insights into strengths and development areas • Frameworks, tools and insights to work 'live' with a complex challenge in several cycles of reflection and action

You will learn through a combination of

Workshops

Insight and collaboration

In the workshops we come together as a whole cohort to make sense of your context, build on your understanding, discuss challenges, and explore the powerful resources of the Mayvin community that you're a part of.

The facilitators will guide participants to apply cutting-edge insights, models and tools to make sense of a more dynamic and purposeful model of working with complexity. Resources (models, insights and frameworks) will be brought in as and when needed, in response to participants' contexts and challenges.

Practice-Based Project

Acquire real-world experience

We will encourage you to focus on one of the critical pieces of change already in your everyday role as part of your learning inquiry. You will leave the programme with a 'Practice Question' that will help you continue to learn as you deliver a complex professional challenge.

Self-Study

Learn how to be at the centre of your own learning

Participants will practise applying their learning to work 'live' with a complex challenge. Define your own research questions, determine your approach, achieve your own goals and assess your own performance. As part of a supportive community of faculty, peers and your cohort, you will be driving your own growth and managing your own development journey.

Action Learning Sets (ALS)

A safe space to be brave

Participants typically report that the most powerful learning comes from working with real issues and reflecting on these with a group of committed peers. We learn by doing, and in the safe, supportive and challenging space of the small group action learning set, you can reflect with others, push yourself and deepen your learning. Then, when it comes to making change happen in the real-world, you can apply yourself to the best effect.



Programme Handbook

An invaluable resource

Our Programme Handbook is full of models, tools and techniques to complement the materials covered in the Workshops. The handbook also offers suggested further reading in the areas of Organisation Development, Leadership, Systems Thinking and Complexity.

Next Steps

To book a place:

- **A booking form** must be fully completed and submitted to kpmglearningservices@kpmg.co.uk, 6 weeks prior to an event start date.
- **A pdf of the purchase order** you have raised supporting the booking should ideally accompany this. If a purchase order is not received 17 working days before the event, the event will be cancelled in accordance with KPMG's [cancellation terms](#).
- **Group booking request** – This is a booking for a group of individuals from your organisation to attend the same event. The KPMG Learning Services team will manage the entire booking process to meet your requirements. The KPMG Learning Services team will record attendance and collect feedback after the training. Please complete the **'group booking form' tab** on the [booking form](#) along with the 'group delegate list'.
- **Individual booking request** – This is a booking made for one individual from your organisation. They will attend the learning with delegates from other organisations. Please complete the **'individual booking form' tab** on the [booking form](#) to submit these requests. After accepting your booking, KPMG learning team will send your request to Mayvin who will contact the delegate directly with the available course dates to select from.

Theory Bursts

Ready when you are

Pre-recorded conversations from Mayvin Faculty on topics such as Working with Complexity, Self as Instrument and Classic and Contemporary Approaches to Change will set the scene for the workshops and be available as and when you need.

