



**ATTRACTORS
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At the Human Systems Dynamics Institute, we work with leaders who are challenged by change. We help them see what is really happening and take action to get the results they want.

In today's turbulent business environments, leaders must adapt rapidly and constantly to stay competitive. They support staff, respond to market pressures, anticipate customers' needs, and develop new products and services. How can leaders know what is really happening in their organizations if they can't "read" the apparently chaotic messages they receive?

HSD Institute staff recently hosted the second session of a three-part certification program that trains people to "see and influence human systems in motion." Throughout the 80 hours of instruction, participants learn how to recognize patterns in human systems and to influence those patterns as they emerge.

Participants learn new concepts, skills and tools to support organizations in times of turbulent change. Using principles of complex adaptive systems, personal experiences, case studies, and interactive learning, participants learn to see and influence systems themselves, and to help others see and influence systems in motion.

This is the fourth certification program offered by the HSD Institute, and a group of diverse learners have joined us. External and internal organization development consultants, educators, and a peace activist have come together for this three-part, ten-day session.

They are experts in traditional organization development, strategy, instructional design, community building and activism, children's developmental needs, and educational research.

Their experiences include product development, collaboration, community development, marketing communications, information technology leadership, business strategy, and HR policy and practice.

Together we have created a rich, engaging learning space where we all learn from each other. We also build deep relationships and resilient networks that will support our learning into the unknown future.

The summer certification program consists of three sessions.

- Session 1—three days in June to talk about the foundations of HSD in complexity science and chaos theory.
- Session 2—four days in July to explore various tools that emerge out of HSD to help you see and influence systems.
- Session 3—three days in August provides structured activities to help you integrate the new ways of seeing and influencing into your own work.

This is a training opportunity that can be tailored for a wide range of needs. CEO's seek new ways to see what's happening in and around their organizations. HR professionals build adaptive capacity in their staffs. Internal and external consultants expand their skills to meet the changing needs of clients. Everyone benefits from participating in the HSDP Certification program.

What are your current challenges? How will a new perspective support your organization in times of change? What are your burning questions and what would you add to the conversation about seeing and influencing human systems in motion?

Consider the possibilities. You can sponsor a full certification program in your organization. You can have a program custom designed to meet your unique needs. You can join a public program to learn together with a diverse group of fellow travelers.

For more information about the programs we offer, visit our website at www.hsdinstitute.org or contact me at geoyang@hsdinstitute.org.