

12:01:53 From Ahmed Avais to All Panelists : I don't see an option to mute myself - guessing that's ok

12:02:19 From Royce : right ahmed..no problem

12:02:39 From Stephen Bosacker : Greetings from Anoka!

12:02:45 From Mary Nations : Hi Ahmed - only Royce, Glenda, and I have mics this time

12:03:07 From Ahmed Avais : Awesome sauce!

12:04:19 From Erin Lewis : I'm not hearing Glenda, either

12:04:46 From Ahmed Avais : She was at the airport - may have lost connection

12:06:48 From Mary Nations : thanks all for your adaptive patience!

12:10:57 From Erin Lewis : I'm thinking about the opioid crisis in my area and the intersections between the criminal justice system and a public health approach. Too many differences and connections that are too loose for us to (easily and quickly) respond in the way we need to.

12:11:40 From Erin Lewis : I'm hearing Royce just fine

12:13:28 From Olga Yiannakis : I was introduced to the concept of how do we think of/ interact with people - as "humans" or "objects"? If we see them as "objects", then we probably have too many differences & too little connections. By changing those, we can see them as "humans".

12:16:10 From Olga Yiannakis : Love how Glenda is navigating this virtual workshop with her constraints! Well done!

12:17:57 From Rich Daudert : We just changed churches and this was one of the main drivers. The former church was very homogenous, tight connections and too few differences, and it did in fact feel very restrictive and "hemmed in." Our new church is very diverse, one younger guy wearing jeans and a T-shirt and covered with tatoos sitting next to a very staunch older guy wearing a 3-piece suit. It's fun!,

12:18:05 From Mary Nations : https://en.wikipedia.org/wiki/Viktor_Frankl

12:20:45 From Erin Lewis : Or, in relation to Olga's comment, we PERCEIVE it as too many differences, too few connections. But finding connections and similarities can help us shift from object --> human

12:21:42 From Olga Yiannakis : Ah, good point, Erin!

12:22:48 From Olga Yiannakis : Interesting to try balance our needs with others' needs to find freedom for everyone

12:23:21 From Erin Lewis : Interesting and challenging! I'm trying to work on that myself, all the time

12:24:00 From Olga Yiannakis : @Erin - it's a life time job ;)

12:26:45 From Erin Lewis : So true, Olga!

12:27:13 From Erin Lewis to All Panelists : Thanks Glenda, deeply appreciate that nuance around touch.

12:27:46 From Olga Yiannakis : Listening with exquisite attention & authentic curiosity will foster connection

12:28:35 From Olga Yiannakis : Seems like our human biases get in the way of true connections

12:28:46 From Steve Legler : Also "Yes AND" versus "Yes BUT"

12:29:39 From Heather Oxman : I wonder how the variety of connections isn't a increase in the differences?

12:29:39 From Tina Smith : I increasingly believe that learning together is an important connection. Naming the fundamental questions we share also can help to decrease difference.

12:29:54 From Olga Yiannakis : Listening to Glenda, I think I impose my own limitations but getting "stuck in" my connections & differences – I have the power to change that!

12:32:07 From Rich Daudert : Seems like focusing on either similarities or differences would influence the tight or loose connections

12:32:32 From Rich Daudert : ...and differences!

12:32:44 From Ahmed Avais : And how to decide what's fit for function

12:33:13 From Erin Lewis : In Hannah Gadsby's word: you learn from the part of the story you focus on

12:34:15 From Mary Nations : yes, Olga – I have pondered the role of bias and stereotype – I think they are “useful” in creating a sense of stability or control, but it is only subjective opinion creating an illusion (and thus quite limited) even while also reducing the possibilities of authentic connections

12:36:30 From Helen : What are clues to the differences that make a difference?

12:36:39 From Mary Nations : Hannah is so good a reframing the whole, part, greater whole

12:36:44 From Stephen Bosacker : Do we start choosing differences based on personal or group core values? Are we alert to this "bias"?

12:39:00 From Ahmed Avais : I can't help but think of Johari Window and how that may make us blind to things that are “unknown to self” and require feedback – like the message above, how do we become alert this bias

12:39:50 From Mary Nations : unknown-to-self -> weak signals?

12:40:07 From Ahmed Avais : Makes sense to me

12:44:47 From Stephen Bosacker : I heard a radio program yesterday where some people locked out others through their choice of language – the group had tight and few differences and was not open to a different perspective.

12:46:13 From Olga Yiannakis : I suppose you can make a connection with someone by asking them to help you become aware of your "unknowns" – & be open to hear those differences that they'll observe you doing/ being

12:49:17 From Rich Daudert : When it comes to exploring the differences and chosen language, etc., it occurs to me how important it would be to not only be sensitive to the language but also in the "way" it is explored. 93% of a message has nothing to do with the actual words or vocabulary, but in the delivery method.

12:49:23 From Mary Nations : https://en.wikipedia.org/wiki/Johari_window

12:50:02 From Erin Lewis : Love this idea to look for "unexplained turbulence"! Will be looking for that in some situations in my life/work

12:50:08 From Steve Legler : Love the astronomy example as an explanation of systems theory
12:51:10 From Mary Nations : me too - unexplained turbulence could uncover unknown differences that are affecting us - going to ponder that...
12:56:02 From Rich Ann : I am! <3
12:57:33 From Olga Yiannakis : Love "teach & learn in every interaction" - had a conversation about that rule yesterday with a colleague - they loved it too! :-)
12:58:09 From Rich Ann : Thanks to all Associates who responded to the survey!
12:58:12 From Royce : patterns with death
13:00:07 From Erin Lewis : Thanks everyone for this connection!!
13:00:11 From Rich Ann : Thank you! Safe travels, Glenda!
13:00:12 From Olga Yiannakis : Thank you for sharing, everyone! Safe travels, Glenda!
13:00:14 From Ahmed Avais : thank you so much!
13:00:14 From Stephen Bosacker : Thank you very much again! So much to learn and do together!
13:00:30 From Rich Daudert : Thanks a ton!