

Summerschool: 9 - 13 September 2024

Summerschool Human Systems Dynamics

Thriving in complexity



Understand and work more effectively in complex organizations

Do you wish to understand and work more effectively in complex organizations? Human Systems Dynamics (HSD) builds your adaptive capacity to succeed in a world of complexity and uncertainty. The HSD vision says it all:

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

Follow this summerschool and become a Human Systems Dynamics Agent of Change!

Become a Human Systems Dynamics Agent of Change!

Challenge

Many people see ambiguity, cognitive overload, and helplessness at the intersection of complexity science and human systems. They worry about unpredictable surprises, and they fear the loss of control that mark VUCA (volatile, unpredictable, complex, and ambiguous) environments. The personal and social rampages of the ongoing local and global events touch us all. We are in the middle of a series of crises as humans in organizations and in society. Doing nothing is not an option..



See and understand patterns in the chaos that surrounds you and take practical steps

But there is an alternative to helplessness and hopelessness in the midst of chaos. It is possible to do good work in complex adaptive systems without denying or fighting their inherent uncertainty.

In this summerschool you will learn three keys to thriving in complexity. You will practice using those keys to unlock a complex issue you face today, and you will tap into an approach that will sustain your learning and practice across many different challenges and far into the future.

HSD offers theory, models and methods that build on and can be combined with a variety of other theories, models and methods.

During this five day program you will work intensively with **dr. Glenda Eoyang**. Glenda is the founding Executive Director of the Human Systems Dynamics Institute, USA. She is a pioneer in the applications of complexity science to human systems, and she founded the field of human systems dynamics (HSD). Glenda uses her models and methods to help others see patterns in the chaos that surrounds them, understand the patterns in simple and powerful ways, and take practical steps to shift chaos toward coherence.

Participants

You should attend this summerschool if you want to understand and work more effectively in your complex environment. You will also find this program useful if you have studied systems or complexity sciences, and you want to apply your learning to practical challenges.

No deep systemic baggage is necessary. A foundation in organization and change management is desired.

Patterns and possibilities

Content

This five-day class will orient you to the field of Human Systems Dynamics. You will:

- Learn the fundamentals of adaptive capacity: Adaptive Action, Inquiry, Pattern Logic
- Engage with the nature of complex change
- See, understand, and influence the conditions that influence emerging change
- Practice models and methods to address your own wicked issues
- Prepare for your continuing journey of developing theory and practice



Program

During these 5 days we will, step by step, learn to understand, embrace and internalize the paradigm shift that is necessary to be able to act in complexity. We unravel the buzzword "complexity" to see the different manifestations of complexity that can occur in Complex Adaptive Systems (CAS).

The big question of course is how we, step by step, can change the patterns in these Complex Adaptive Systems. For this purpose, HSD developed Adaptive Action Cycles and offers a wide range of models and methods to use. We will discover and work with these models and methods during the course of the week. For example: we will dive in into the logic of patterns in Complex Adaptive Systems and the conditions for self-organization. Patterns have rules, so you will learn how to 'spot' them and how to influence those patterns with the help of for example "Simple Rules".

Other topics are;

- dealing with tensions in the system
- dealing with all the different truths around us
- decision-making in complexity
- searching for the sweet spot between stable and unstable for different parts of a system

Furthermore, additional perspectives, methods and topics will be discussed, based on the cases submitted by participants. And of course we will pay attention to what living and acting in complexity demands from you as a leader, advisor or change agent.

The program of this week will adapt and grow during this week as the group itself also forms a Complex Adaptive System.

Results

After following this summerschool you have:

- Engaged with a paradigm-shifting worldview of complex, emergent change
- Learned simple, powerful tools, and practiced them to tame your own wicked issues
- Shared and received peer support as you build your capacity to see, understand, and influence self-organizing change in complex systems
- Prepared to share your practice with others at home and at work
- Become a Human Systems Dynamics Agent of Change!



A worldwide community

The HSD Associate Network

"At the HSD Institute, we draw theory from complexity science and practice from decades of action research. Our models and methods are as simple as they are powerful because we know time and attention are limited in an environment of emerging change. As a community, we challenge our assumptions and provide coaching and support through dialogue and shared inquiry."

