

HSD Community Gathering Chat Transcript 17JUN21

00:19:47 Taraina Hamilton: Yes!

00:27:47 Karen Robinson (She/Her): I love how we end up sharing the weather without even needing a prompt. I thought this was just a British thing but seems it may be global!

00:28:02 stacy becker: +1 Karen

00:29:14 Leslie Patterson: Carol is a super-teacher! With children & adults!

00:30:01 stacy becker: You just gave me an idea Carol!

00:30:15 Miriam Bayes: This looks fabulous! Would you mind sharing?

00:30:43 Leslie Patterson: Resilient learners — flexible, agile, adaptive!

00:31:01 Glenda Eoyang: We'll be happy to share this image with you guys.

00:31:15 Miriam Bayes: resilient learners - all of us through life stages!

00:31:17 Royce Holladay (she/her): I will upload this image into the chat space once we finish sharing it here.

00:31:24 Glenda Eoyang: Thanks, Royce!

00:31:27 Leslie Patterson: Right, Miriam!

00:31:43 Miriam Bayes: Thanks, Royce!

00:31:51 Lisa Bournelis: I love simple rules - we use these in our team to set the conditions for building a generative team!

00:32:48 Uta Langley (she/her): I can never quite get to the simple bit of simple rules - this is great

00:32:54 Glenda Eoyang: Love the tensions in the interdependent pairs--
[Interdependent Pairs](#)

00:33:23 Glenda Eoyang: Love the paying attention to learners.

00:33:27 Leslie Patterson: "Kid-watching" — a form of informal, qualitative assessment of learning. (Adaptive Action, eh?)

00:33:38 Glenda Eoyang: Great ways to stand in inquiry

00:34:16 Kimberly Johnson, Minnesota USA Innovation: Sounds like Einsteins quotation!

00:34:17 Miriam Bayes: Pay attention to emerging patterns

00:34:24 Leslie Patterson: Carol lives this out in her work, for sure!

- 00:34:56 Kimberly Johnson, Minnesota USA Innovation: If you keep doing the same thing and expecting different results ...
- 00:35:43 Leslie Patterson: Wondering how to build these Simple Rules into a syllabus...???? Hmmm....
- 00:37:27 Leslie Patterson: Doctoral student is seeing patterns of educators at three levels making decisions that invites and reinforces compliance...Narrowing definitions of successful learning to "passing the test"
- 00:37:28 Glenda Eoyang: Lower left is predictive and structured
- 00:37:55 Glenda Eoyang: Control and prediction.
- 00:38:45 Glenda Eoyang: [Landscape Diagram](#)
- 00:39:22 stacy becker: my insight from this conversation— building on the Inquiry session before: it may be difficult for some to consciously navigate the tensions in interdependent pairs (my favorite tool), but maybe simple rules are more accessible to them
- 00:39:28 Royce Holladay (she/her): Looking at resilience as the ability to respond and deal with the new future...rather than bouncing back to what the "old normal" was...You cannot go backwards in a complex system.
- 00:39:50 Karen Robinson (She/Her): I'm finding this too. People need specific things to grip onto
- 00:40:23 Lisa Bournelis: Boy, can I relate to that working in access and flow in pandemic!! We used landscape to guild a generative team to understand how we approach complexity
- 00:40:25 Miriam Bayes: very interesting, Glenda! thanks
- 00:41:21 Uta Langley (she/her): could also be an initial baseline measurement to then formulate some interventions?
- 00:41:54 Leslie Patterson: To begin with a set of Simple Rules and then work with the group to generate the descriptors to build a rubric together—That can help us all understand the simple rules more deeply. Sounds like fun, eh?
- 00:42:12 Leslie Patterson: Nice thought, Ata!
- 00:42:20 Leslie Patterson: Uta — sorry
- 00:43:15 Glenda Eoyang: Interdependent Pairs are paradoxes or polarities that emerge in complex systems.
- 00:44:08 Royce Holladay (she/her): I like to think of the SimpleRules as the big fence around a really large field. They allow you to whatever you need to

do—inside those rules. Moves me from just compliance with the rules to the ability to make decisions creatively to meet the need in the moment.

