

## **HSD Community Gathering Chat Transcript 16SEP21**

- 12:03:04 Dino Zafirakos: Hello! Dino in Barcelona, Spain
- 12:03:18 Amy McMorrow Hunter: Hello from southern Illinois! I have a nonprofit for education on lifestyles and business models that are good for the climate/economy/humanity. Interested in hearing what you all are doing!
- 12:03:29 Jorge Heras: Hello, Jorge from Mexico
- 12:03:47 Tamela Handie: Hello from Kansas City, Missouri.
- 12:03:54 Royce Holladay (she/her): Welcome, Amy. I am so glad you are here. How did you find us?
- 12:04:19 April Schnell: Hello Dino! So glad you are here!!!
- 12:04:55 Royce Holladay (she/her): Send it to us at [info@hsdinstitute.org](mailto:info@hsdinstitute.org)
- 12:04:59 JimFoley: This is my very first introduction to HSD, but I love your phrasing about influencing patterns: for about 20 years I had the domain name "patternchange.com" registered
- 12:05:16 April Schnell: Hi Tamela!!
- 12:05:33 Royce Holladay (she/her): Your translated version of HSD —send to [info@hsdinstitute.org](mailto:info@hsdinstitute.org)
- 12:06:14 Royce Holladay (she/her): @JimFoley, is there a particular sector where you work on patterns?
- 12:08:27 JimFoley: I see my work as a therapist and a coalition builder and support group facilitator and community organizer and program administrator as all giving me opportunities to channel turbulence into constructive change
- 12:09:41 Royce Holladay (she/her): @JimFoley . . .Lovely...Important work, with lots of opportunities, these days, right?
- 12:10:47 Amy McMorrow Hunter: Thanks Royce! Well my nfp mission is "thrive authentically" and it's a lot about behavior change and how to motivate people. The energy/climate transition that is underway is extremely complex, requires everyone's participation, and I believe your adaptive action guide was how I found you.
- 12:10:57 Royce Holladay (she/her): Feel free to ask questions here in the chat and I'll forward draw people's attention to them.
- 12:11:52 Susan Brearley: This is so wonderful.

12:12:31 Royce Holladay (she/her): So glad you are here @Amy. You are right..the current climate/energy transition is so very critical, and I agree that adaptive action and engagement is an important skill in these unpredictable times.

12:12:55 JimFoley: No shortage of complex adaptive systems, in the mind and groups and society, with leverage points of intervention to facilitate positive change, for healthy growth


12:13:48 Royce Holladay (she/her): @JimFoley—so right...complex adaptive systems (CASs) at all scales...

12:13:51 Bridget Kelly: The series is going to be GREAT!

12:14:03 Priya S: Pleaase share links! However we can support you Miriam!

12:14:26 stacy becker: Congrats Susan!

12:14:32 Susan Brearley: Thank you!

12:14:34 Priya S: Wohoo Garden of Neuro 

12:14:40 Emma Pearson: Miriam - can you pop your LinkedIn address and a link to the post? I will think of a few Spaniards to send it to

12:14:54 Miriam Bayes: Sorry, I didn't mention Bridget and her support all along this journey!

12:15:35 Tamela Handie: This group sounds phenomenal @Susan!

12:15:45 Miriam Bayes: [Linkedin - Miriam Bayés](#)

12:15:52 Priya S: [Garden of Neuro](#)

12:16:30 Miriam Bayes:[Linkedin - LIDERAZGO SISTEMAS COMPLEJOS: Identifica patrones para gestionar el cambio](#)

12:17:02 Glenda Eoyang: [Garden of Neuro](#)

12:17:19 Royce Holladay (she/her): Maybe guardianship is the new leadership!

12:17:48 Emma Pearson: Thank you!

12:18:24 April Schnell: I've only been in the Garden for a few weeks. It's an incredible network of wise and wonderful women. Susan has convened an incredible leadership team as well. I encourage others to explore this community

12:18:32 Miriam Bayes: Great poject, Susan!

12:18:39 Leslie Patterson: Lovely idea, Susan! Thanks for setting these conditions!

12:19:44 Priya S: Wonderful, how can we support you better? in the next month?

