x12:00:49   From lesliepatterson : Hi, everyone! This is Leslie Patterson – from Denton TX.
12:00:54 From Sharon Matthias : !!! Hi Heather! Yes of course1
12:01:24 From Royce : Hey, Leslie Patterson…good to see ya again so soon!
12:01:42 From hoffie : Hi Hoffie from South Africa
12:02:00 From erica to All Panelists : hi Erica from SA.
12:02:11 From Royce : Hey Hoffie….great to see ya here.
12:02:26 From Mary Nations : Hi all – good to see you! Joining from Raleigh, NC!
12:02:59 From Jane Watson : Hi everyone! Jane from Toronto, Canada
12:03:15 From Royce : Hello Jane, welcom
12:05:14 From Royce to Marietjie De Villiers, All Panelists : So look at you—the newest HSD Associate on the line today…Congrats. Barbara is getting your certificate into the mail today.
12:06:15 From christyanderson to All Panelists : Hello folks! Joining you from the Kootenays in British Columbia. We are a network that supports healthy childhood development www.familyactionnetwork.ca Nice to be in this space.
12:07:13 From Royce : Hub and Spoke, think of the networks of airlines…or an organization that is spread out geographically. Center location with it's CEO and then the Leaders in each of other the locations.
12:08:55 From Royce : Random – networks of people who go to certain events together—Tailgating before a football or soccer game, people who share season tickets to the theater, etc.
12:09:12 From Penny Mowberry : Does the shape of these have any relation to fractals at all, or is this different entirely?
12:10:00 From Royce : Great question Penny, I'll be sure it gets to Glenda, but the quick answer is yes…there is a level of self-similarity across a network.
12:10:29 From Penny Mowberry : Thanks royce
12:10:52 From Royce : The self-similarity is about the shared interests or maybe the (sometimes unspoken) simple rules that hold them together.
12:11:22 From erica to All Panelists : scale free is also a meshed network – hence it can distribute energy and info and they can support the system if one node is knocked out.
12:12:15 From Royce : Right Erica…would you like to send that to all attendees? Use the drop-down menu and select all panelists and attendees.
12:12:53 From erica to All Panelists : what is the definition of a small world network again?
12:13:01 From Sharon Matthias : So its possible for a scale free network to mature to a small world – do hub and spoke or random networks also mature to small world
12:13:31 From erica to All Panelists : yes. that is where I see that capability from.
12:14:32 From Rebecca Moss : Can you talk about when you have a formal hierarchy overlaid with informal networks that cross functions and

levels?
12:14:36 From Elisa Chavez : How can we move from a hub/spoke to a scale free?
12:15:16 From christyanderson to All Panelists : Can you say the name of the person who's working in social structured networks again, please?
12:15:30 From Royce : June Holley is her name Christy.
12:15:34 From christyanderson to All Panelists : Thank you.
12:15:38 From Royce : yup
12:15:47 From Jeannette Raymond to All Panelists : My religious community is a scale free network. There are regionally organized hubs — but there is not a central hub. The Minnesota state—local public health system is more hub and spoke, but also has some aspects of scale free.
12:16:14 From cgaudino to All Panelists : While small world networks are mature, isn't there a risk of exclusivity?
12:17:02 From Emily Seddon : I am working on fundraising with a group of nonprofits that provide similar services in different geographies. There is strength in that but also a lot of competition (real and perceived). I wonder if competition would be less of a concern in something other than a small world network?
12:17:41 From Royce : Erica, the small world is when each node is connected to all the other nodes so that energy and resources can move easily and quickly between the nodes.
12:18:00 From erica : thanks Royce
12:18:06 From Royce : Sure.
12:19:05 From annkirbymcgill : Seems like a great network to support the kind of collaboration you're looking for, Emily. It'll depend on the positioning used to build the collaboration.
12:20:49 From Lisa Negstad : My experience with networks within NGO world doesn't follow such clear evolutionary steps. Rather, they are often already working in a Scale Free network and by giving them a visualization of the network, they can start to leverage connections more and then evolve from there
12:21:48 From erica : the power system node size also indicates a level of development.
12:21:50 From Royce : @cguadino, I am not sure about your question—but I can see how the small world network might be difficult to join into… more like a closed circle…Is that what ou mean?
12:21:55 From Lisa Negstad : Or is it possible to have network where part of it is Scale Free and part is Hub/Spoke or Random…that also happens in NGO world
12:23:35 From Mary Nations : these questions have me wondering about naming a network structure as a moment in time — seems that some networks shape—shift over time as needs/info flows change...
12:24:03 From cgaudino to All Panelists : Yes, on the closed circle thought. Royce. Seems interesting as we are talking about building coalitions. Certainly a factor as organizations seek diversity in employees, board members, members —— of it being a little too "small world"

