

HSD Community Commons Chat Transcript | 01MAR23

00:31:44 Mila: Mila from UK

00:31:59 Glenda Eoyang: Glenda in Circle Pinees MN..

00:31:59 Robin : I am Robin from Canada

00:32:08 Christine Capra - she/her: Christine Capra, Minneapolis MN

00:32:11 Royce: Welcome from Circle Pines, MN, USA

00:32:12 paulvannobelen: I am Paul, and join you from Amsterdam , Netherlands

00:32:15 Sara Swords: Sara from UK

00:32:18 EShankland: Eunice , Wake Forest, NC USA

00:32:21 Leslie Patterson: Hi, all! I'm in Denton, TX USA — near Dallas-Ft Worth.

00:32:38 Barbara Tuckner: Hello from Small Saint Paul, MN, US

00:32:40 Kristine Quade: Kristine is in Arizona

00:32:44 Barbara: Hello everyone, I'm joining from Umpqua, Oregon.

00:32:44 April Schnell: Hi everyone, I'm April in Colorado, US

00:32:48 Monica Leon: Hello from Auckland/ New Zealand (Aoteroa)

00:32:50 Hoffie Conradie: Hoffie from Kleinmond near Cape Town in south Africa

00:32:58 Mike Norbury: Morning all! Happy to be joining from Vancouver, BC on the unceded territory of the Coast Salish peoples, including the territories of Musqueam, Squamish, and Tsleil-Waututh Nations

00:33:03 cathy p: Cathy from Minneapolis, -- in Cohort 1!

00:33:12 Mary Nations: I'm in Raleigh, NC, USA - happy to welcome Eunice to the neighborhood!

00:40:39 Barrie McClune: "Part of the primordial ooze"

00:41:03 Royce: HSD in waiting!

00:41:19 Beverly Parsons: Beverly here from the land of the Coast Salish People (known also as Washington state, western part)

00:41:32 Royce: Oh, Peter V....such a nice man.

00:45:42 Miss Handie: I'm happy to announce that the HSD Patterns & Possibilities podcast returns today from a short break. We're launching a pattern of curious conversations that begins with a chat with Glenda followed by Royce and other members of the HSD Community. You can

find the podcast now on Anchor and Spotify and within the next hour or so, it will be available on Apple podcasts.

- 00:45:59 Christine Capra - she/her: Reacted to "I'm happy to announc..." with ❤️
- 00:46:20 François Bachmann: Reacted to "I'm happy to announc..." with ❤️
- 00:46:21 Leslie Patterson: Thanks, Tamela! So exciting!
- 00:47:12 Miss Handie: You're welcome, Leslie! I'm excited too!
- 00:47:27 Robin : Super, Tamela!
- 00:47:29 Barrie McClune: Very exciting, Tamela! Thanks for keeping those conversations going and making the available to all.
- 00:47:33 John N Murray: Thank you Tamela Handie for sharing! Here is the link to the Apple podcast page
- 00:47:35 John N Murray: Apple Podcast
[Patterns and Possibilities - Thriving in Uncertainty with Miss Handie](#)
- 00:47:55 Miss Handie: Reacted to "Thank you Tamela Han..." with ❤️
- 00:48:15 Miss Handie: Thank you so much, John.
- 00:48:50 John N Murray: Of course! And Anchor:
- 00:48:51 John N Murray: Spotify Podcast
[Patterns and Possibilities - Thriving in Uncertainty with Miss Handie](#)
- 00:48:52 Miss Handie: Reacted to "Super, Tamela!" with ❤️
- 00:49:08 Miss Handie: Reacted to "Of course! And Ancho..." with 👍
- 00:49:49 Royce: This year, the podcasts are called Curious Conversations....and they are going to be great, I think.
- 00:50:08 Barrie McClune: For those that haven't joined for the daily Power of Questions: [The Power of Questions](#)
- 00:51:05 Royce: Kristine got it so well that she got me to write two books with her!
- 00:51:14 Robin : Reacted to "Kristine got it so..." with 😄
- 00:51:26 Barrie McClune: The Power of Questions daily practice is wonderful opportunity to dip in and reconnect with the most curious people you'll find on the internet!
- 00:51:55 Robin : "just chill"
- 00:51:57 John N Murray: I'll let you know when I get to the "Just chill" part

00:52:18 Royce: We will all be grateful for that for you, John!