- 12:21:12 Susan Brearley: Thank you Priya! Yes, we are looking for feedback and consider the space a giant adaptive action experiment.
- 12:21:22 Susan Brearley: An operational model
- 12:24:12 Royce Holladay (she/her): [Facebook - Patterns with Death](#)
- 12:25:00 Glenda Eoyang: [HSD Institute - Patterns with Death](#)
- 12:26:24 Miriam Bayes: @Liz Can you write the vision here, please
- 12:27:32 Liz Coenen: How might we transform turbulence and uncertainty of death into possibility for the dying and those who are left behind?
- 12:27:42 stacy becker: It's a beautiful vision Liz
- 12:28:56 Susan Brearley: I love this work. My brush with cancer, and the doctors telling me I had 6 months to a year to live back in 1996, was life changing. I am curious how I can be engaged, and/or the Garden can be engaged as well.
- 12:29:39 Liz Coenen: April and Susan - please do join us. You can drop me a note - [liz@lizcoenen.com](mailto:liz@lizcoenen.com)
- 12:29:46 Linda Phillips: I would be interested in exploring the patterns of grief /loss and how people react and recover from this when made redundant
- 12:30:53 stacy becker: Congrats Emma. Well deserved and hard earned. Your clients are lucky
- 12:32:37 April Schnell: @ Beryl...yes...GRIEF! at all scales
- 12:32:47 Mary Nations: +1
- 12:32:56 Royce Holladay (she/her): I have not accessed data from other countries since I heard this last night. But 1 in every 500 people in the USA have died from Covid
- 12:33:02 Royce Holladay (she/her): So much grief
- 12:33:10 Leslie Patterson: Thanks, Beryl! Grief for many things . . .
- 12:33:11 JimFoley: Loss of civility, loss of stability too
- 12:33:25 Royce Holladay (she/her): Exactly @JimFoley
- 12:34:47 stacy becker: @Roce, I was just looking at that data:  
[John Hopkins University & Medicine - COVID-19 Mortality Analyses](#)
- 12:34:51 Leslie Patterson: Resilience:  
The ability to navigate complex change in such a way that the system adapts to new conditions and thrives.

- 12:36:03 Leslie Patterson: Teaching and learning as a series of “expeditions” — project-based, experiential, interactive learning
- 12:36:34 JimFoley: Leslie, like that definition
- 12:36:44 Leslie Patterson: What does it mean to be a resilient learner? And as a teacher who supports resilient learning?
- 12:37:57 JimFoley: Flexibility and adaptability on the part of the student, as well as scaffolding and co-regulation on the part of the teacher
- 12:38:04 Glenda Eoyang: Inquiry: Turn judgment into curiosity: Turn conflict into shared exploration: Turn defensiveness into self-reflection; Turn assumptions into questions.
- 12:38:22 Leslie Patterson: Yes, @Jim Foley!
- 12:38:30 Glenda Eoyang: Love how the part, whole and greater whole that show up here.
- 12:40:29 Leslie Patterson: It has been interesting to work with all the people in the school and wider organization — teachers, curriculum developers, digital designers, recruiters, sales/marketing folks, etc., etc., etc.
- 12:43:09 JimFoley: I am sometimes too tired to think in English.. and it's my first language
- 12:43:15 Bridget Kelly: I wonder how these simple rules will operate when the system might need to not ‘adapt to conditions’ but to resist or influence the those conditions? Influence the external pattern vs the internal pattern...
- 12:44:24 Bridget Kelly: When the conditions don’t support the learner/teacher maybe you shouldn’t adapt to them?
- 12:44:52 JimFoley: Good point Bridget, although external and internal are relative... initiating change by some is seen as resisting change by others.
- 12:45:39 Liz Coenen: I need to head to another meeting. Many thanks to all.
- 12:45:46 Miriam Bayes: @Bridget great reflection!
- 12:45:48 Leslie Patterson: Thanks, Liz!
- 12:45:51 Linda Phillips: What would be the simple rules around resilience when you fail at formal education?
- 12:46:18 JimFoley: Resilience needs to be nurtured, not imposed. Therapy and teaching both stimulate and scaffold change, but don't really direct it.
- 12:47:30 April Schnell: @ Jim...is it ultimately self directed?