12:24:20 From Royce : @Mary Nations…that's exactly what Griff and I will be exploring in our AA Lab later this month.
12:24:28 From Mary Nations : and perhaps one type of network is also connected to another type
12:24:36 From Mary Nations : at times...
12:24:54 From Mary Nations : cool, thanks Royce!
12:25:41 From Mary Nations : "small world" sounds like a clique!
12:26:01 From Royce : @Cguadino…I agree that you have to be specifically careful to be sure that the network you are building is fit for function—any of these networks that is too constrained in its structure runs the risk of excluding /marginalizing those that are outside…
12:26:33 From cgaudino to All Panelists : Thanks, Royce.
12:27:03 From Griff Griffiths to All Panelists : Yes, we are :-)
12:28:09 From Daniel : Trust is a critical factor – transactional, experience, identity
12:28:49 From christyanderson to All Panelists : Engagement makes them functional. Yet, people often feel 'too burned out' to give more time to engage with networks outside of their own jobs.
12:29:14 From Daniel : How do you help a network from becoming too structured and shifting back into organizational thinking?
12:31:12 From lesliepatterson : Connecting to shifting network structures over time – particular moments in time. That reminds me of professional development networks that manifest different features of these structures depending on the functions at a particular moment in time. . . For example – sometimes building/sustaining personal relationships are the most salient function; but sometimes compliance with regulations is the function that is most relevant. . . Do the functions "call out" different network structures?
12:32:38 From Penny Mowberry : Practical question: So in the diagnostic phase, would you try to investigate what type of structure you are working with, map the change that is needed, and then influence the flow across links – and create new ones, or build new nodes, depending on the change you want to create and sustain? To create a new network?
12:33:09 From Penny Mowberry : And is emergent more dialogic OD based that diagnostic? Or can both happen in all types of networks?
12:33:47 From Royce : @Penny Mowberry, here's a way to think about your question…How to structure, assess, and understand.
12:34:23 From Jennifer Jones-Patulli to All Panelists : Question / comment from FB: Mary Conger I'm part of a network that is struggling with wanting the structure of a more formalized and rigid network (which I think they see as legitimacy and effective consolidation of power) yet that thrives on personal connections (small word, emergent). In fact, the emphasis on the hyperpersonal impedes some of the attempts to be more structured in ways that they perceive will allow the group to do the larger-scale advocacy work they want to do.
12:36:04 From Royce : @Penny Mowberry, your last question needs some thought, but my intuition tells me that any network can be more dialogic, depending on how it's facilitated and how the connections/

expectations/purposes are set from the beginning….hmmm need to think about that.

12:36:12 From Jennifer Jones-Patulli to All Panelists : FB Q: Mary Conger I'd love to hear about ways to frame the power of emergent networks so folks who, like most of us, have been socialized to see bureaucracy and structure as legit might back away from trying to cram themselves into that form and instead leverage their already-existing more fluid form effectively.

12:37:24 From Mary Nations : great questions coming in!

12:37:44 From Penny Mowberry : I guess I was thinking about shared similarities in assumptions and unspoken beliefs – if they are encouraged to surface and new generative images emerge would that ultimately change the type of network.

12:38:01 From Royce : @Mary Conger – great questions and I don't know that Glenda will get to those…But Griff and I will be addressing that question about shifting from one to the other, depending on need and fit.

12:38:30 From Penny Mowberry : Thanks Mary and Royce.

12:38:58 From Royce : @Penny Mowberry…I see…I believe that it could… great question to explore or experiment with.

12:39:00 From Mary Nations to Jennifer Jones-Patulli, All Panelists : have you posted the link to the network AAL on fb? great promo!

12:39:16 From Jennifer Jones-Patulli to All Panelists : Posted link to AA lab on FB

12:39:40 From Royce to All Panelists : thanks, Jen….and Mary for asking.

12:39:46 From Griff Griffiths to All Panelists : @leslie "Do the functions "call out" different network structures?" Yes I think they do. I think that in unstructured networks, structures self-organise to achieve particular functions.

12:40:05 From Mary Nations to Jennifer Jones-Patulli, All Panelists : cool thx – for some reason when we are live the fb comments are in random order for me…

12:40:43 From Griff Griffiths to All Panelists : … so as a (unstructured) network senses that something needs doing, a structure emerges to support it, then disappears when the action is complete

12:40:48 From Royce : Yup, @Leslie…that's what our premise is…that some networks emerge and then dissipate. And how do we set the conditions to influence that emergence.

12:42:54 From Sharon Matthias : IF imagining a future where need differentiated nodes – do you start with controlled nodes and links and let it emerge – or start with the differentiated nodes and links from the beginning? – I'm concerned with both openness and network as vehicle for a movement – AND connections based on acceptance of a currenty unconventional concept

12:43:21 From justin to All Panelists : A lot of this is very abstract to me. Could you provide a concerete example of the nodes and links concept?

