

**HUMAN
SYSTEMS
DYNAMICS**
Institute



Simple Strategies for Complex Change

HSD Institute

Simple Strategies for Complex Change

There are hundreds of tools, models, and methods available today to support your change efforts. They all work sometimes, but none of them works all the time. As an effective change agent, your job is to find a fix that fits your client and their situation.

You want to understand what drives change. You need to have tools and techniques that help you generate options for action and pick the one that means success right now. You need a theory base that helps you:

- **Understand what drives change**
- **Respond effectively to uncertainty**
- **Find solutions that fit the situation**
- **Improve results for yourself and your clients**

You need human systems dynamics.

A community activist and empowerment coach:

"HSD is theory and practice that allows me to empower others to move from chaos to self-organization as they create and implement their dynamic visions."

Wendy Acosta - Possibilities Unlimited, LLC



HSD works where traditional approaches don't.

HSD applies principles of complexity science to personal, organizational, and community dynamics. Our approach recognizes that getting from point A to point B is rarely a linear process, but rather an evolving one based on the ability to see patterns where others see chaos. And HSD goes beyond identifying the patterns. It provides you with tools to influence those patterns to achieve your desired results.

- Name the patterns that shape complex change for you and your team
- Recognize when and why your tools may fail
- Assess your situation and explore out-of-the-box options for action
- Find solutions that are simple, adaptable, and powerful

1-866-HSD-INST

Learn from the past. Take action

Become an HSD Professional

– certified in the field of human systems dynamics.

HSD Institute offers an external professional certification program, as well as customized internal trainings, to consultants, leaders, and other professionals. We'll help you gain an in-depth understanding of the concepts and tools that are central to the body of work. Training courses are led by Dr. Glenda Eoyang, the founder of the field, and give you an opportunity to engage in learning that will bring you to the next level in your personal and professional development.

A respected research and evaluation consultant:

"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 in HSDP Certification:

Through 10 days of engaging, emergent and experiential learning, participants will gain an understanding of the theory and practices of HSD. In three phases of development, you will learn the fundamentals, application tools, and practices of integrating HSD into your life and work. As a certified HSD Professional, you will enter a community of practice with other certified HSDPs and begin a lifelong journey of learning and collaboration that will expand your practice and increase your effectiveness.

In this course you will:

- Experience self-organizing processes
- Learn how to work with a system when it is not under your control
- Develop skills in asking the right questions to help your clients find answers
- Share your experiences, tools, techniques, and insights with other learners
- Create your own cutting-edge methods and techniques
- Demonstrate your emerging personal praxis to support your work in human systems
- Learn from the experiences of others

Benefits of HSDP Certification:

- Use leading-edge theory and practice to transform leadership, coaching & consulting practices, organization development, and change management
- Learn new ways to see, think about, and interact with individuals and groups
- Achieve high quality results with clients using your HSD tool set
- Set yourself apart in your field with innovative services that are of high value to clients
- Connect with other HSD Professionals as a life-long member of the HSD Associate Network

About Human Systems Dynamics Institute

HSD Institute was founded by Dr. Glenda Eoyang in 2003. Her work: To facilitate development of theory and practice in an emerging field that began at the intersection of complexity and the social sciences - the field of human systems dynamics.

We offer a professional certification program to internal and external consultants, leaders, and other professionals from many different disciplines. We customize in-house trainings and certification programs for organizations and communities. We offer online learning programs, tools and products to help you learn about and use human systems dynamics to improve performance in changing and unpredictable environments.

The HSD Associate Network is comprised of an elite group of 150 professionals from around the world.

Join us, and change the world by changing how people think about the world.

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www.hsdinstitute.org

2010 Training Schedule:

Minneapolis MN May 17-19, June 21-24, August 16-18

London, England September 27 – October 1, October 25 – 29

Ottawa, Ontario November 8-12 , December 13-17

During ten days together (divided into 2 or 3 sessions), participants engage in experiential exercises to establish a foundation for seeing and influencing human systems dynamics. They reflect on and share the strengths and emerging challenges of their work with individuals, teams, and organizations. Using these insights as context, we build a basic understanding of complex adaptive systems, their characteristic dynamics, and how those dynamics support and interfere with organizational change. We explore the scientific principles of chaos and complexity and discover how these principles have been applied to human systems by researchers and practitioners.

Core tools and techniques for facilitating change in complex systems are introduced. Participants have opportunities to learn new approaches and practice those approaches on challenging real-life case studies. The primary tool is the CDE Model to set conditions for self-organizing in human systems. Other innovative and useful tools and techniques will be introduced as we focus on specific 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, participants consider their own sticky issues and articulate a unique emerging personal praxis that synthesizes theory and practice. Participants prepare to support systems change in their own contexts; to generate new models, methods, and tools; and to share the foundations of human systems dynamics with others.