00:52:18 François Bachmann: Reacted to "The Power of Questio..." with 👍

00:53:14 Barrie McClune: I would love to record Kristine saying "just chill" and connect it to some kind of contraption with a big red button so I can get her life-saving advice throughout my day!

00:53:47 John N Murray: "Academia is the missing link to HSD"

00:53:59 Royce: Is that the Kristine I know?

00:54:42 Leslie Patterson: Maybe HSD is the missing link in academia! ????

00:54:50 Glenda Eoyang: Do people know about Power of Questions?

00:54:56 John N Murray: I love that, Leslie!

00:55:00 April Schnell: +1 Leslie

00:55:17 Miss Handie: Replying to "Maybe HSD is the mis..."
I believe that it is!

00:55:26 paulvannobelen: Do people know about Power of Questions? Not really

00:55:28 John N Murray: Feel free to leave your questions for the panel here - or raise your hand if you have one you want to ask yourself.

00:55:49 John N Murray: Here's info re: [The Power of Questions](#)

00:56:21 paulvannobelen: thx, John

00:56:40 John N Murray: At the bottom of the page there is a registration link to join the daily sessions!

00:56:45 Barrie McClune: "Adaptive Action gives hope to individuals. This gives you something to focus on where you can shift the pattern, even in a tiny way." —Cathy

00:56:57 John N Murray: Reacted to ""Adaptive Action giv..." with ❤️

00:58:32 Mary Nations: Re: academia, I was delighted to find out I was cited in this paper via a blog post from the HSDI website that was based on a talk I did at the 1st HSD conference (when is the next one??)
<https://jces.ua.edu/articles/10.54656/jces.v15i1.483>

00:58:57 John N Murray: Thanks for sharing, Mary!

00:59:38 Barrie McClune: Fit for function. Is this is the right place to bring in these tools, and this mindset and way of thinking.

- 01:00:17 Royce: More closed system, lower left challenges in the Landscape Diagram can use HSD, but as Barb said, it's a different scope...less emergent.
- 01:01:22 Miss Handie: That's such a powerful and lovely question!
- 01:01:30 Barrie McClune: How do we change the way that we see things? It's not about looking for new landscapes, but about having new eyes?
- 01:01:39 Mila: What are the conditions to seeing with new eyes?
- 01:01:45 Mary Nations: "I can see what isn't there!" said the delighted girl experiencing the mirror labyrinth at the NC Museum of Art
- 01:01:47 John N Murray: I love that framing
- 01:02:01 François Bachmann: wondering if coherence in an increasingly turbulent environment is more and more in our "new eyes" - and how we're offering this gift?
- 01:02:35 Leslie Patterson: Thank you for saying that, Francois.
- 01:03:12 Oluf Nissen: I see "seeing with new eyes" as part of the learning triangle. Sometimes we need to "give" ourselves and others a "model" to unlock new ways of doing things, and then that can help us refine a new, perhaps more "fit for function" model.
- 01:03:48 Barrie McClune: We have to see the world differently every day in order to paddle with the people that we love.
- 01:03:53 Royce: Replying to "I see "seeing with n..."
Lovely insight, Oluf!
- 01:04:56 Glenda Eoyang: What do we know for sure and what do we wonder?
- 01:05:02 Mary Nations: we can see parts, from different perspectives...
- 01:05:13 John N Murray: Reacted to "IMG_9121.jpeg" with ❤️
- 01:05:27 David LeBlanc: Thanks for the "you are not as unique as you think" comment Barbara - I think I say this to clients on a weekly basis
- 01:05:29 Christine Capra - she/her: Reacted to "IMG_9121.jpeg" with ❤️
- 01:05:57 Miriam Bayes: Reacted to "I'm happy to announc..." with ❤️
- 01:06:36 Mila: The parable of the blind men and elephant - "Even when presented with a real elephant, each man could "see" only what he already believed to be true. "
- 01:06:48 richard : I'm richard, calling in from California today

01:06:51 Miss Handie: Could even ask what time do you think it is?

01:07:14 François Bachmann: When is a question the best answer we can give?

01:07:29 Oluf Nissen: The "big consultancy" answer is "what time do you want it to be?"...

01:07:29 Royce: Welcome, Richard!

01:07:35 John N Murray: "The more we use complex language, the harder it is for people to shift" - Kristine Quade

01:07:39 Barrie McClune: What do we know for sure? NOTHING
What do we wonder? EVERYTHING
—Kristine

01:07:46 Mila: @Oluf - what time do you perceive it to be ?

