

**HUMAN  
SYSTEMS  
DYNAMICS**  
*Institute*

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**ALiA** INSTITUTE  
Authentic Leadership in Action

**present**



**Professional Certification in Human Systems Dynamics**  
**November 8-12 & December 13-17, 2010 - Ottawa, Ontario**

## Simple Strategies for Complex Times

As an effective leader or change agent, you know there isn't just isn't one model or method that works in every situation, every time. Your challenge is to understand the patterns of change so you can choose the solution that leads to success. Human Systems Dynamics provides a theory base and toolkit designed for navigating complex change with flexibility, accuracy, and skill.

In this professional certification course, you will learn how to apply principles of complexity science to personal, organizational, and community dynamics.

- **Understand what drives change.**
- **Respond effectively to uncertainty.**
- **Apply solutions that are simple, adaptable, and powerful.**
- **Improve results for you and your organization.**

This is the first HSDP certification course to be offered in Canada. The Authentic Leadership in Action (ALIA) Institute is pleased to partner with HSDI to make this ground-breaking work accessible to a Canadian audience.

"HSDP Certification gave me additional frameworks, tools and language to deal with organizational and interpersonal challenges and to identify strategies that support and promote healthy, productive interactions and organizational change."

Mary Rozenberg - InterLinkx, Ottawa, Ontario



"I feel enriched and equipped with a new set of tools. They allow me to approach my work from a different perspective that will yield the results we need."

Esther Suter, - Calgary Health Region

### What to Expect

Through 10 days of engaging, emergent, and experiential learning, you will gain an understanding of the theory and practices of Human Systems Dynamics, which will transform your leadership, coaching and consulting, organization development, and change management practices. As a certified HSD Professional, you will enter a community of practice and begin a lifelong journey of learning and collaboration that will expand your practice and increase your effectiveness.

1-866-HSD-INST

Learn from the past. Take action

## **Session 1: Theory and Practice of Human Systems Dynamics - November 8-12.**

In this five-day session, we will engage in experiential exercises that establish a foundation for seeing and influencing human systems dynamics. Based on examples and insights from participants' own work, we will build a basic understanding of complex adaptive systems, their characteristic dynamics, and how those dynamics support and interfere with organizational change. We will use creative process and embodied learning activities to explore the scientific principles of human systems dynamics, and practice applying models, methods, and tools that help individuals and groups facilitate change in complex systems.

## **Session 2: Applications and Implications December 13-17.**

In this second five-day session we will focus on specific complex challenges, including individual perception of and capacity for change, authentic leadership, conflict resolution, adaptive planning, and systems change. Through individual and group engagement, creative projects, case studies, peer coaching, and shared inquiry, we will consider our own sticky issues and articulate a unique personal praxis that synthesizes theory and practice. We will prepare to support systems change in our own contexts; to generate new models, methods, and tools; and to share the foundations of human systems dynamics with others.

For more information and to register:  
[www.hsdinstitute.org/HSDP](http://www.hsdinstitute.org/HSDP)



# **Change the World**

**in the present. Create the future.**

[www.hsdinstitute.org](http://www.hsdinstitute.org)

**Glenda Eoyang, Ph.D.**, is a pioneer in the field of complexity and human systems dynamics. She is a gifted teacher and practitioner who blends remarkable theoretical insights with extraordinary practical experience to help others observe, decide, and act in the most complex and challenging situations. As founder and Executive Director of Human Systems Dynamics Institute, she leads a growing network of 135 certified HSD Professionals who use HSD theory, models, methods, and tools to engage creatively with individuals, groups, and institutions.

Dr. Eoyang is the Director of the Center for Human Systems Dynamics at the University of St. Thomas in Minneapolis, MN. She is a popular featured speaker and lecturer, and consults and teaches internationally on topics including systems thinking, performance management, diversity and racial equity, conflict resolution, and emergent evaluation. She has presented at national and regional conferences, including International Association of Facilitators, Organization Development Network, Linkage, American Evaluation Association, National Laboratories Institute, and many universities and complexity organizations. She has authored numerous articles in journals, books, blogs and reflective essays, as well as three groundbreaking books that are currently used as text books and resources across the U.S. She has received several prestigious awards and honors, including the 2009 Sharing the Wealth Award from OD Network, a research fellowship with the Institute for the Study of Coherence and Emergence; Scientific Advisor to the Plexus Institute; member of The Circle of Scholars of The Union Institute and University; and Associate of the Center for Evaluation, Planning, and Assessment at Queen's University in Kingston, Ontario, Canada.

Dr. Eoyang is a gifted teacher and engaged learner who loves to bring her dynamical systems insights to life for leaders, coaches, consultants, and anyone who wants to take responsible action, even when they cannot predict or control the systems that surround them.

**Wendy Morris, MA**, is the founder of Creative Leadership Studio, advancing the work of organizations, communities, and individuals through arts-based approaches to leadership development and intentional change. A pioneering leadership and innovation educator, coach and consultant, Wendy draws upon a robust body of knowledge developed over 20 years of ongoing action research. Internationally she leads programs on Powerful Presence at The Banff Centre in Alberta, Canada and Creative Leadership for Innovation through TMI Malaysia.

At home in Minnesota, USA, she facilitates The Forum for the Practice of Leadership Development, a professional development program for leadership educators from all sectors, sponsored by The University of Minnesota's Center for Integrative Leadership in collaboration with the Humphrey Institute for Public Affairs and the Carlson School of Management. Her work is informed by her experience with hundreds of businesses, communities, and organizations in a wide range of contexts. Her consulting clients include large companies looking for new ways to cultivate leadership and innovation (Cargill, Target, General Mills, American Express), leading edge consulting firms, communities, and cities seeking creative approaches to community development, and progressive non-profit organizations addressing complex challenges from environmental justice to youth violence. Wendy's work has been recognized by over 25 awards for excellence in leadership, interdisciplinary practice, and artistic production, including major fellowships from the National Endowment for the Arts. Her work is informed by 18 years of training in mindfulness (Vipassana) meditation.

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