The HSD Associate Network includes 900 scholar-practitioners around the world. They are certified to apply Glenda's principles of Adaptive Action and Pattern Logic in diverse sectors, including education, health care, government, and philanthropy. By following this summerschool, you become a **Human Systems Dynamics Agent of Change** (HSD Professional Certification - Part 1), the first step in becoming a Human Systems Dynamics Professional.

On Thursday evening we will work with some of the Dutch members of this network in an interactive joint program.

Extend your program

Want more?

After following this summerschool, you can sign-up for the Human Systems Dynamics Professional Certification Part 2, (6 months virtual) and become a Human Systems Dynamics Professional!

This program is an extension of this five-day Thriving in complexity program. Over this time, you will continue to engage with the founders of HSD. A Praxis Partner, a certified HSD Professional, will guide you as you:

- Complete Adaptive Action experiments to apply what you learn to make real change in your real world
- Join a cohort for webinars and real-time discussions online
- Engage with learning units, focusing on common challenges in complexity, including:
 - * Lead in complexity
 - * Manage complex change
 - * Build adaptive capacity
 - * Collaborate to create community
 - * Plan in uncertainty
- Join online dialogues to share your questions and your discoveries
- Build a network of colleagues who are also committed to Adaptive Action in complex change

If there is sufficient interest in this follow-up, we can also provide part of this process face to face and with Dutch Praxis partners.

Upon completion of this second program, you will be certified as an HSD Professional and enjoy a lifetime membership in a global community of scholar-practitioners who continue to recreate themselves and the field of human systems dynamics.



With Glenda Eoyang from the Human
Systems Dynamics Institute!



Professor

This summerschool will be delivered by:

Dr. Glenda Eoyang is the founding Executive Director of the Human Systems Dynamics Institute, USA. She works with public and private organizations to help them thrive in the face of overwhelming complexity and uncertainty. She is a pioneer in the applications of complexity science to human systems, and she founded the field of human systems dynamics (HSD) through the Human Systems Dynamics Institute. Glenda uses her models and methods to help others see patterns in the chaos that surrounds them, understand the patterns in simple and powerful ways, and take practical steps to shift chaos toward coherence.

Her work relates to human systems at all scales and contexts from individual health and wellness to performance evaluation and international patterns of corruption and conflict.

She leads a global network of over 900 scholar practitioners who use her simple, powerful tools to tame wicked issues in healthcare; education; environmental sustainability; conflict and justice; local, state, and federal government. She has written extensively about her research and practice, which is both profound and practical.

Her published works include scholarly articles in a variety of fields and *Radical Rules for Schools: Adaptive Action for Complex Change* (HSD Institute, March 2013), and *Coping with Chaos: Seven Simple Tools* (Lagumo Press, 1996), *Adaptive Action: Leveraging Uncertainty in Your Organization* (Stanford University Press, April 2013) is a roadmap for anyone who chooses to work at the intersection of order and chaos.



Registration and information

Dates

Monday 9 September - Friday 13 September 2024

Details

- Duration: 5 consecutive days
Glenda Eoyang hosts the daily program between 9 AM and 5 PM.
During the evenings social activities and sessions related to the day programs are organized.
- Study load: 64 hours
- Location: follows — The Netherlands

Costs

- Program cost: € 3.750,- (free of VAT)
- Accommodation cost: € 1.200,- (incl. VAT)
Includes 4 overnight stays,
all breakfast/lunches/diners
- Part 2 (not obligatory): € 2.500,- (free of VAT)

Registration

Go to: <https://sioo.nl/opleidingen/ws-hsd>

More information?

Please contact Sioo on +31 (0)30 291 30 00 or e-mail:
program manager **Judie van Breukelen**: breukelen@sioo.nl
program coördinator **Ingrid Kabout**: kabout@sioo.nl



Sioo is dé interuniversitaire ambachtsschool die mensen en organisaties wendbaar maakt in veranderings- en organisatieprocessen. Sioo is in 1958 opgericht door de Nederlandse universiteiten op initiatief van de organisatieadviesbranche.

Het instituut maakt leertrajecten op maat. Tegelijkertijd is Sioo een platform dat het relatief jonge vak van verandermanagement en organisatiekunde verder helpt ontwikkelen in de beroepspraktijk.

Sioo

Interuniversitair centrum
voor organisatie- en veranderkunde

Adres

Stadsplateau 12
3521 AZ Utrecht

Contact

+31 (0)30 291 30 00
sioo@sioo.nl

www.sioo.nl