01:07:46 richard : Reacted to "Welcome, Richard!" with 👍

01:08:08 Oluf Nissen: @Mila - delicious!

01:08:08 Miss Handie: The concept of time is a really interesting system.

01:08:32 Royce: Early on, I would take some of the things people said in the certification trainings and capture them as, "bumper stickers"...Lots of great bumper stickers here!

01:08:36 Mila: @Tamela - who constructed time? What is the source?

01:08:54 Miss Handie: Reacted to "@Tamela - who constr..." with ❤️

01:08:56 David LeBlanc: What will knowing what time it is do for you?

01:08:57 Mike Norbury: @Mila - a great article on the opioid crisis based on the parable of the blind men and the elephant:
[Second Opinion - It's time to rethink the opioid crisis - Dr. Vincent Lam](#)

01:09:07 Mila: @David - tasty ...

01:09:22 Mila: Thanks @Mike

01:10:15 Royce: Every time I am online with 1 or more HSD person, I am reminded about the creativity and curiosity that runs rampant in the network!

01:10:15 Oluf Nissen: I will sometimes say "I can give you an answer, but would you mind if I wait a bit and say something else first?"

01:10:42 Royce: Oluf, that's really graceful...

01:11:27 François Bachmann: As Francis of Assisi is quoted: "Preach at all times, and when necessary use words"

01:11:34 Royce: Thanks Kristine~!

01:11:49 Royce: Francois I love that...

01:12:24 Miss Handie: Can you imagine your life and the world without HSD now that you've touched it and experienced it?

01:13:13 Royce: Miss Handie...I can't imagine life w/o HSD—mostly because I don't know where I stop and HSD begins anymore.

01:13:57 Miss Handie: Replying to "Miss Handie...I can't ..."
I can't either, nor do I want to. Lol.

01:14:22 Mila: Replying to "Miss Handie...I can't ..."
I am the HSD wallpaper so I am glued to it haha

01:14:41 Royce: Funny, Mila.

01:15:00 Barrie McClune: Wonder about the modes and the ways we exchange. How can we use the things that we have learned to look at different forms of exchange?

01:15:14 Robin : How have you used HSD to create conditions for yourselves in your work ... for wellbeing, sanity, boundaries?

01:15:35 François Bachmann: Wondering how to grow exchange in the CDE sense in a echo chamber world

01:15:40 Oluf Nissen: I understand at an intellectual level that to be a good communicator (Exchanges), we need to be good listeners, but to be a good listener, a really good listener, is sooo exhausting. Good listening is hard and takes a lot of energy.

01:16:12 Mila: @Barrie - wondering if aligned to nature, how does exchange deepens the primacy of relationships and interdependencies :-)

01:16:23 Miss Handie: I've found the Simple Rules to be my daily guidance. They apply any and everywhere.

01:16:39 Mila: +111 @Tamela

01:17:03 Monica Leon: Fundamentally --HSD has help me become a "creators" of new realities. It changes the register-- of how I make sense of the world. I have seen this happened and multiply among my clients.

01:17:51 Barrie McClune: Cathy and her "trojan horse"

- 01:17:52 David LeBlanc: Once you see something, you cannot unsee it - the power of HSD (and sometimes the challenge!)
- 01:20:17 Mila: Sometimes my clients get very frustrated when I answer a question with a question lol..
- 01:21:02 Robin : Reacted to "Sometimes my clien..." with 👍
- 01:22:40 Miss Handie: I use HSD extensively in the daily life and started using it professionally after I experienced the benefit of using it for self-awareness. My greatest joy has been sharing it with my Mom and Dad and having them understand how the foundation of Adaptive Action questions and Simple Rules changes their long held perspectives. If they learn nothing else, they're winning and HSD is too!
- 01:22:43 François Bachmann: Wondering if the term "work-life balance" is a simplistic model for much more complex and individual realities...
- 01:22:47 Royce: I worked with a cohort once who takes about "HSD-ing" each other!
- 01:22:52 Sara Swords: I love the experiences of this work and seeing more of the deep roots that it has. Wonderful to see you all and sadly have to go
- 01:22:56 David LeBlanc: All - so great to connect and hear your experiences, see some familiar faces - I apologize, as I have to step off the call to prepare for an 11AM meeting. Look forward to the next conversation
- 01:23:06 EShankland: In my work as a facilitator, Questions are KEY. We explore difference of inquiry and advocacy.
- 01:23:20 Robin : Reacted to "In my work as a fa..." with 👍
- 01:23:23 cathy p: Hi folks, I have another meeting at 1 so will need to scoot! Wonderful to be here!
- 01:23:49 Beverly Parsons: Great to see everyone! Have to leave now.
- 01:36:40 Mila: Hi all. Unfortunately I have to leave now.. It was lovely to see you all..
- 01:36:54 Royce: Bye mila
- 01:38:25 Royce: What grounds you in using HSD?
- 01:38:26 Glenda Eoyang: All of your ground me.
- 01:38:37 Royce: Simple Rules
- 01:38:59 Miss Handie: Replying to "Simple Rules"

