

Live Virtual Workshop

Look for Mileposts that Matter: Navigate Differences in Complex Systems Chat Transcript 03MAR22

- 12:02:48 Robin: Hi Michael!
- 12:02:56 Michele Bildner: I'm in St. Louis, Missouri. Hello! ✨
- 12:03:16 Charisse Pelaez Walcott: In Atlanta, GA...Hi Everyone!!
- 12:03:17 Royce Holladay: Welcome from Circle Pines, MN, USA.
- 12:03:57 Miss Handie: Hello from Kansas City, Missouri,
- 12:04:13 Royce Holladay (she/her): Robin, so glad you brought someone with you!
- 12:04:16 Rachel Ferencik: Hi from ATL!
- 12:04:36 Barrie McClune: Hello from Oakland, California. Nice to see everyone here!
- 12:05:43 urmi ashar: Sorry for joining in late today.
- 12:06:25 Michael.Gardner: Hi Urmi - Good to "see" you
- 12:07:10 urmi ashar: Thank you Michael 🙏
- 12:07:34 Robin: Hi Urmi!
- 12:08:08 Robin: And I saw Michele also.:)
- 12:10:11 Robin: Lots comes before the flower.
- 12:10:27 urmi ashar: Hi Robin.
- 12:10:46 Miss Handie: I see my change happening like the video in that it stops and changing and expanding when I decide to stop changing and growing and expanding,
- 12:10:48 Barrie McClune: That the process of transformation can't be reversed.
- 12:10:49 Michael.Gardner: So elements go into a beautiful flower - light, water, soil nutrients...
- 12:10:56 Michael.Gardner: +1 Barrie
- 12:11:05 Michele Bildner she|her: @Barrie - I saw that, too!
- 12:11:21 Bridget Kelly: There did not appear to be any competition for resources for that flower...that's a difference from the example I am holding!
- 12:11:21 Charisse Pelaez Walcott: Some of the earlier barriers may require more energy to break through than some of the others...thinking about the

initial breakthrough from establishing the roots...to breaking through the soil.

- 12:11:38 Miriam Bayes: Full transformation requires time and its pace
- 12:11:46 Michele Bildner she|her: oooh @Charisee... yes!
- 12:11:48 Charisse Pelaez Walcott: I love that, Barrie!!
- 12:12:00 Barrie McClune: Though my personal experience does involve two steps forward, one step back!
- 12:12:01 Lindsey Alexander: +1 Charisse!
- 12:12:05 Charles Lee: The quality of the soil matters.
- 12:12:15 Helena Luginbuehl: In my change it is more difficult to know what happens next compared to the sunflower (here I can anticipate)
- 12:12:17 Rachel Ferencik: Like a child growing up, you don't see the growth day by day when you are so close to it but one day the flower opens...and they go off to college. ;-)
- 12:12:21 urmi ashar: What I find most interesting is the seed that is black brown in color brings about an emergent green and the blossom is yellow - sunny! If I didn't know a sunflower before I would be surprised with the changes!
- 12:12:29 Royce Holladay (she/her): Y
- 12:12:43 Lisa Negstad (she/her): Part of transformation is also moving into the decay after the bloom
- 12:12:50 Royce Holladay (she/her): Y'all are having some really interesting observations...I can't keep up...
- 12:13:00 Michele Bildner she|her: ^that!^ @Lisa
- 12:13:00 Royce Holladay (she/her): Right, Lisa.
- 12:13:18 urmi ashar: Yes Lisa... exactly what I feel about our civilization today.
- 12:14:01 Royce Holladay (she/her): I love this video...and I get tired watching.
- 12:14:30 urmi ashar: When a sunflower is done growing it gifts more seeds and during its growth cleans and nourishes the soil... unlike us humans.
- 12:14:40 Miss Handie: This makes me curious about what fires off in us when we decide to change.
- 12:14:50 Danielle: What is this video called please?

12:15:17 Michaele.Gardner: Love that Tamela - and what can we do to keep that fire going, and help spark it in others....

12:15:17 Royce Holladay (she/her): I'll ask Mary to put the link into the chat space.

12:15:29 Danielle: Thanks!

12:15:42 Ella Davila Auchincloss: need to get my hands on the link!

12:15:48 urmi ashar: Me too

12:15:50 Royce Holladay (she/her): There's the link.

12:16:00 Miriam Bayes: Change is more abrupt. Implosions and explosions occur almost at the same time

12:16:11 urmi ashar: Would love if it was copied and pasted in here

12:16:14 Barrie McClune: Clearly jazz is the soundtrack of transformation

12:16:15 Lindsey Alexander: So pretty to see from this perspective. Wonder how it was experienced by each of those ots!

12:16:46 Sasha Göbbels: This is a beautiful radial tidy tree. Manuel Lima has written a whole book on circular data visualisation through history.

