



HSD Institute Quarterly Virtual Mini-Conference and Holiday Celebration

December 20, 2018

Nothing is intractable.



Welcome! We are so glad you're here!

We record this LVW session for a number of reasons:

- ✓ The recording, with slide deck & chat transcript, is sent to all who register for the session.
- ✓ Recordings are used as learning materials in HSDP Certification and other Adaptive Action Labs we host. In these cases, the chat transcript is not shared.
- ✓ Recordings (without chat transcripts) are posted on our website as a resource for others.

Your privacy is important to us. You do not have audio to speak in this session, so we invite you to use the chat space, where you are identified by name. If you prefer anonymity, but still want to be part of the chat, please change the name that shows up for you. That will be the most effective way to protect your privacy.

We hope you enjoy today's session, and that you continue to learn with us as a member in the growing network of Human Systems Dynamics.



Today's Agenda. . .

- ▶ Partnerships for Possibilities: HSD and the RE-AMP Systems Thinking Academy
Sarah Shanahan
- ▶ Adaptive Action Labs for 2019
Jennifer Jones-Patulli
- ▶ Patterns of Death
Mary Nations and Michael Bischoff
- ▶ Look Toward the Future
Glenda Eoyang

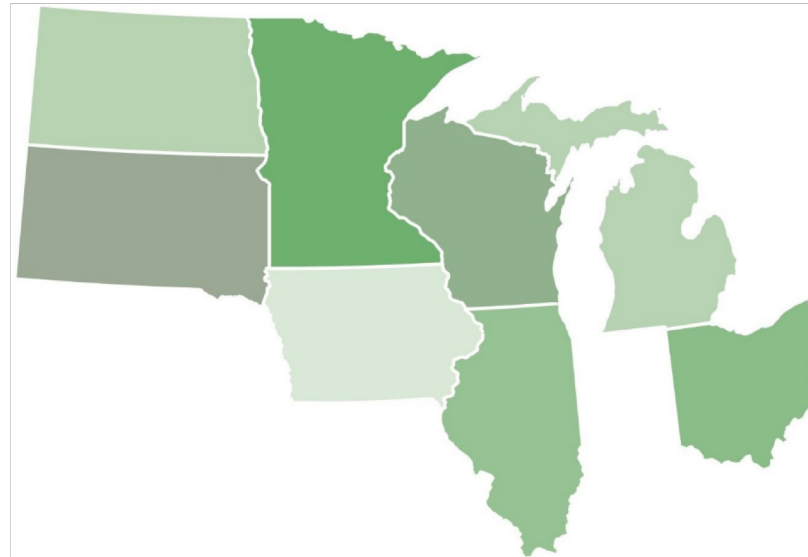


Partnerships for Possibilities: HSD and the RE-AMP Systems Thinking Academy

Sarah Shanahan



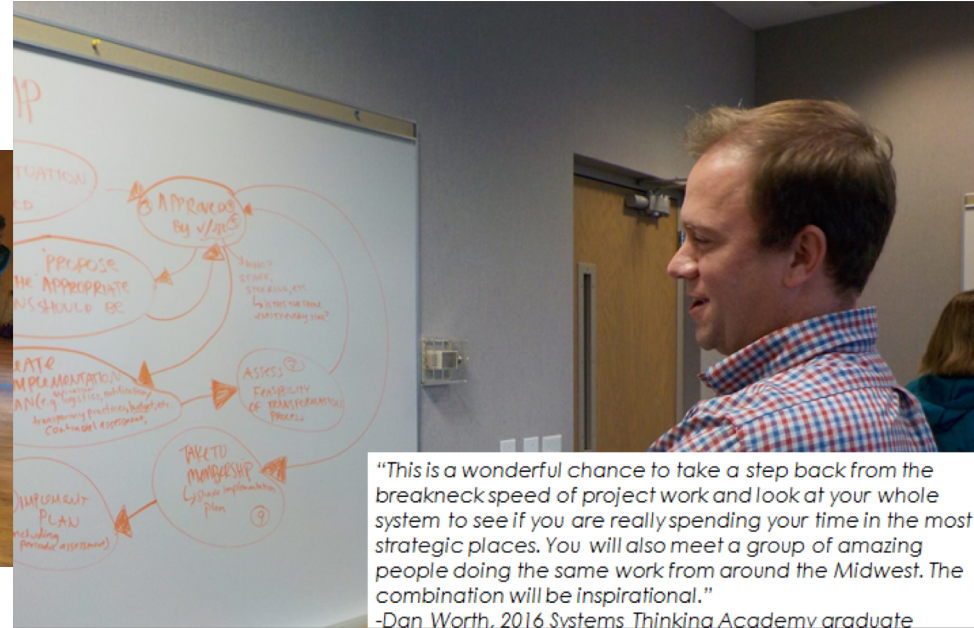
Think Systemically, Act Collaboratively





What: The Academy

"In complex systems, you have to work in the moment you so the Academy has given me new tools that I and use at any time or place to make a difference." - Christine Capra



"This is a wonderful chance to take a step back from the breakneck speed of project work and look at your whole system to see if you are really spending your time in the most strategic places. You will also meet a group of amazing people doing the same work from around the Midwest. The combination will be inspirational."
-Dan Worth, 2016 Systems Thinking Academy graduate