+1

01:39:12 Hoffie Conradie: Standing in inquiry grounds me

01:39:17 Barbara Tuckner: Inquiry is the answer grounds me too

01:39:20 Miss Handie: The HSD Vision grounds me too!

01:39:26 Myron Lowe: deep humanity

01:45:43 Barbara Tuckner: How wonderful!!!!

01:45:48 Barrie McClune: Of all the bards I know, he's in the top 10

01:46:26 Miss Handie: Thank you so much for that lovely look back and look forward!

01:46:44 Royce: I will send the lyrics and his backstory with the chat transcript and the link to the recording.

01:46:52 Barrie McClune: It got really dusty in this zoom room. A few watery eyes in here.

01:46:54 Barbara Tuckner: I too have to leave. Thanks to all of you HSDers. You are my friend even if I do not know you. Peace!

01:47:00 Christine Capra - she/her: Reacted to "I will send the lyri..." with 👍

01:47:03 Royce: Bye

01:47:03 François Bachmann: Reacted to "I will send the lyri..." with 👍

01:47:08 Royce: Barb...thanks

01:47:11 John N Murray: In addition to the daily inquiry sessions previously mentioned, here are a few upcoming learning opportunities to keep in mind for yourselves and/or to pass along to others! An HSDP Certification (Virtual) beginning in April, Monthly Adaptive Action Labs, and monthly Live Virtual Workshops

01:47:12 John N Murray: [HSD Learning Opportunities](#)

01:47:43 Royce: Linda Hill, Collective Genius (book)

01:47:57 EShankland: Thank you everyone for being a part of this network. Thanks to Glenda and Royce for being our guide.

01:48:07 Miss Handie: Replying to "It got really dusty ..."
I wasn't crying at all, Barrie! Lol. Absolutely, I was!

01:48:16 Royce: Eunice...thanks.

01:48:34 Barrie McClune: Let me, or John, or Royce know if you want to try something out with a smart braintrust, or want to report back on something that you did do!

01:48:42 Mike Norbury: Great to see you all! Apologies I need to also run!

01:48:53 Royce: You can send it to info@hdsinstitute if you want...

01:48:56 Barrie McClune: @tamela—I'm not crying. You're crying.

01:48:58 Royce: Thanks Mike for being here

01:49:19 Leslie Patterson: Thanks to all — to John and Barrie and Robin for planning today. And to Royce and Glenda for lots of good times!

01:49:26 Glenda Eoyang: Great to bring everyone together

01:49:43 Miss Handie: Reacted to "@tamela—I'm not cryi..." with 😂

01:49:54 Royce: Thanks to everyone for all you have done and shared and the questions you have asked in the two decades...and before.

01:50:06 Barrie McClune: Send your friends! Send your enemies!

01:50:13 François Bachmann: Thanks to all for making this complex, beautiful thing called life more worth celebrating in all its diversities!

01:50:26 Miss Handie: + stories and impacts

01:50:48 John N Murray: Here's info re: [Power of Questions](#)

01:50:53 Royce: Reacted to "Thanks to all for ma..." with 👍

01:51:14 Royce: We have held over 750 sessions to this point!

01:51:48 Miss Handie: Thank you for this special commons and celebration of 20 years of HSD! I'm beyond proud to be part of this rich history and tapestry that we're continuing to build and adapt as necessary!

01:52:15 iPad van Wynand: How can I join?

01:52:35 John N Murray: Here's the direct registration link: [Inquiry IS the Answer](#)

01:52:42 Emma Pearson: Thank you so much!

01:53:09 Mary Nations: Thanks all for staying engaged!

01:53:11 Barrie McClune: ❤️