

11:56:53 From sherwoodshankland@comcast.net to All panelists : Good morning, everyone! Bright day in Colorado.

11:57:04 From Heather Oxman : Hi All, I'm Heather from Lethbridge Alberta Canada

11:57:12 From Rosa Zubizarreta : Hi Glenda, hi all, very glad to be here...

11:57:14 From Michael Pealow : Hi everyone, I'm Michael from Whitehorse, Yukon.

11:57:30 From Heather Oxman : No Its sunny and warm - we are expecting rain... with much anticipation

11:57:41 From Rosa Zubizarreta : I am calling in from Hudson, NY.

11:57:42 From Jeanne Ronayne : Hello Everyone - Jeanne, in snowy St. Paul MN

11:57:56 From Uniteduser to All panelists : Hi, I am Yvette from the Cayman Islands.

11:58:12 From Sarah Herd : Hi, I'm Sarah from Coventry UK. I'm new to HSD and OD in general. I lead an operational HR team and I'm experimenting with HSD tools and finding them useful.

11:58:17 From Uniteduser to All panelists : Thank you.

11:58:23 From Deborah Asberry to All panelists : this is Debbie from Indianapolis. this is my first webinar

11:58:28 From sherwoodshankland@comcast.net to All panelists : I guess the bomb cyclone passed by MN.

11:59:24 From Olga Yiannakis : Hello All! Olga from Cape Town, South Africa! I'm an agile coach & love how HSD is so applicable in what I do

11:59:24 From hoffie : Hi from Hoffie in Greytown, South Africa

11:59:31 From Olga Yiannakis : Hello Hoffie!!!

11:59:41 From sherwoodshankland@comcast.net : Eunice Shankland from bright Colorado. Great to be with you today.

11:59:44 From Kristin Johnstad to All panelists : Greetings all. Kristin here from Powderhorn Park, USA (in the heart of Minneapolis, MN)

11:59:48 From A Jeanne Schulze to All panelists : Hi from Victoria, MN

12:00:00 From Kristin Johnstad : Greetings all. Kristin here from Powderhorn Park, USA (in the heart of Minneapolis, MN)

12:00:16 From Sara Swords : Hi Hoffie and Olga and everyone else. I'm from the UK

12:00:38 From Louis to All panelists : Hi all, I'm Louis from Québec in Canada, but watching from Ecuador

12:00:43 From Royce Holladay : Greetings all! It's great to have ou here today!

12:00:46 From A Jeanne Schulze to All panelists : I'm Jeanne from MN. Hi to all.

12:00:51 From Cindy Hilmoie to All panelists : Hello. I'm Cindy Hilmoie connecting from Minneapolis.

12:01:12 From Jennifer Jones-Patulli to All panelists : found the issue! it links me in as a panelist only when I use my HSDI email. I used my personal email and i am now just an attendee. :-)

12:01:30 From Stephen Bosacker : Greetings from Minneapolis, MN!

12:01:46 From Mary Nations to Jennifer Jones-Patulli, All Panelists : perfect, thanks Jen

12:01:49 From Jennifer Jones-Patulli : Greetings!

12:01:52 From Royce Holladay : Welcome @Debbit from Indianapolis... Enjoy!

12:02:49 From Ashok to All panelists : Hello all! Thank you for offering this session.

12:03:25 From Mary Nations : welcome all - glad to have you join us! I am in sunny Raleigh, NC today

12:03:46 From Olga Yiannakis : Hello Sarah! How is Dominic?

12:04:09 From Royce Holladay : I am going to turn off my video so it's less distracting...

12:04:34 From Laura Williams : Hello all! Laura in St. Paul, MN

12:05:10 From Hunter Corn : Hello! Hunter C. in Raleigh, NC

12:05:15 From Royce Holladay : Sarah, and other movers and shakers, welcome and I look forward to hearing from any of you how this fits the work you do...

12:07:24 From Royce Holladay : The scent is wafting in and out of your senses.

12:08:31 From Royce Holladay : The pheromones are moving around in the air doing their work.

12:08:46 From Mary Nations : Here in Raleigh, the pollen is covering this cameraperson and their lens!

12:09:22 From Olga Yiannakis : As the seasons turn, as is change inevitable...

12:10:41 From Sara Swords : I wish we were better at seeing the interdependency of us WITH nature and not superior to it.

12:11:02 From Olga Yiannakis : Good point, Sarah!

12:11:37 From Royce Holladay : