

11:55:32 From Rosemary : Hi all, its Rosemary from Richmond BC. Nice to see you all :)

11:55:42 From Rosemary : Its easy!!!

11:56:19 From Royce Holladay : I am Royce Holladay and I am in snowy Circle Pines, MN

11:57:06 From Rosemary : My answer was Authoritarianism is easy - that's what's "best" about it LOL

11:57:08 From Mary Nations : Hi all - Mary Nations from Raleigh, NC. Here for your tech support as well as learning with you!

11:57:30 From Royce Holladay : Best thing about authoritarianism - I have figured out how to spell it!

11:58:05 From amp03 : Hello, Glenda, Royce, and wonderful HSD team as well as participants! Ashok from Rochester (MN). Lung doc at Mayo.

11:58:15 From Navin Williams : Navin Williams from Boston

11:58:47 From brenda Hardie : Good morning!

11:58:51 From Tina Smith : HI, it's Tina.

11:59:03 From Allison Titcomb : Allison Titcomb from Tucson

11:59:08 From Stephen Bosacker : Greetings from Stephen Bosacker, Twin Cities, MN!

11:59:29 From Rich Ann : Hello all from Washington, DC!

11:59:42 From brenda Hardie : It's Brenda from Vancouver BC

12:00:05 From hoffie : Hallo from Hoffie in South Africa

12:00:14 From Rich Daudert : Hello to everyone from fabulous Kalamazoo!

12:00:20 From Sara Swords : Hello from Sara in UK

12:00:41 From Gareth Evans : Hi all from Gareth in North Wales

12:01:17 From Anne Lemaire : Greetings from Brussels

12:01:41 From Mary Nations : Hi all - great to see you here...sorry you can't see each other but you can chat away here in chat to see who you may know or get to know...

12:02:17 From Mary Nations : and be sure to use "all panelists and attendees" if you want all to see your comments

12:02:21 From Ricky Haro : Hello from Ricky in Phoenix, AZ.

12:03:33 From Leslie Patterson : Hi, all!! Leslie from Denton, Tx

12:04:17 From Olga Yiannakis : Hello All! Olga from Cape Town, South Africa :-)

12:04:47 From Bruce Pappas : Hi, all! Bruce from Golden Valley (Minneapolis), Minnesota.

12:04:47 From Nathalie Ducrot : Hi all, Nathalie from Geneva, Switzerland

12:05:05 From Anne Lemaire : Bonsoir Nathalie :-)

12:06:00 From Ricky Haro : Hi Royce, it was rescheduled to the 11th. My Chair had a family emergency she was attending too.

12:06:10 From Karen HG : Hi! Karen from Kalamazoo, MI

12:06:26 From Cathryn LeCorre : Hello Everyone! Cathryn from Victoria, BC

12:07:22 From Rahim Walji : Hello Everyone, Rahim from Surrey, BC

12:08:15 From Ricky Haro : Every night, I'm combing all three chapters with a lice comb...LOL. Our conversation last week really helped add

clarity and a newfound motivation to get this right versus take the “a good dissertation is a done dissertation” attitude.

12:08:19 From Kindness : Hello from Surrey, British Columbia!

12:08:46 From Alisha : Hi! Alisha from Surrey, BC. Good morning :)

12:13:20 From Laura Williams : Really interesting...I heard from an analyst that there are 1,000 generals in the Venezuelan military for 100,000 solidiers...this seems to have created these networks

12:13:33 From Sara Swords : Those with power are often scared of opening that up to others and seeks more control to keep others out. Yes to normative truth in that instance

12:13:41 From Anne Lemaire : In talking with my friends in Rwanda, they say that it is a romantic illusion of the West that they can move from ‘dictatorship’ to ‘democracy’ so it’s a reverse movement to Plato’s model ...

12:14:06 From Martin : I can see some similarities with ways I’ve seen the development of organisations – starting with very little formal structure (little tech start up) but moving towards a more power orientated from as the org grows, which then leads to silos and different perspectives on what ‘good outcomes’ are.

12:14:48 From Myron Lowe : Please talk about the whole, part and greater whole. Powerful! Are there other references.

12:14:48 From amp03 : Strange attractors with constructive rules of inclusiveness/adaptive response help guide learning and services. Could be fractal in design, especially if blockchain and decentralized connectivity to innovations.

12:15:43 From Laura Williams : Anne—I once heard a very provocative speech on this as well. It stuck with me—which I could find it now.

12:16:03 From olivedempsey : I’m curious about scales of power. How anarchy seems to locate power within many individuals with multiple connections/exchanges, then democracy, where there are exchanges from many to the one (democratic institutions) to oligarchy , one-way connections from oligarch/one with power to the many

12:16:11 From Michelle Favero : Are social networks creating an oligarchy on what is truth?

12:16:28 From Rahim Walji : Interesting article by the Aga Khan on Leadership and Diversity that speaks about democracy. Interesting read if you get a chance.

12:16:30 From Rahim Walji : <https://www.akdn.org/speech/his-highness-aga-khan/leadership-and-diversity-conference>

12:17:10 From Rahim Walji : It is essential that the question be asked, in every national situation and within each society, “if democracy is failing, why is this the case?” Every effort needs to be made to help correct the situation, rather than referring dismissively to failed states. To my knowledge, democracy can fail anywhere, at any time, in any society—as it has in several well-known and well-documented situations in Europe, as recently as the last 50 years. For it is self-evident, in Europe and across the globe, that the existence of political parties and elections do not alone produce stable

governments or competent leadership.

12:18:15 From amp03 : Agree..shared mental model that resonates with enlightened self-interest (part) to common value (greater whole).

12:18:17 From Martin : Agreed. Lots of good evidence for that right now Rahim

12:20:02 From amp03 : Social-ecological model also parallels this lourney..from individual to societal.

12:20:18 From WENDY MORRIS : I am wary of common uses of the term "blind" that perpetuate negative associations with blindness – including accepted dictionary definitions as: "unable or unwilling to perceive or understand"; "not based on reason or evidence"; or "lacking reason or purpose". Yet people who are blind often have developed increased perceptions through other non-visual senses. People in leadership positions, like all of us, see aspects of reality from our position and miss other things.

12:20:24 From Rosemary : Yes great question Rahim, why is that the case? I think its because people aren't looking ethically from the place of whole, part, greater whole – and democracy can be disrupted and unethical by those wanting power. So how do we create a system that accounts for those that aren't interested in the greater whole??

12:23:07 From Rahim Walji : Good Q. Rosemary

12:23:10 From amp03 : Awesome diagram for the context of this presentation. How to creative the soft/hard skills to engage citizens at all levels..? Command and control in bottom left to innovative ecosystems with individual zealots/pioneers (like Glenda/HSD) in top right..shifting from margins to mainstream!

12:23:30 From Rahim Walji : I am wondering if needs to be rooted in people's or a society's value systems?

12:24:38 From olivedempsey : What are the 'simple rules' that created the pattern of

12:24:43 From amp03 : We. the people, in order to form a more perfect union... ? (not perfect, but towards ideal? and beneficial for next gen?)

12:24:50 From olivedempsey : Power concentrating among the same people over and over again?

12:25:33 From Royce Holladay : Peter, that aspect calls us to consider all the tensions-looking at them as interdependent pairs...what are the two ends of the continuum for each tension...for example the tension between wanting autonomy or wanting others to make decisions.

12:26:05 From amp03 : Freedom with social responsibility or just a bunch of enthusiastic cowboys/cow-women? vs. elite Nascar pit crew team? Special ops?

12:26:15 From Allison Titcomb : i like my health to be considered "stable"

12:26:53 From Rosemary : Problem is people's/society's values are often dominated by dominant culture...

12:27:22 From KIndness : If our workplaces were stable, I'd be out of work!

12:27:26 From amp03 : Agree, Allison..but health needs to be re-defined with adaptive/emergent as we age with grace and appreciative

inquiry about what we'll need to respond to in the future.

12:29:47 From Kindness : I wonder if our health is never quite as stable as we want or think. Deep in our physical/mental/emotional systems, patterns of death, regrowth, recombination and adaptation are happening.

12:29:47 From Rich Daudert : I have different desires for different aspects of my life. In my family, I want it as stable as possible (safe, reliable, protected, etc.), whereas in my career, work life, or even financial investments it's more fun and allows opportunities for growth in a more emergent or even unstable environment.

12:30:06 From Tina Smith : I love the language about becoming "conscious agents" - especially refreshing and powerful language in this expert-driven era

12:30:50 From Royce Holladay : teach and learn in every interaction

12:30:53 From Allison Titcomb : What were the three things for seeing a space of curiosity? Stand in inquiry, (missed the 2nd one), and engage in an open and caring conversation

12:30:58 From Rosemary : I think everything is not stable...we wish it to be, we want it to be, but even in our families, there is no guarantee...so I like to think of stable as a break sometimes :)

12:30:59 From Royce Holladay : give and get value for value

12:31:03 From Royce Holladay : share your had story

12:31:10 From Royce Holladay : engage in joyful practice

12:31:19 From Royce Holladay : search for the true and the useful.

12:31:33 From Royce Holladay : Consider the whole, the part and the greater whole

12:31:39 From Royce Holladay : teach and learn in every interaction

12:31:47 From olivedempsey : I

12:31:52 From amp03 : Amen.

12:31:52 From Nathalie Ducrot : Politics seem always far.. from engaging in a joyful practice... why?

12:31:57 From Donna : One question is stable for whom? I remember realizing in my HSD cohort is that due to the power dynamics, for those most marginalized or hurt by the set up, being stable is often not easy to get to.

12:32:59 From olivedempsey : Curious about the forces (containers, exchanges, differences) that make it challenging to live out the simple rules. And how we attend to the ways those forces enact behaviours that push against simple rules

12:33:13 From Royce Holladay : Donna, this is what Glenda is saying now about considering the health, position, needs, assets at all three scales-whole, part, and greater whole.

12:33:22 From Donna : Lol. I can't multi task. So forget what I wrote. I'm going to just listen.

12:34:06 From WENDY MORRIS : Ros - I agree that the nature of all conditioned phenomena is impermanence, so stability is an illusion. That said, there are environments that are certainly more stable than others; where a group shares clear agreements and conditions have some degree of predictability relative to other conditions.

12:34:11 From Royce Holladay : No, keep writing, Donna...It's helpful to

help us all ask new questions...whatever the questions are.

12:36:14 From Laura Williams : This is an interesting definition of power...I need to think about it...

12:36:37 From Anne Lemaire : a definition of 'inner' power ...

12:36:48 From brenda Hardie : This definition of power – is a topic in itself

12:37:14 From Olga Yiannakis : Love the explanation around power

12:37:45 From Martin : it feels a very current definition of power – thinking about the suspected impact on US elections and Brexit of 'outside' actors who were nonetheless more effective at shifting patterns (or perception and therefore voting) than this with more traditional and obvious forms of power

12:37:48 From Royce Holladay : Consider the critical need to stand in inquiry and the role that plays in these definitions of power

12:37:57 From WENDY MORRIS : "One person's safety is another person's constraint" – well, that helps explain a lot about my life!

12:38:06 From Martin : (patterns of perception, not or)

12:38:19 From Michelle Favero : But if power can only be given by inaction/dependency/disinterest what is the assumption of leadership in this space or the emergence of the pattern?

12:38:26 From Olga Yiannakis : We need to be more aware of what is safety for someone & constraints for another ...

12:38:34 From Anne Lemaire : Meditation is a way to keep me stable and I see it as an enabler in my life

12:38:50 From Allison Titcomb : "work hours" (e.g., 8–5 etc). Both, but often feels constraining.

12:39:03 From olivedempsey : Owning a home and having a business in the city keeps me stable and it constrains me from living in a more rural environment

12:39:08 From Peti – Florin–Ioan Petean : For me, the safety network of my family and friends gives me stability

12:39:14 From JJH : Stability versus Change, or Order of the Current System versus Re-defining the Next System, are two conflicting value sets that are both needed for the long-term growth of any living system –

12:39:19 From Karen HG : I find the things that keep me stable (self-care routines, family relationships) to enable me to take risks in other ways

12:39:21 From Tina Smith : Values, unconditional love from and for others

12:39:29 From Sara Swords : The constancy of the landscape. Connections with loved ones – friends and family

12:39:38 From Myron Lowe : Commitment to an intention beyond myself keeps me stable and engaged.

12:39:42 From WENDY MORRIS : Like Ann, my mindfulness practice holds me stable. It is an enabler because it gives me flexibility of response.

12:39:53 From Stephen Bosacker : Committed and constant relationships in which we help each other grow and change. This applies for family, friends, employment and other needs

12:39:57 From Allison Titcomb : Self-care can lead to stability in energy, and constrains in that I have to not do other things in order to include it in my day/week

12:40:00 From Laura Williams : Having a safe, warm, dry home—I see it as an enabler, until it is a constraint. My answer is typically an ‘it depends’ in the context of the moment and the pattern.

12:40:21 From Anne Lemaire : yes, indeed Laura ‘that depends’

12:40:48 From JJH : Anyone interested in this dual-value sets theory please contact me – Jason Jixuan Hu

12:41:11 From Kindness : My values

12:41:13 From Nathalie Ducrot : Stability and constraints are Interdependent pairs in most of my beloved stable factors – husband, living in nature, having a comfortable house and so on..

12:41:24 From brenda Hardie : When the cost and the benefit of stability can be seen side by side there can be a choice (this is giving and getting value for value IMO)

12:41:45 From amp03 : The Stacey matrix also reflects the Second Law of Thermodynamics. Hope comes from thinking of our ecosystem as an open system (with human creativity/factors) such that compassion/ consciousness is the healthy anti-entropic phenomenon. Aha moments, eh!

12:42:52 From Rahim Walji : Rosemary, in the article i shared Canada and its collective values system as a pluralistic society, one that is accepting of differences amongst is the diversity of cultures is an example that is being cited.

12:44:39 From Rahim Walji : So there is strength in diversity but in many circumstances, that gets exploited as being different and thus a focus on being divisive, maybe because it is easier to do so vs try to understand the other, what we is similar within us and what can we learn and build on from that diversity (understanding)

12:45:02 From Allison Titcomb : I appreciate how Glenda is talking about the "Space SEEMS Stable" vs. it is stable.

12:45:26 From Stephen Bosacker : Cosmopolitan cities align with diverse and urban communities with homogenous

12:45:45 From WENDY MORRIS : Oops – I couldn’t hear Glenda and then my screen just flashed that my internet is unstable.

12:46:17 From Michelle Favero : why do you believe that to be true?

12:47:40 From brenda Hardie : Pay attention – could be learning more about the pattern in a deeper way. An example for me re misogyny is a new way to see the pattern based on Kate Manne’s book Downgirl. This new insight into details of the pattern has created for me a different way to see options for action. It has suddenly opened up more possibilities. I thought I knew the pattern – but seeing if differently, more thoroughly has made a change.

12:48:36 From Royce Holladay : Interesting, Brenda, I need to gt that book.

12:49:43 From Anne Lemaire : Makes me think of W. Blake, Brenda : « If the doors of perception were cleansed, Everything would appear to man as it is: infinite. »

12:49:43 From brenda Hardie : She is a philosopher. Get the book

Royce!

12:49:54 From Allison Titcomb : Choice... you can choose again. Decide... (cide) you kill off other options.

12:50:22 From brenda Hardie : ooooooh #wordsmatter #etymology. (cide) Thanks for that.

12:50:27 From Tina Smith : It is important to me to remember that I am not necessarily choosing one or the other (an end of the spectrum), rather "more of one than the other" in any given moment.

12:50:53 From olivedempsey : I think about the conditions that push people to choose the qualities of the closed/stable/oligarchy because the conditions of more open systems feel too scary.

12:51:35 From brenda Hardie : I like the concept of sliders on the line between interdependent pairs. It's not only binary.

12:51:52 From Mary Nations : great distinction I will try to embrace, Tina

12:52:11 From Mary Nations : thanks for the choice/decide note, Allison

12:52:52 From brenda Hardie : Moving TOWARDS tension, as the place where the energy lies to make a difference or change has been helpful for me.

12:53:08 From K1ndness : yes - leaning in!

12:56:37 From Royce Holladay : That's how I can think about our choices, given the political constraints in the US these days...What can I do...what choices do I have/

12:58:11 From Royce Holladay : This has been an amazing chatted conversation. Thanks to each of you for your perspectives and participation.

12:58:15 From Rich Ann : thank you!

12:58:15 From Gareth Evans : Thanks all, great learning and thought provoking conversations...

12:58:19 From Sara Swords : Thank you all. Really making me think....

12:58:19 From Olga Yiannakis : Thank you everyone!

12:58:22 From Anne Lemaire : Thank you all!

12:58:23 From amp03 : Thank you all!!

12:58:23 From Peti - Florin-Ioan Petean : Thank you, Glenda & team!

12:58:24 From olivedempsey : Thanks folks!

12:58:27 From WENDY MORRIS : And thanks to you, G & R!

12:58:29 From Cathryn LeCorre : Thank you!

12:58:30 From Nathalie Ducrot : Thx Glead

12:58:32 From Myron Lowe : Beautiful and deeply helpful. Thank you!

12:58:33 From Allison Titcomb : Thought (and action) provoking as always!

12:58:35 From Stephen Bosacker : Thank you! This is rich and very useful!

12:58:37 From brenda Hardie : I keep ruminating on this new definition of power. New Power has been described somewhat this way - it lists a few of the qualities. <https://www.google.com/url?sa=i&source=images&cd=&cad=rja&uact=8&ved=2ahUKEwj0tLGxmargAhXHi1QKHVM0AaIQjRx6BAGBEAU&url=https%3A%2F%2Ftwitter.com%2Fhelenbevan%2Fstatus%2>

F832206564006227968&psig=A0vVaw0gRgQhkQ5HQvEeU83IBIT5&ust=154964861339
9134

12:58:39 From lizgoold : thanks all!

12:58:41 From Laura Williams : Thanks so much!!

12:58:42 From Tina Smith : Thank you always!

12:58:44 From Rosemary : thanks team!

12:58:47 From Michael Pealow : Thanks!

12:58:53 From Bruce Pappas : Thanks, all. Interesting dialogue.

12:58:55 From Martin : Thank you Glenda and Royce (and everyone for questions and thoughts) – really though provoking

12:59:05 From Martin : Thought provoking even!

12:59:15 From Ricky Haro : Thank you to all the HSDI team