



HUMAN SYSTEMS  
DYNAMICS INSTITUTE

The Complexity Academy at  
Human Systems Dynamics Institute

presents:

## Resilience in Turbulent Times: Build Adaptive Capacity in Schools

### WHAT is the challenge today?

In recent months, as a school leader, you have navigated unprecedented challenges. In 2021 and beyond, new and continuing changes will only increase the impact on your school. You see the need to adapt to changes locally, and you see beyond local challenges to state, national, and global changes. For example, you feel the impact of global pandemic, social turbulence, economic changes, natural catastrophes, demands for increased educational outcomes, and more. You will be called on to respond to and work with staff, students, and communities to co-create success in the uncertainty of the coming years.

Today's challenges are mired in complexity. This makes planning and implementation more challenging than ever before. We know so many school leaders like you, who strive courageously to build responsive systems, even in changing conditions. You seek ways to help yourself and your colleagues adapt and thrive.

We know that, in the most successful schools, people and systems adapt in response to challenges. The success in these schools, however, is difficult to replicate because it was formed in the uniqueness of that school or system. Even in those schools, what worked last year may or may not bring the same results this year. Consistent growth and response to change requires a deeper understanding to see, understand, and shift patterns of interaction and decision making—wherever and whenever it's needed. **That's what this Academy offers!**

Human Systems Dynamics (HSD) provides perspectives and tools to help you build and sustain resilient systems. Learn to zoom in to enhance individual and team performance. Learn to zoom out to focus on leadership, management, and governance across your school or system. With these tools, face challenges with confidence and competence.



### SO WHAT is Possible?

Your school needs greater capacity for responsive, resilient service and collaboration. In this Academy, **Resilience in Turbulent Times: Build Adaptive Capacity in Schools**, you and your team will learn what it takes to:

- ✓ Find the most workable and effective actions, even in unpredictable situations where directions are not clear, and time is of the essence.
- ✓ Build system-wide resilience using new ways to respond and adapt, based on (1) a deep understanding of your world's dynamics; and (2) a shared set of guiding agreements and values.
- ✓ Build patterns of trust, using shared language and showing mutual respect; taking action designed to support each other and collaborate on any issue.
- ✓ Create policies, practices, and relationships that support order, yet are more responsive and resilient.
- ✓ Engage staff, families, and students to nurture a culture of learning and resilience.

### Interested?

**Dates: July 12 - 16, 2021**  
**Times: 9a - 2:30p CDT**

**Cost: \$2300 / team of 3**  
**\$ 200 / each add'l member**

For more information, visit [www.hsdinstitute.com](http://www.hsdinstitute.com).  
To register, visit [http://bit.ly/Adaptive\\_Capacity\\_in\\_Schools](http://bit.ly/Adaptive_Capacity_in_Schools)





### Session 1: Step into Uncertainty

#### HSD Concept: Inquiry

**Use Inquiry to look deeply into patterns of decision making and action that emerge from the complex challenges you face. Build technical expertise, manage change, and support transition at all levels.**

Schools and their communities encounter highly unpredictable challenges. At all scales, people constantly respond to unplanned and unique situations. This session helps you explore and make sense of the messiness of your world as you apply new perspectives and tools to explore a current challenge in your school. The HSD-based tools you learn will help you act with courage and agility when the status quo isn't a choice.

### Session 2: Turn Problems into Patterns

#### HSD Concept: Pattern Logic

**Learn and use Pattern Logic to decipher your biggest challenges. See them as patterns you can influence, rather than just problems you cannot solve. Become even more results driven.**

You face new problems at every turn, and old ways of problem solving just don't seem to work in today's less predictable world. In this session, learn to shift how you see problematic challenges. See them, instead, as persistent patterns in the system. By the end of the session, gain what you need to describe those patterns, interpret their meanings, define a better state, and ultimately, take informed action to address current and future challenges.

### Session 3: Turn Barriers to Bridges

#### HSD Concept: Generative Engagement

**Use Generative Engagement to negotiate differences for positive change. Build strong relationships, effective communication, and shared expectations.**

Many of your biggest challenges come from perceived barriers, both inside and outside your school or community. These barriers may involve conflict, bias, or even unworkable institutional constraints. In this session, learn a powerful model that helps you enhance communication and collaborative inquiry. Engage with others in ways that create understanding and that open space for greater collaboration and improvements. Using Generative Engagement as a guide, you and others establish healthier, more resilient patterns in your school.

### Session 4: Build Responsiveness and Agility

#### HSD Concept: Adaptive Action

**Use Adaptive Action to build responsive and agile systems. Improve problem solving, communication, business operations, and governance.**

You respond to daily challenges, knowing you can't just "put a band aid on the wound." Use Adaptive Action to see what's happening, to make sense of underlying stressors in your challenges, and to take wise action to create healthier, more productive patterns. In this session you gain new insights as you engage in observation and sense making to formulate your most effective action steps.

### Session 5: Strengthen Resilience

#### HSD Concept: Simple Rules

**Use a short list of Simple Rules to build your system's excellence and adaptive capacity today and into the future. Build clear expectations for decisions, even in situations that don't fit the rules.**

Resilient individuals and communities have capacity to adapt to changing conditions. They know how to continue working together to create responsive services today and into the future. This session offers tools to implement and build resilience across your school. With Simple Rules and the other tools, you create patterns of effective action and decision making. These new collaborative patterns enhance the quality, results, and longevity of services you provide. Collaborative patterns increase quality results, outcomes and impacts, and longevity of your services.

### Your Faculty

**Royce Holladay, MEd, HSDP**, is a lifelong educator, with an entire career spent in public education and adult training and development. After 10 years at the building level, she served 15 years as a district-level administrator in planning, special education, and principal supervision. As a certified HSD Professional, she uses those tools to help people move through the complexity of personal and professional challenges. She has co-authored 7 books to share principles of HSD. Two of those books, *Radical Rules for Schools* and *Deep Learning Ecologies* explore options for creating responsive and resilient systems at all levels.

**Stephen Bosacker, M.Ed. HSDP**, has been working with complex community-based issues for most of his career. As a Human Systems Dynamics professional, he has expanded his skills as a systems thinker and doer. He has provided practical services to organizations and communities for over 30 years, focusing on public charter schools for the last 20 years. He has served as a founding charter school team member, board member, school employee, and external consultant. His experience spans school design and development, operations and facility improvements, board development, and training.