12:17:20 Barrie McClune: How the change seems to happen mostly toward the edges. The middle seems more stable.

12:17:22 urmi ashar: Does the dark space signify distances between groups?

12:17:32 Ella Davila Auchincloss: I thought it was interesting to see how the center was moved by the periphery and vice versa

12:17:49 Jeannette Raymond she/her: The music (or other framing) helps share the story.

12:19:09 urmi ashar: I love this one!

12:19:22 Sasha Göbbels: Emotion and empathy are contagious. Important part of a talk on empathy I once did.

12:19:25 Royce Holladay (she/her): I always wonder what's on the other end of the line, so that he can laugh that authentically for so long...

12:19:31 Annekatrin Madlung: This is so brilliant.

12:19:40 urmi ashar: If only we let the music within us express itself - loud and clear! ❤️

12:19:40 Jessica Novak (she/her): 😊

12:19:41 Deana Farmer: How fun to see all of the smiles emerge in our Zoom gallery!

12:19:55 Matt Cobb | WB | Dakota land |: Laughing Yoga has the same patterning, just intentional without the spontaneity here.

12:20:01 Myron Lowe: Sensitivity to initial conditions?

12:20:07 Stewart Mennin: I feel tension and release

12:20:09 Charles Lee: Change as contagion. Appreciative Inquiry: Momentum for [small or] large-scale change requires large amounts of positive affect and social bonding.

12:20:24 Janice Jaguszewski: My heavy heart feels lighter

12:20:27 urmi ashar: I burst out laughing and smiling

12:20:28 Ella Davila Auchincloss: instinctive smile

12:20:29 Ruthann Robinson - PSP: lightness and happy thoughts

12:20:34 Lindsey Alexander: I couldn't help but laugh

12:20:36 stacy becker: share the link please

12:20:36 Robin: Even though I knew what was coming, I mimicked the same reactions

12:20:41 Donna Bivens: smiling

12:20:43 Michaele.Gardner: Had to smile

12:20:44 Miss Handie: Laughter is contagious regardless of whether you know what's funny or not.

12:20:47 Bridget Kelly: I noticed how one person asking out loud what they were all thinking (what's so funny?) seemed to really catalyze how much they laughed together

12:20:49 Jessica Novak (she/her): I feel interrupted with happiness, nothing else mattered but to smile and join in

12:20:54 Helena Luginbuehl: happiness - happy that this is possible

12:21:03 Royce Holladay (she/her): Mary will share the links in just a bit, after she has finished with them and have some time to think about it.

12:21:07 Beth Ellen Holimon: Love seeing other people happy for no other reason than another person was happy

12:21:20 Michaele.Gardner: We are still laughing on the Zoom call. Laughter persists

- 12:21:20 Matt Cobb | WB | Dakota land |: Really curious about the role of volition and consent when there is breath being spread everywhere without masks and 6 feet of distance.
- 12:21:44 Bridget Kelly: @Jessica I am taking up "interrupting with laughter" as a new practice!
- 12:21:52 Annekatrin Madlung: Would it be possible to put the link to this video into the chat, please?
- 12:21:54 Matt Cobb | WB | Dakota land |: Context is my interest in this case.
- 12:22:24 Antonella Pagliarani: Happy to hear laughing, and re-shape what I was hearing (mirror neurons)
- 12:22:29 Bridget Kelly: *interrupting myself, not others 😊
- 12:22:42 urmi ashar: It is interesting we didn't need too much data from his conversation - we still couldn't help responding
- 12:22:55 Royce Holladay (she/her): Yes, Annekatrin, when she has a minute and can get to that after getting it played.
- 12:23:10 Mary Nations: seeds growing: (more than just the sunflower!)
[TOP 8 Plant Growing Time Lapses Of 2020 - 384 Days in 8 Minutes](#)
- 12:23:16 Annekatrin Madlung: Thank you.
- 12:24:22 Mary Nations: Org chart as network:
[OrgOrgChart - Autodesk Research](#)
- 12:24:48 Mary Nations: Contagious laughter:
[Spreading the joy of laughter on a train](#)
- 12:25:08 Stewart Mennin: Why not call it self-organization and self-organized criticality?
- 12:25:31 Lisa Negstad (she/her): I think this insight — not driven over or through time but by conditions at any given moment - is a big shift for leaders as they consider how to plan
- 12:25:48 Daryton Ramsey: Its also interesting to consider how this would be viewed in a cultural context such as Tokyo Japan-where, in my experience, the laughter would have been viewed as offensive potentially and generated not a reciprocation but potentially a reprimand
- 12:27:11 Royce Holladay (she/her): Here's the link to more about the Decision Map: [Decision Map](#)

