Systems Thinking in Public Policy Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Systems Thinking in Public Policy is a critical capability for policymakers and public sector professionals seeking to address complex, interconnected societal challenges such as poverty, climate change, healthcare reform, education systems, and governance effectiveness. Systems Thinking in Public Policy Training Course introduces systems thinking concepts, tools, and analytical frameworks that enable participants to understand policy problems as dynamic systems rather than isolated issues. By applying systems mapping, feedback loops, causal relationships, and leverage points, participants learn how policies interact across sectors, institutions, and stakeholders, often producing unintended consequences. The course emphasizes evidence-based policy design, adaptive governance, and whole-of-government approaches to public problem-solving.

Through practical exercises, real-world policy case studies, and structured simulations, participants will gain hands-on experience in diagnosing policy failures, designing integrated interventions, and improving policy coherence. The course strengthens strategic foresight, cross-sector collaboration, and data-informed decision-making while supporting sustainable development, policy resilience, and long-term public value creation. Participants will leave equipped to apply systems thinking tools within ministries, agencies, local governments, and development programs to improve policy outcomes and institutional performance.

Programme Curriculum

Systems Thinking in Public Policy Training Course

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Course Objectives

1. Understand core principles of systems thinking in public policy contexts.
2. Analyze complex policy problems using systems-based approaches.
3. Identify feedback loops, interdependencies, and unintended policy effects.
4. Apply causal loop diagrams to public sector challenges.
5. Use systems mapping to improve policy design and coordination.
6. Integrate systems thinking into evidence-based policymaking.
7. Strengthen strategic planning through whole-of-system perspectives.
8. Enhance cross-sector collaboration and stakeholder alignment.
9. Improve policy implementation through adaptive management techniques.
10. Apply systems thinking to sustainable development policy challenges.
11. Assess policy risks and resilience using systems analysis tools.
12. Support innovation and reform in public institutions.
13. Develop actionable policy interventions using leverage point analysis.

Organizational Benefits

- Improved quality and coherence of public policy design
- Reduced unintended consequences of policy interventions
- Enhanced inter-ministerial and cross-sector coordination
- Stronger evidence-based decision-making capabilities
- Improved policy implementation and service delivery outcomes
- Increased institutional capacity to manage complexity
- Better alignment of policies with national development goals
- Strengthened strategic planning and foresight functions
- Improved stakeholder engagement and collaboration
- Greater resilience and adaptability of public institutions

Target Audiences

- Policymakers and government officials
- Public sector planners and strategists

- Policy analysts and researchers
- Local government administrators
- Development program managers
- Regulatory and oversight agencies
- Public sector reform consultants
- International development and donor organizations

Course Duration: 5 days

Course Modules

Module 1: Introduction to Systems Thinking

- Define systems thinking and its relevance to public policy
- Understand complex adaptive systems in governance
- Identify system boundaries and actors in policy environments
- Recognize linear versus systemic policy approaches
- Explore common policy failures due to system blindness
- Case Study: A public policy failure caused by siloed decision-making

Module 2: Understanding Policy Complexity

- Analyze public problems as interconnected systems
- Identify multi-level governance interactions
- Understand dynamic behavior over time
- Explore path dependency and policy inertia
- Assess complexity in social, economic, and environmental policies
- Case Study: Managing complexity in urban transport policy

Module 3: Systems Mapping and Visualization

- Develop system maps for public policy challenges
- Identify key variables and relationships
- Use stakeholder mapping within policy systems
- Apply boundary critique in system design
- Translate system maps into policy insights
- Case Study: Mapping a national healthcare delivery system

Module 4: Causal Loop Diagrams and Feedback Loops

- Construct causal loop diagrams for policy analysis
- Identify reinforcing and balancing feedback loops
- Analyze policy leverage points within systems

- Understand delays and non-linear effects
- Apply feedback analysis to policy reform initiatives
- Case Study: Feedback loops in education sector reforms

Module 5: Policy Design Using Systems Thinking

- Integrate systems insights into policy formulation
- Design coordinated and multi-sector interventions
- Apply systems thinking to regulatory impact analysis
- Improve policy coherence across government agencies
- Use leverage points for high-impact interventions
- Case Study: Designing integrated social protection policies

Module 6: Implementation and Adaptive Policy Management

- Apply systems thinking to policy implementation challenges
- Monitor system behavior and emerging risks
- Use adaptive management and learning loops
- Align implementation structures with system dynamics
- Improve coordination between policy and operations
- Case Study: Adaptive management in climate adaptation programs

Module 7: Systems Thinking for Sustainable Development

- Apply systems approaches to SDGs and national development plans
- Address trade-offs between economic, social, and environmental goals
- Strengthen policy integration for sustainability
- Assess long-term system resilience and shocks
- Support inclusive and equitable policy outcomes
- Case Study: Systems-based analysis of food security policy

Module 8: Institutionalizing Systems Thinking in Government

- Embed systems thinking in policy processes and tools
- Build staff capacity and leadership support
- Integrate systems approaches into planning cycles
- Strengthen data and analytical capabilities
- Promote systems culture across public institutions
- Case Study: Institutionalizing systems thinking in a central policy unit

Training Methodology

- Instructor-led lectures and conceptual briefings
- Interactive group discussions and systems mapping exercises
- Practical workshops using real public policy scenarios
- Case study analysis and peer learning sessions
- Simulation exercises and policy design labs
- Action planning and facilitated feedback sessions

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.
f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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