- 00:45:55 Glenda Eoyang: STAR for Generative Team [STAR Diagram](#)
- 00:47:09 Glenda Eoyang: What? So what? Now what? [Adaptive Action](#)
- 00:48:05 Lisa Bournelis: [Make One Shift with Lisa Bournelis](#)
- 00:48:17 Lisa Bournelis: Louie and the Dictator
- 00:49:15 Lisa Bournelis: [Make One Shift with Lisa Bournelis](#)
- 00:49:33 Miriam Bayes: inspirational!
- 00:52:43 Uta Langley (she/her): .Just about to launch "Reconnecting Consciously" series of resources to that effect
- 00:54:12 Kimberly Johnson, Minnesota USA Innovation: I totally agree Royce! It is different. You need to embrace the difference
- 00:55:33 stacy becker: love the way you described it Miriam
- 00:55:35 Royce Holladay (she/her): Welcome, Kimberly, great to see you here...
- 00:55:53 Lisa Bournelis: That's awesome Miriam! What a way to create peaceful and inspiring dialogue on sticky issues like climate change, race relations, etc.... How can I be part of this community?
- 00:56:38 Glenda Eoyang: Register for the Power of Questions in North America and Europe time zones [Inquiry IS the Answer](#)
- 00:57:31 Lisa Bournelis: Thanks. I am assuming there is an English or French speaking option? Sadly I can't speak Spanish :{
- 00:57:47 Glenda Eoyang: Yes this is for the English version
- 00:57:52 Glenda Eoyang: registration.
- 00:58:46 stacy becker: Congrats Miriam!
- 00:59:02 Royce Holladay (she/her): We hold the North America/Europe session every weekday at 10a CDT, but people come and go and there's no requirement to attend every day. Just drop in when you can...
- 01:00:27 Miriam Bayes: 315 sessions already!
- 01:01:11 Glenda Eoyang: Recordings of the 315 Inquiry Is the Answer sessions in English [Inquiry IS the Answer - US and Europe](#)
- 01:01:29 Royce Holladay (she/her): It only lasts 30 min each day.
- 01:01:45 Michelle Molina (she/her): I hope it goes on forever

- 01:01:51 Royce Holladay (she/her): That's 20 min for the questions we ask and then 10 minutes for processing and sharing further
- 01:01:56 Lisa Bournelis: Wow! Congratulations! I have to sign off to get back to healthcare. I'd love to learn the practicalities of how to create a distribution list. If someone has a moment, my email is: lisa.bournelis@fraserhealth.ca I'm new to all this and want to learn how to build community. Thank you all for your amazing and inspiring stories.
- 01:02:42 Leslie Patterson: Power of Questions is a low-risk-high-reward chance to do some deep HSD practice and learning—besides exploring these wicked issues.
- 01:04:54 Royce Holladay (she/her): Adaptive Action: Leveraging Uncertainty in Your Organization
- 01:05:05 Uta Langley (she/her): Glenda and Royce are very generous with resources on the website!!
- 01:05:05 Royce Holladay (she/her): hsdinstitute.org
- 01:05:35 Royce Holladay (she/her): Contact us at info@hsdinstitute.org and ask to be added to the mailing list.
- 01:06:27 Royce Holladay (she/her): On the website look under [Learning Opportunities](#) to see free and for charge events you can charge.
- 01:07:41 Uta Langley (she/her): how is the action lab different from a workshop/webinar?
- 01:09:01 Abigail: Can you increase the volume?
- 01:09:50 Royce Holladay (she/her): Good question, UTA. The Adaptive Action Lab is a learning time (6 hours) where we choose one topic and do a deep dive, with the participants using the tools/concepts in their own work—highly interactive. The Live Virtual Workshop is a time where Glenda presents (1 hr) concepts and applications of an idea or concept. It's not so interactive.
- 01:10:13 Uta Langley (she/her): @Royce thanks
- 01:10:26 Barbara: I'm not able to hear Wendy either.
- 01:11:30 Barbara: @Abigail, I adjusted my volume and am now able to hear Wendy.
- 01:11:32 Royce Holladay (she/her): Abigail, I am sorry but the output volume is as high as it will go. Can you turn up the v in your computer or headset?

