



Adaptive Action Conversation 11

Working Together: Setting Conditions for Collaborative Action

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Connections for Collaboration



Connections for Collaboration



Connections for Collaboration





What is your experience?

- » All my collaborations are like this, and I love it!
- » That's what mine are like, and I hate it!
- » Doesn't match my reality!
- » When I'm in charge, collaborations always work!
- » I've never been in a large-scale collaboration!
- » I avoid collaboration at all costs!

A poll window will open for you to enter your answer.
Choose as many as fit.

Collaboration as Connection



Benefits

- Most people think about it that way
- You build one connection at a time
- The power stays with the individual
- You take your collaborative capacity with you
- It is easy to see who's to blame

Risks

- It takes a lot of energy
- Too easy to connect to the wrong person
- Only as strong as its weakest link
- Limited size/number
- Goes from total control to chaos
- It is easy to see who's to blame

Conditions for Collaboration



Conditions for Collaboration





What environmental conditions support collaboration?

A poll window will open for you to type in your short answer.

Conditions for Collaboration



Conditions for Collaboration





What personal conditions support collaboration?

A poll window will open for you to type in your short answer.

Conditions for Collaboration



Setting Conditions for Collaboration



Personal Within	Condition	Environmental Among
Identity Role Self-confidence	Container	Shared goal Bounded activity Gathering "place"
Values Imagination Memories	Difference	Race/Ethnicity Expertise Age
Reflection Learning Courage	Exchange	Speaking Looking Sharing



Your Adaptive Action

- » What collaborations are or are not working for you?
- » So what are the current conditions within?
- » So what are the current conditions around?
- » Now what can you do to shift the conditions to improve collaborative action?



Your Adaptive Action

- » What delighted you?
- » How can we improve?
- » What questions are you leaving with?
- » What will you do to improve your collaborative action?

Type your responses into the chat space.

More resources

» Books

- » *Collaboration--what Makes It Work*
(Mattessich Murray-Close, Monsey Amherst H. Wilder Foundation)
- » *Adaptive Action:
Leveraging Uncertainty in Your Organization*
(Eoyang & Holladay)
- » *Radical Rules for Schools: HSD for Complex Change*
(Patterson, Holladay, Eoyang)

» Web

- » [Seven Deadly Sins of Collaboration](#) by Peter Adler
- » [Collaboration quotes](#)
- » www.adaptiveaction.org
- » Wiki.hsdinstitute.org
- » www.hsdinstitute.org
- » Twitter: #hsd #adaptact @GlendaEoyang

Even More Resources

» Training

- » Webinars (free monthly)
- » HSD Professional Certification (Portland, 2013)
- » Custom training

» Adaptive Action Laboratories

- » Focus on your own sticky issues
- » Learn HSD models and methods
- » Build adaptive capacity for individuals and groups
- » Involve large groups or small
- » Address major issues or “trivial”
- » Commit to half-day to three-day sessions



Which topic are you most excited about?



September 26 11:00 – 12:00 CDT	<i>Working Together: Setting Conditions for Collaborative Action</i>
October 10 11:00 – 12:00 CDT	<i>Accountability: Deliver Unexpected Value</i>
October 24 11:00 – 12:00 CDT	<i>Moving Forward in Complexity: Strategy for the 21st Century</i>
November 14 11:00 – 12:00 CST	<i>Resilience: Adapt, Redesign, Implement</i>
December 5 11:00 – 1:00 CST	<i>Associates and Friends Annual Virtual Open House</i>