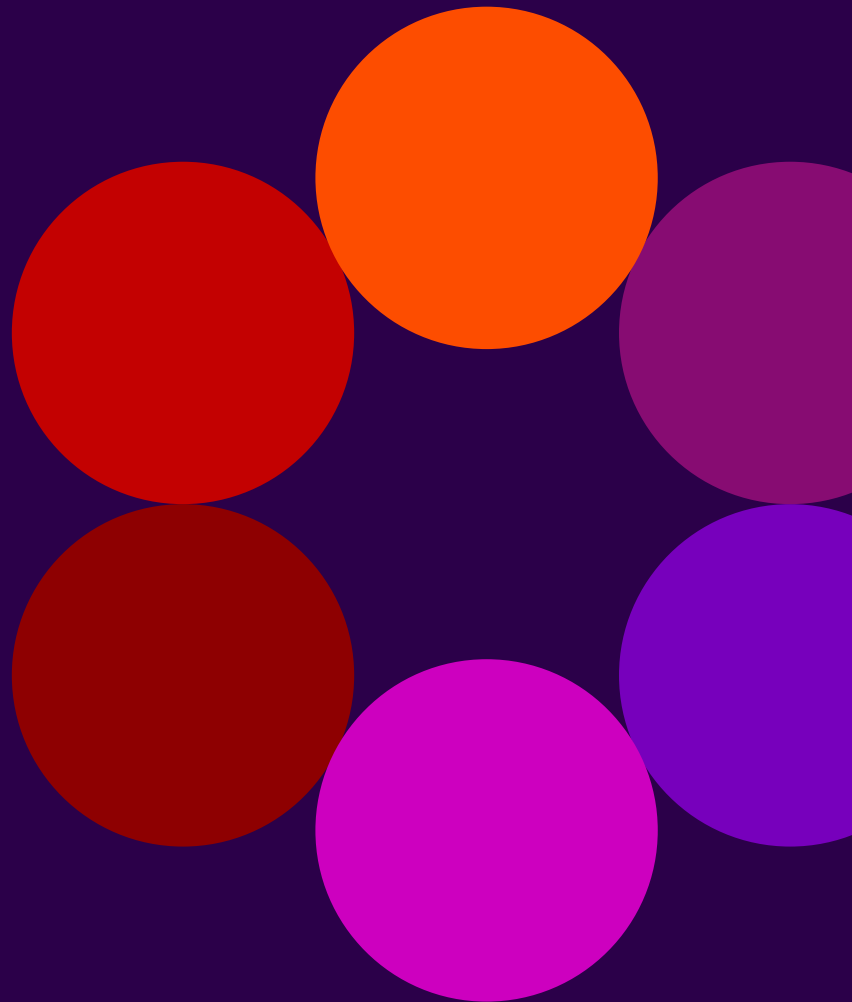# sistemaFutura

# Behavioral Systems Training Curriculum

**Costa Rica**
February 10 & 11, 2025

# sistemaFutura

# Welcome

Many challenges in business and in international development arise from complex interactions of people, organizations, and markets. These systems behave in non-obvious ways that resist change, and generate outcomes that no-one wants.

Once we start looking, it isn't hard to find these broken systems: they arise in everything from customer-service doom cycles and workplace harassment to environment degradation and corrosive norms of financial excess. In the end, systems change only when people's actions within them change: whether those people are policy makers, technologists, or everyday citizens. To be effective, we must understand both people's behavior and the systems in which they are embedded.

This training is designed to help you tackle these and other complex challenges.  This training, and its associated workbook, guides you through how to integrate behavioral science with systems analysis: to help your team develop more effective system-informed interventions, and to elevate your strategic influence.

We look forward to hearing about your newest successes!

Sincerely,
**Steve** and **Ale**
Co-Founders of sistemaFutura

# day 1

## ① Foundations and Practical Applications

☐ **Introductions  (30 minutes)**
Meet the sistemaFutura team and each other, and discuss current issues you're working on.

☐ **Introduction to Behavioral Systems (1 hour)**
Practical examples of behavioral systems in action, from business to intl. development contexts.

☐ **How It Works: Applying in the Process (2.5 hours)**
- The step-by-step approach to understand and intervene in complex systems.
- Interactive sessions creating human-centered causal loop diagrams to map systems.
- Leverage point analysis and intervention design.

☐ **Lunch break (1 hour): Traditional Costa Rican meal**

☐ **Use cases (1.5 hour)**
Explore applications of behavioral systems from targeted interventions and brittleness analysis to portfolio optimization and systemic ROI.

☐ **Q&A and Open Discussion (1 hour)**
Address additional questions, reinforce concepts, and discuss other areas of interest to the group.

# day 2

## ② Hands-On Application and Advanced Techniques

- ❏ **Detailed Hands-On Project (4 hours)**
  Guided by our facilitators, apply behavioral systems analysis to a specific project of your choosing that faces your team   Receive feedback and tips throughout the process.

- ❏ **Lunch break (1 hour): Modern Costa Rican options**

- ❏ **Advanced Options (1.5 hours)**
  - Explore advanced modeling techniques, including computational models, social network analysis, and digital twins.
  - Discuss the requirements, benefits, and trade-offs of each approach.

- ❏ **Hard-Earned Lessons (1 hour)**
  Insights on overcoming common challenges in behavioral systems work: from where to define the boundary of the system, to how to best engage stakeholders in the participatory process.

- ❏ **Wrap-Up and Next Steps (30 minutes)**
  Summary of the workshop, final questions, and next steps for applying this in your organizations.

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# Sign Up Now

This hands-on training is perfect for professionals in development, business, or social impact roles who want practical skills to create meaningful change.

📅 Date: February 10th and 11th, 2025

📍 Location: La Guácima, Costa Rica

www.sistemafutura.com/training

# Can't join in person?

If you would like a private training for your organization, or to join the list for future public trainings, please drop us a line at hello@sistemafutura.com.