

The Hong Kong PolyU MBA Alumni Association
System Dynamics Workshop
Teaching Plan

Role and Purpose

This subject contributes to the achievement of the outcomes by enabling students to think critically and creatively and manage change with the systems concepts; and apply the concepts to solve real world problem.

Learning Outcomes

On completion of the workshop, participants will be able to:

1. Develop a mindset for systems thinking and system dynamics;
2. Explain the concepts of causal loop diagrams and systems archetypes; and
3. Apply systems concepts to improve business policy.

Teaching/Learning Methodology

The workshop is designed according to the principles of action learning. Participants will master the concepts of systems thinking and system dynamics through a series of experiential exercises and case studies. Simulations will be used to illustrate the dynamic concepts. Participants are expected to participate actively in class discussion.

Reference Books

Senge, Peter M. (2006). *The Fifth Discipline: The Art and Practice of the Learning Organizations*, Revised Edition, Doubleday Currency, New York.

Sterman, John D. (2000). *Business Dynamics: Systems Thinking and Modeling for a Complex World*, McGraw-Hill, New York.

Workshop Facilitator

Dr MAK Wai-ming, Mac

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Dated: 19 January 2019

**System Dynamics Workshop
Workshop Outline**

Date and Time	Contents
19 January 2019 Saturday, 12:30 pm to 7:30 pm (7 hours)	Session 01: An Overview Session 02: The Limit of Strategic Planning Session 03: How Organizations Learn?
20 January 2019 Sunday, 9:30 am to 5:30 pm (8 hours) (with 1 hour for lunch)	Session 04: Business Simulation Session 05: Building Learning Organizations
26 January 2019 Saturday, 12:30 pm to 7:30 pm (7 hours)	Session 06: Systems Archetypes I Session 07: Systems Archetypes II
27 January 2019 Sunday, 9:30 am to 5:30 pm (8 hours) (with 1 hour for lunch)	Session 08: Rethinking Business Strategy with Complexity Theory Session 09: The Way Forward

Workshop Facilitator

Dr. MAK Wai-ming, Mac

DBA(Hull), MA(Lancaster), Chartered MCIPD, ACIS, MCIL, MIHRM(HK), ACS(HK)

Visiting Lecturer, Institute for Entrepreneurship, The Hong Kong Polytechnic University

Dr. Mak was Programme Director of PolyU MBA Programme offered in Hong Kong, Shenzhen and Xian. He teaches “Managerial Leadership”, “Chinese Wisdom on Management”, and “Training and Development” for the undergraduates. For the postgraduates, he teaches “Global Leadership”, “Negotiation and Conflict Management”, “Change Management”, and “System Dynamics for Business Policy”.

Dr. Mak attained his DBA in organizational learning at University of Hull and MA in management learning at Lancaster University. He completed an Executive Certificate in Management and Leadership at MIT Sloan School of Management. Moreover, he attended executive programmes on “The Art and Practice of Leadership Development” at Harvard Kennedy School, “Teaching Negotiation in Organization” at Harvard Law School, “Management of Change in Complex Organization” and “Business Dynamics” at MIT, “Managing Innovation” at Stanford, “Leading Strategic Change” at Rotman School of Management, Toronto, and “Managing Higher Education Institutions” at Tsinghua University, Beijing, China. Furthermore, he received training on “Management Consultancy for Productivity Improvement” in Japan and “Trainers’ Advanced Course” in England. His research interests include developing effective leaders, building learning organizations and achieving organization effectiveness.

He co-authored a book on *Managing Human Resources in Hong Kong*. Moreover, he published articles in academic journals, including *Asia Pacific Journal of Management*, *Journal of Business Research*, *Personnel Review*, *Leadership and Organization Development Journal*, *Education+Training*, *Industrial and Commercial Training*, *Total Quality Management*, *Journal of Chinese Human Resource Management*, *Euro Asia Journal of Management*, and *International Journal of Cross Cultural Management*. His newspaper columns on “Negotiation Formula” and “Talent Engineering” were published in *RECRUIT* and *Hong Kong Economic Journal* respectively.

As a consultant, he conducts in-house training workshops and advises companies on staff attitude survey, creativity and innovation, strategic management and leadership development. Some of his clients are: China Light and Power, MTR Corporation, Bossini International Holdings Ltd., Hong Kong East Cluster Hospital Authority, Union Hospital, Yan Chai Hospital, Toshiba Electronics Asia Ltd., 3M Hong Kong Ltd., Gillette Hong Kong Ltd., Marks and Spencer Plc., Securities and Futures Commission, Hong Kong Science and Technology Parks Corporation, Glorious Sun Holdings Ltd., MC.Founder Ltd., Sino Group of Hotels, Soloman Systech Ltd. and New World First Ferries (Macau) Ltd.

Before joining PolyU, he was an HR practitioner in an international toys company, overseeing the human resources, administration and company secretarial functions. As a volunteer, he is a leader trainer of a nonprofit organization. Previous, he was invited to conduct training courses in Bangladesh, Brunei, Cambodia, Indonesia, Japan, Korea, Macau, Philippines, Singapore, Taiwan, and Thailand.