Systems Thinking is a tenacious and humble investigation into complex problems



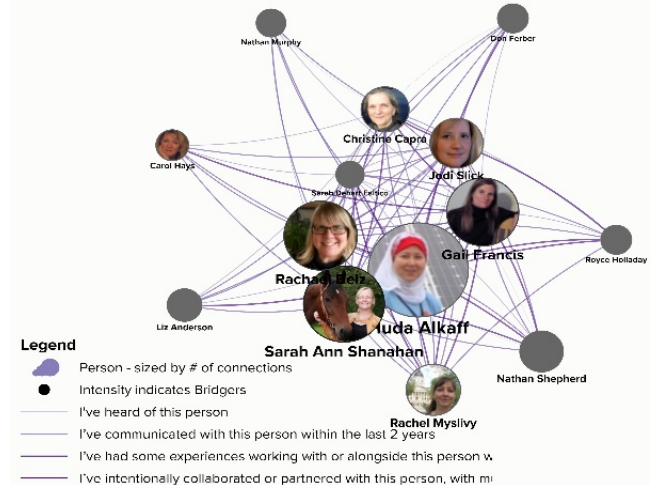
So What: The Design

Same	Different
3 day in-person meeting	Monthly virtual group calls, structured partner conversation, sharing on the Commons
Homework	HSD Methods and Models
Systems Thinking Tools (e.g. mind mapping)	Investigation Into Influence* (adaptation of reference system)
Size of group (10-14)	Length of the course (4 months vs one in person meeting)
Service back to Network	Teachbacks
Survey Evaluation	Connection Evaluation*
Ground rule: What happens at the Academy stays at the Academy	Ground Rules (Be nice to yourself, Be nice to others, Don't be nice)



So What: The Experience

How well did the following facilitate your learning?	Very Well	Somewhat	Neutral	Not helpful
Partner Call	45%	55%	0	0
Group Call	9%	91%	0	0
In Person	82%	18%	0	0
Homework	10%	80%	10%	0
Sharing on Commons	20%	30%	50%	0



"I've learned so much about my own role in my sticky issue, how others might see the issue from their subjective view, and most importantly perhaps, the fact that 'tension' in the system is where you can find true growth, so it must be examined and utilized for future success, instead of shying away from it." - Rachael Belz



Now What?

- ▶ Service back to the Network
 - ▶ We're thinking about the ways that HSD questions can help us build social systems maps by partnering with Greater than the Sum
 - ▶ We're finding ways to the bring the practice into our network nodes
 - ▶ We're exploring a localized application of this Academy to build the capacity of community change makers
- ▶ Teach and learn in every interaction
 - ▶ We're open to sharing our story and/or design
 - ▶ We're open to the possibility of new partnerships!

"As part of the Academy, I have a monthly partner conversation and it's been fantastic! I've appreciated her insights and the conversations I've had with her on my sticky issue. We've learned a lot from each other!" - Nathan Murphy





Adaptive Action Labs for 2019

Jennifer Jones-Patulli



What is an Adaptive Action Lab?

- It is a work session, as opposed to a training session. As a participant, you define and work on your most intractable challenge.
- You leave the session with two tangible outcomes:
 - First, you have a clear plan for moving forward in your challenge.
 - Second, you carry with you a new perspective and effective models and methods that help you address your next challenge.



2019 Adaptive Action Lab Schedule





How to Register

<https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs.html>



Lead from Anywhere: Adaptive Action and Leadership

February 19, 20, 22, 2019 | 12p - 2p (cst) | Online


Traditional ideas of leadership have carried connotations of power, position, and privilege. In your complex world today, real leadership is about building adaptive capacity.

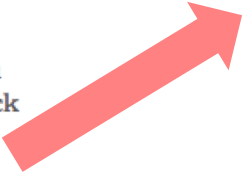
Register Now

Learn More

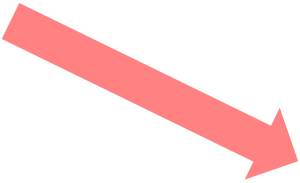


How to Register

Products	Price	Quantity	Total
 Adaptive Action Lab - Lead from Anywhere: Adaptive Action and Leadership Feb 19, 20, 22, 2019 / 12p - 2p (cst) / Three 2-hour online sessions (If you qualify for the 30% discount, enter HSDP in the Promo Code field and click on Apply.)	\$450.00	<input type="text" value="1"/> Update	\$450.00
Subtotal			\$450.00



Order Summary	
Subtotal	\$450.00
Total Due	\$450.00
Promo Code: <input type="text"/>	<input type="button" value="Apply"/>





Patterns With Death



*Michael Bischoff
and
Mary Nations*



Patterns with Death



HUMAN SYSTEMS
DYNAMICS INSTITUTE



For more information about Patterns with Death:

- ▶ <https://www.hsdinstitute.org/patterns-with-death.html>
- ▶ <https://www.facebook.com/groups/303799473781939/>
- ▶ https://www.youtube.com/channel/UCbTvHlnUJbr_F87o5RtwdKg



Look Toward the Future

Glenda Eoyang



What is the
impact of
HSD on the
world in
2051?



Keep Learning . . .

- ▶ Regular newsletters info@hsdinstitute.org
- ▶ Online <https://www.hsdinstitute.org/learning-opportunities.html>
 - ▶ Free monthly webinars
 - ▶ Monthly Adaptive Action Labs on key topics
- ▶ Monthly Adaptive Action Labs
- ▶ Reading
 - ▶ *Facilitating Organization Change* (Olson & Eoyang)
 - ▶ *Coping with Chaos* (Eoyang)
 - ▶ *Adaptive Action* (Eoyang & Holladay)



thank
you!

***Sarah, Jen, Michael,
Mary, & Glenda for
sharing your
HSD stories today
& everyday!***



thank
you!

***To each of you
for all you do to
contribute to the
HSD story around
the world!***



***And we
wish each
of you the
best in 2019!***

Be in touch!