- 12:28:15 Royce Holladay (she/her): Interesting, Daryton. Another difference that makes a difference and self-organization/complex change that goes a different direction.
- 12:29:03 urmi ashar: Daryton: What you say make me wonder what is biologically natural to our species at our limbic system level verses what is governed by the cultural construct?
- 12:30:31 Royce Holladay (she/her): Or Urmi, I wonder if it's that what is biologically natural is to find the best fit with the patterns around us? And that's what shapes culture?
- 12:30:38 Royce Holladay (she/her): Just wondering.
- 12:31:33 urmi ashar: Lovely question Royce... the tension between what comes naturally and the imposed will ...
- 12:32:23 urmi ashar: Royce - I would love a deeper exploration on this thread.
- 12:32:37 Robin: +1
- 12:33:09 urmi ashar: I feel it is really important we are mindful and conscious to what is naturally suited to life.
- 12:33:49 Royce Holladay (she/her): Sounds interesting...If folks want to be a part of that conversation with urmi, post your email here or in back private chat, and we'll see about convening a conversation...
- 12:35:00 Robin: I am seeing people at different points of readiness
- 12:35:39 Donna Bivens: I'm seeing different realities, starting places
- 12:35:41 Michele Bildner she|her: that resonates @Robin - readiness is something we often forget to assess and plan for during change
- 12:35:42 Ruthann Robinson - PSP: transformation is encouraging me to see the possibilities
- 12:35:53 Beth Ellen Holimon: context
- 12:35:56 Stewart Mennin: Increases my awareness of how fast tension spreads in social setting and how its release is the social response.
- 12:36:04 Jeannette Raymond she/her: We are experiencing a rules difference - there is a tension in a partnership and the rules that the partnership operates under. We need to transform the way we do partnership
- 12:36:24 Miss Handie: It seems like the various levels of decision making and not being certain which scale to try and influence may be contributing to inaction in the org, Plus a lack of confidence to try and help change happen,.

- 12:36:25 urmi ashar: Are world views akin to rules?
- 12:37:15 Royce Holladay (she/her): @Urmi, the rules that you privilege are influenced by your world view.
- 12:37:29 Miriam Bayes: this question may not be for this forum to answer, if so, just put it on the parking. How do you see the tension in Ukraine? What decisions could be appropriate or would make a difference when one of the parts doesn't listen?
- 12:37:56 Myron Lowe: I'm thinking about the role of conditions. What if the person who first laughed, appeared to be someone no one liked?
- 12:38:52 Barrie McClune: Or if the person started crying instead of laughing?
- 12:38:53 Miss Handie: Very interesting perspective that could change a lot of the reactions @Myron.
- 12:39:38 Royce Holladay (she/her): Interesting observation, Myron.
- 12:40:14 Matt Cobb | WB | Dakota land |: The intersection of Public Safety and Public Education are an interdependent pair, aren't they?
- 12:40:34 Royce Holladay (she/her): What is the world view is that no one else matters, except my own power and wealth
- 12:40:44 urmi ashar: The question that emerges from Myron's question is - when would it be appropriate to allow for collective grief and collective joy to surface? Or can it even be controlled?
- 12:41:54 Royce Holladay (she/her): @Myron, How is that influenced by the Decision Map?
- 12:42:14 Matt Cobb | WB | Dakota land |: What is the role of abstinence, as votes are tallied at the UN?
- 12:42:14 Myron Lowe: Being present (and open to) to existing conditions that are not seen or obvious until there is an interaction.
- 12:42:16 Bridget Kelly: Maybe a change in reality is the only lever — as a consequence of the immovable worldview and not following the rules
- 12:42:24 urmi ashar: Can we really control and prevent a world war?
- 12:42:35 Royce Holladay (she/her): @Urmi, How about your response to how the Decision Map might help inform your understanding of that?
- 12:43:37 Bridget Kelly: And the more power the immovable/rule ignoring party has, the more extreme the disruption to reality has to be

12:43:46 Matt Cobb | WB | Dakota land |: Voting by a simple Thumbs Up, Thumbs Down and Thumbs Sideways (Abstinance) is apparently a valid adaptive action.

12:45:06 Miriam Bayes: it's been very useful to udnerstand better the patterns and how we can influence them

12:45:06 Matt Cobb | WB | Dakota land |: What is abstinance in the face of way? Is it a real choice or a placation?

12:45:09 Miriam Bayes: thanks!

12:45:13 Jeannette Raymond she/her: can you talk the influence of power on these decisions

12:45:18 urmi ashar: @Royce - when there is so much emerging, when is it appropriate to make a decision map? Or is it that we are subconsciously continuously making decisions about what to allow expression within us? Although as I write this sometimes I know I cannot control what emerges within me these days.

12:45:56 Matt Cobb | WB | Dakota land |: Is abstinance really an impartiality?