- 01:14:25 stacy becker: sorry, I have to go...thought this was an hour. Thank you everyone!
- 01:14:56 Barbara: [Patterns with Death](#)
- 01:16:57 Miriam Bayes: Thank you for sharing this story, Glenda. I'll check .
- 01:17:13 Miriam Bayes: I have to leave, Thanks everyone!
- 01:17:27 Royce Holladay (she/her): [Facebook Private Group - Patterns with Death](#)
- 01:19:01 Glenda Eoyang: This is the "fire hose" Wendy was talking about.
- 01:22:15 Barbara: HSDP Certification - Virtual Course - Designed to accommodate the Asia/Pacific region time zones. [HSDP Certification - Virtual Course](#)
- 01:26:46 Sheila Schuehlein: Can you please provide the registration link for the action lab intros that were presented? Thanks!
- 01:27:12 Royce Holladay (she/her): [Planning in Uncertainty: Plan When You Cannot Predict](#) June 22 and 24, 12p-3p CDT...Adaptive Action Lab, where you will create your own (personal or professional) Strategic Framework.
- 01:28:21 Karen Robinson (She/Her): Re the Interdependent pairs; If a company were building their own version of this.. what kind of interdependent pairs would they include in this? Would they choose the ones they want to remain in existence in the future?
- 01:28:36 Royce Holladay (she/her): This is the link for the Adaptive Action Lab next week where you will be learning how to do what Glenda is currently explaining. For other topics look at [Learning Opportunities](#)
- 01:28:57 Karen Robinson (She/Her): Or is the idea that a company chooses the pillars that are relevant to have on their page - which may or may not include the titles you've got in the four corners here?
- 01:29:58 Uta Langley (she/her): What's the difference between Community and Network?
- 01:29:58 Royce Holladay (she/her): Karen, great question...yes it's not about what you have or not...It's about the tensions that drive their decisions—speed vs quality, investment vs profit, etc. What ever is challenging them in their decisions.
- 01:30:57 Uta Langley (she/her): I love how you can reduce so much complexity into one page!!
- 01:31:18 Royce Holladay (she/her): Uta—basically the Network is the global group of Associates who are certified HSD Professionals. The Community includes that and all those around the globe who are interested and participate, but have not done the certification course.

- 01:31:48 Michelle Molina (she/her): How long does it take to develop this framework?
- 01:32:06 Leslie Patterson: @Karen. I'm not sure that this applies to your question. But in a classroom, here are some interdependent pairs that make a difference: 1) individual learning or collective/whole group learning; 2) focus on the process or on the products; and 3) teacher input/support and student independence.
- 01:32:17 Uta Langley (she/her): Is that what we would do next week at the Action Lab?
- 01:32:44 Royce Holladay (she/her): You will build the essential parts, but probably not have time to make it as pretty as you want...
- 01:32:57 Karen Robinson (She/Her): Ok Leslie so perhaps if you were doing a strategic framework for a classroom.. would you set the vision to keep focussed on those IP's you've mentioned above?
- 01:33:41 Karen Robinson (She/Her): I think my question is do we set the intention to keep holding the pairs, or rather to define where we want to sit on the spectrum of each individual one?
- 01:33:42 Leslie Patterson: Right. I think so, Karen. And these tensions are at work in each decision, each daily lesson plan, as well as the long-term strategic framework.
- 01:34:02 Karen Robinson (She/Her): Ok so it's more like naming that they exist and need to be under our view?
- 01:34:18 Karen Robinson (She/Her): So we keep them at the forefront of people's work
- 01:34:34 Leslie Patterson: Nice, Karen!
- 01:34:53 Karen Robinson (She/Her): It feels quite radical to keep 'things to watch' on a visionary document. I like it!
- 01:35:35 Royce Holladay (she/her): And living out the Vision, within the Simple Rules, you can navigate those spaces to find the best responses in the face of those competing tensions.
- 01:36:42 Karen Robinson (She/Her): @royce this is such a brilliant articulation!
- 01:37:50 Royce Holladay (she/her): I love how this "tool" works in really complex, high conflict, challenged organizations...It becomes an image—and when it emerges everyone in the space sorta takes a deep breath and relaxes.
- 01:38:48 Karen Robinson (She/Her): There's restriction AND freedom in having rules and frameworks to live by

01:39:03 Leslie Patterson: I love that, Karen!

01:39:22 Karen Robinson (She/Her): Wow Abigail - love that explanation!

01:39:29 Royce Holladay (she/her): It's the freedom to move inside that big fenced fields...right, Karen.

01:41:04 Karen Robinson (She/Her): If anyone in this room is on the fence about joining the HSD programme.. DO IT! It's amazing :)

01:41:07 Karen Robinson (She/Her): I have to go folks

01:41:14 Karen Robinson (She/Her): Take care and see you all soon xxx

01:41:21 Royce Holladay (she/her): Thanks, Karen....take care...

01:42:57 Uta Langley (she/her): Thanks Carol for your picture - I think I can now make the Simple Rules for my OD team into something visual and simpler

01:43:57 Uta Langley (she/her): thanks