- 12:48:06 JimFoley: @April, absolutely! even in the youngest kids
- 12:48:25 April Schnell: @ Jim, do you work with children? If so, what ages?
- 12:48:34 JimFoley: resilience is a self-organizing system, but that doesn't mean just letting it happen
- 12:48:36 Leslie Patterson: Nice question, Linda! My focus is usually "learning" whether inside or outside formal education settings. That's challenging, however! :-)
- 12:48:50 Linda Phillips: How would you support adults coming to formal education who are struggling to gain formal qualifications - how would you build their own resilience to keep going - this was my thinking
- 12:49:35 Susan Brearley: One of the Garden leader's first language is Portuguese. She and I have been through programs together, where the work was so profound and intuitive that it was challenging to express in English, though she is fluent. She is moved to open to sharing as much as possible in her birth language. I have found that people I coach who get "stuck" even in journaling their own story in narrative therapy, do better if they stop doing it in English and use their own voice, their birth language. Language has inherent colonization elements imbedded and many elements don't cross over from one language to another.
- 12:49:56 Leslie Patterson: Ahhh.... Linda. Thanks for the clarification. Would love to hear how you might edit/revise these simple rules for that context/system.
- 12:51:07 Leslie Patterson: Setting conditions . . for resilient learning (complex change)
- 12:51:10 Linda Phillips: @Leslie - I will see if I can think it through!
- 12:52:42 Royce Holladay (she/her): @JimFoley - we should talk—I was an elementary counselor as well and move through my career to become a district-level admin who worked on change at all scales in they system....Special Education to supervising schools, to school reform, etc.
- 12:52:43 Leslie Patterson: Jim, "scaffolding" — in the Vygotskian sense — is what we mean by "setting conditions". . . .
- 12:53:05 Bridget Kelly: @Linda I wonder what would be different if the question were how the higher ed & qualification system could better meet their needs rather than how they could change do even more to be resilient to a system that doesn't serve them? What is the system missing about what they bring to it?
- 12:53:06 April Schnell: @ Royce and Jim...would love to be part of that conversation

12:53:07 Tamela Handie: That's an interesting and common struggle @Linda. It can be tough to encourage adults to maintain momentum since we are often stubborn and like to give up easily. Funny that we encourage kids to never give up, yet we (adults) often do.

12:53:33 Royce Holladay (she/her): It'd be great to have you there, April...and others...

12:53:52 Leslie Patterson: Different language for these simple rules might be generated for other contexts/other complex systems. . .

12:54:14 Royce Holladay (she/her): brb

12:54:21 Tamela Handie: I am interested in that conversation too @Royce.

12:54:21 Susan Brearley: "the general cultural dialog"

12:54:26 Royce Holladay (she/her): Im still listening.

12:54:29 Leslie Patterson: The conversation about simple rules is more useful than the actual wording of a simple rule.... ???

12:55:07 Bridget Kelly: Now I am wondering — when is radical simple? When is simple radical?

12:55:14 JimFoley: [Amazon - Radical Rules for Schools: Adaptive Action for Complex Change](#)

12:55:40 JimFoley: [wiki.hsdinstitute - Radical Rules for Schools: Adaptive Action for Complex Change](#)

12:57:10 JimFoley: Thanks, Linda, for crosswalking "scaffolding" to "setting conditions"

12:57:17 Royce Holladay (she/her): Thanks, @Tamela...Who else on the call may be interested in the conversation? Just let me know here or at [info@hsdinstitute.org](mailto:info@hsdinstitute.org)

12:57:33 JimFoley: Oops that was Leslie

12:57:44 Amy McMorrow Hunter: Linda what was the subject of your phd?

12:57:50 April Schnell: My area is career development...not only K12, but beyond formal education. I'm resonating with what Linda is talking about

12:58:01 Leslie Patterson: Linda, thanks for sharing that. . . .

12:59:07 Leslie Patterson: So much of formal education tends to focus on deficits, rather than on setting conditions for possibility and for new patterns. . . .

13:01:48 silvia lopez: Very interesting discussion, thank you for sharing such real life experiences

13:02:18 Royce Holladay (she/her): @Silvia Lopez, so glad you are here.

13:03:02 Royce Holladay (she/her): It's a powerful way of engaging people in shared exploration of a central and shared issue.