12:46:15 Miriam Bayes: reading now the chat, thank you all for your contributions

12:46:23 Stewart Mennin: @umri - you can't predict but you can recognize what emerges and then start another adaptive action cycle

12:46:26 stacy becker:]\\]\\=-0099oioooi////

12:46:27 stacy becker: \\ \\ \\

12:46:37 stacy becker: sorry

12:46:46 Barrie McClune: +1 stacy!

12:47:32 Matt Cobb | WB | Dakota land |: What might the collapsing of the role of identity politics within sociopolitical change work look like here?

12:48:18 Matt Cobb | WB | Dakota land |: Are we reducible to the materialist re and white flag versus the sky blue and yellow flag?

12:48:23 stacy becker: Explains why change happens so often n rises; BIG change in reality

12:48:35 stacy becker: ic crises

12:49:09 Barrie McClune: +1 for real this time, Stacy.

12:49:30 Barrie McClune: Also think about it with gay marriage in the US

- 12:50:36 urmi ashar: @StewartM: Speed at which and frequency of adaptive cycles may probably reach a point where it overwhelms cognitive capacity. Similar to when there is too much noise - you lose the signal.
- 12:50:52 Matt Cobb | WB | Dakota land |: Do we raise the identities attached to the world view up the flag poles and see who salutes, which flag? Reductionist materialism at it's best (worst)?
- 12:52:02 Myron Lowe: The decision map applies until there is a perceived threat to any of the categories.
- 12:52:16 Royce Holladay (she/her): Matt—good questions—and each instance of this may shift, depending on the different world views that are apart of it....
- 12:52:36 Barrie McClune: Is the aspiration to get all three corners to be balanced?
- 12:52:51 Danielle: Really interested in the long game decisions vs. short term crisis decisions. Crisis does disrupt system momentum, hence, it could be an opportunity for change in systems?
- 12:53:44 Stewart Mennin: @Myron - threat is like pain, there are tolerable levels that function to orient us and then we modulate perception of pain/threat until it reaches self-organized criticality
- 12:54:08 Bridget Kelly: @Danielle, that is very resonant for me. I am thinking about the whole of the decision map as an infinite/long term game, that I can try to hold when there has to be a finite play in response to an acute need. Try to at least have some coherence of directionality even in my short term choices.
- 12:54:36 urmi ashar: I think it is the difference between swimming in a pool vs a flowing river Vs in a turbulent ocean or raging rapids.
- 12:55:15 Stewart Mennin: How might the landscape diagram fit with the decision map?
- 12:55:29 Donna Bivens: Would love to hear more of what you're saying, Matt. And Myron, I agree. This brings up the generative triad on each of the dimensions. So complex!
- 12:55:33 Danielle: Sure
- 12:55:47 Miriam Bayes: @Danielle how many lessons did we learned as humanity from the pandemics and how many "good decisions" at the time will remain for good? How much of the finit game will continue to impact positively in the infinite game?

- 12:55:54 Matt Cobb | WB | Dakota land |: The capacity to choose to retain stillness in the nervous system, whilst giving birth to a mammalian offspring is quite a wonderful presence to witness. The neurotransmitter Oxytocin as a molecular structure props up the Mother as she is birthing, and yet the offspring experiences crisis and traumatic change.
- 12:56:59 Lindsey Alexander: @Stewart, with regards to the landscape diagram and decision map. I wonder if times of chaos, worldview/rules/reality is shifting rapidly so it has the potential for wildly different decisions. If only in regards to what Danielle is saying now — rapid decisions.
- 12:57:02 Matt Cobb | WB | Dakota land |: Stillness and calm within the natural birthing process where fear is present, and yet not given in too, simply sidestepped and moved passed.
- 12:57:08 urmi ashar: I am glad you bring this up Matt - Yes at some point then the only choice is create stillness for the long infinite game.
- 12:57:22 stacy becker: And who you want change, you can ask yourself which of these we can actually influence
- 12:58:34 Barrie McClune: Power of Questions daily practice:
[The Power of Questions](#)
- 12:59:35 Royce Holladay (she/her): Link to the description and dates for these introductions: [Thriving in Uncertainty: An Introduction to HSD](#)
- 12:59:38 Matt Cobb | WB | Dakota land |: Now what? Work diligently for the birthing of a new vision of reality.
- 13:00:02 Miriam Bayes: @ Matt thanks!
- 13:00:03 Miss Handie: Thank you so much for this rich, learning opportunity.
- 13:00:12 Sierra Woods: Thank you!
- 13:00:14 Bridget Kelly: Thanks so much everyone!
- 13:00:19 Robin: Thank you!
- 13:00:26 Mary Nations: aw....
- 13:00:26 Heather Oxman: Excellent review of the Decision Map. Thank you
- 13:00:28 Stefano Papini: Thank you!
- 13:00:42 Helena Luginbuehl: Thank you - great to be back
- 13:00:55 Danielle: Thanks so much!