12:43:47 From Royce : Info about the Adaptive Action Lab: https://

www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/
networks-adaptive-action.html
12:44:09 From Royce : @Justin, I will ask Glenda for some specific
examples. Just a sec.
12:44:45 From justin to All Panelists : ty!
12:45:02 From Lisa Negstad : Yes hello!
12:45:37 From Royce : Yes, there you are Lisa…Feel free to add to what
she is saying about your work together.
12:46:17 From Lisa Negstad : In Lower Mekong Network we are using
organizations (NGos, community development, funders) are the nodes.
12:47:24 From justin to All Panelists : ty so much.
12:47:26 From Janice Fingler to All Panelists : Sometimes we
struggle to get past the bias of our own network lense and can't see
other networks. This is very helpful !!
12:47:27 From Royce : @Sharon, I think you are talking most
specifically about emergent, unstructured networks. They emerge with
need, form their own connections to do the work that needs to be done,
and then dissipate when they are complete.
12:47:28 From justin to All Panelists : very helpful
12:47:56 From Royce : Great @ Justin, glad it was helpful.
12:48:34 From Lisa Negstad : In Lower Mekong Network, one of the
initial criteria for which organizations to bring together was to
identify organizations, community development groups, funders who were
already working in networked ways. So became a network of networks
across 4 countries (Thailand, Cambodia, Laos, and Vietnam)
12:49:45 From Royce : For those of you who have not gotten your
questions answered, we will try to capture those and get some sort of
response posted on our Facebook page.
12:50:49 From Janice Fingler to All Panelists : @Royce. That sounds
like the contract, part-time workforce in mineral exploration. Field
teams come together to work on exploration company's probe, then
disperse (and reform in new groups) if negative key results emerge —
that require a new probe elsewhere.
12:51:01 From Jennifer Jones-Patulli : A recording of this LVW will be
on the HSD website at, https://www.hsdinstitute.org/resources/
resource-listing.html?resourceTypes=virtualWorkshops
12:51:17 From Jennifer Jones-Patulli : Also, recording is available on
Facebook.
12:51:28 From Royce : Exactly, @Janice Fingler…I thought of that one
time when I heard you describe those teams.
12:51:49 From Mary Nations to Jennifer Jones-Patulli, All
Panelists : it may be obvious to some but not others — add a link to
our fb page?
12:52:20 From Mary Nations to Jennifer Jones-Patulli, All
Panelists : (which I am worried I will mess up if I go in right now)
12:53:24 From Jennifer Jones-Patulli : Link to the HSD Facebook page,
https://www.facebook.com/HSDInstitute/?hc_ref=ARRFdCsnuHoHtzRrFlGSPm-
tQoXlSDRaXnN4nD9awLZ8pTIKKaVNLkQfd_g4kqccsLg
12:53:36 From erica : the Now What step is a critical differentiator
of the HSD school.

12:53:50 From Royce : Thanks @Jennifer Jones-Patulli
12:53:57 From erica : this was highlighted to me agin
12:54:14 From Mary Nations : yes, Erica!
12:54:44 From erica : again after a week-long course at the
Stellenbosch Centre for Complex Systems in Transition
12:54:50 From Royce : Yes…@Erica…we absolutely move to action…see,
understand and influence….What? So what? Nowwhat?
12:56:25 From Penny Mowberry : this is making a lot more sense now! :)
12:57:04 From Royce : @Penny Mowberry - great. I am so glad.
12:57:09 From Penny Mowberry : intervening and influencing in the
process before, during and after a change is made by understanding the
networks and influencing the dynamics….
12:57:11 From Janice Fingler to All Panelists : I'm wondering about
the dynamical aspect of the network. Pace of exchange.
12:58:31 From Penny Mowberry : and so it's dialogic because you make
sense of action reaction and emergence at each stage of making a
change to the type of network node and link
12:59:13 From Jennifer Jones-Patulli : more ways to learn / share /
connect, https://www.hsdinstitute.org/learning-opportunities.html
12:59:58 From Royce : @Janice Fingler….Pace of change changes
according to what's fit..Change the speed by shifting the constraints.
13:00:15 From Jennifer Jones-Patulli : Resources: https://
www.hsdinstitute.org/resources.html
13:00:35 From Emily Seddon : I have to sign off. Thank you!
13:01:02 From Jennifer Jones-Patulli : HSDP Atlanta! https://
www.hsdinstitute.org/learning-opportunities/hsdp-24sep18.html
13:01:05 From Royce : Emily thanks for being with us.
13:01:39 From Janice Fingler to All Panelists : Thank you ! - for
the resources, sharing and wisdom !
13:01:42 From Jennifer Jones-Patulli : Upcoming Adaptive Action Labs:
https://www.hsdinstitute.org/learning-opportunities/adaptive-action-
labs.html
13:02:00 From Royce : Thanks to you Janice for being here!
13:02:00 From Mary Nations to Jennifer Jones-Patulli, All
Panelists : thanks for your linkiness!
13:02:05 From lesliepatterson : Thanks, everybody!
13:02:05 From Rich Ann : Feel better, Glenda!
13:02:08 From Penny Mowberry : thank you, this has been great
13:02:08 From erica : thanks guys. great session- as always.
13:02:11 From Elva Castaneda de Hall : Gratitude and warm greetings
from Santa Cruz, California!
13:02:13 From Liz Coenen : Thank you all!