13:03:42 Royce Holladay (she/her): Come when you can, many people drop in and out, depending on what you are facing in the morning.]

13:03:58 JimFoley: That's a science fiction novel, isn't it?

13:04:00 stacy becker: [wikipedia - The Ministry for the Future](#)

13:04:02 Tamela Handie: The Power of Questions is impactful and addictive. I've changed my perspective on a lot of wicked issues as a result of participating in TPOQ regularly.

13:04:07 Royce Holladay (she/her): Or at the time of the session...10am central.not morning everywhere.

13:04:08 Emma Pearson: (Royce - Or evening!)

13:04:25 Miriam Bayes: @tamela +1

13:04:26 Bridget Kelly: +1 Tamela

13:04:28 Royce Holladay (she/her): Thanks Emma you and I were seeing that at the same time, right?

13:04:33 Pamela Smit: +1 Tamala

13:04:57 Glenda Eoyang: harrowing and hopeful!

13:05:31 Royce Holladay (she/her): Also, one of the things I like is that everyone can participate, regardless of their knowledge/understanding about HSD.

13:05:52 Royce Holladay (she/her): Charles. Welcome! Good to see you here.

13:06:49 Charles Lee: Thank you, Royce - happy to be here!

13:06:52 JimFoley: @stacy, Lovely description of zooming in and out, reminders of systems with similar patterns across scales

13:06:52 Royce Holladay (she/her): [info@hdsinstitute.org](mailto:info@hdsinstitute.org)

13:06:52 Miriam Bayes: @stacey include me in the book club!

13:06:53 Tamela Handie: Excellent benefit to mention @Royce.

13:06:53 Susan Brearley: [gardenofneuro@gmail.com](mailto:gardenofneuro@gmail.com) YES to book clubs.

13:06:54 April Schnell: Interested....[april.schnell@gmail.com](mailto:april.schnell@gmail.com)

13:07:14 Amy McMorro Hunter: My email is [amy@mcmorrowhunter.com](mailto:amy@mcmorrowhunter.com)

13:07:17 Leslie Patterson: Add me to the bookclub list: [Leslie.patterson@unt.edu](mailto:Leslie.patterson@unt.edu)

13:07:33 Miriam Bayes: [info@miriambayes.com](mailto:info@miriambayes.com)

13:08:18 Wingate, Beryl: I'm interested in book club: [beryllw@gmail.com](mailto:beryllw@gmail.com).

13:08:29 JimFoley: @April and @Royce, you mention a discussion of schools, and @Stacy, I'd like to dive into that SF novel, so here's my address: [jfoley@ccwhc.org](mailto:jfoley@ccwhc.org)

13:08:30 stacy becker: Ha ha...do people still believe that?

13:08:47 silvia lopez: Book club: [silvialoher@gmail.com](mailto:silvialoher@gmail.com)

13:09:39 JimFoley: Accepting uncertainty can help resolve compulsive "what if" anxiety

13:11:44 Royce Holladay (she/her): @JimFoley, I have you on the list....thanks.

13:12:00 Wingate, Beryl: when is that podcast?

13:12:31 Wingate, Beryl: ok, thanks

13:12:44 Pamela Smit: Book club please:-) - [psmit@veradus.com](mailto:psmit@veradus.com)

13:13:26 JimFoley: Are we holding hands?

13:13:51 Emma Pearson: I learned how to hold hands across zoom...

13:13:52 stacy becker: thank you for your fabulous work and keep it up!

13:13:57 April Schnell: @ Tamela....AMEN!

13:14:03 Charles Lee: Shifting patterns... 🙏

13:14:12 Linda Phillips: Thanks everyone for the support! I will continue to walk forward with HSD as my foundation that keeps me going.

13:14:25 Amy McMorro Hunter: Looking forward to getting more involved!

13:15:03 April Schnell: "wisdom bathing"

13:15:09 Mary Nations: I have been listening intently while offscreen so I can move about. Thanks for the company!

13:15:12 Royce Holladay (she/her): Thank you for your curiosity and openness.

13:15:16 Tamela Handie: I left out one important "C" for this group....creative!

13:15:25 silvia lopez: Thanks for making this so simple!!

13:15:37 Royce Holladay (she/her): Please keep coming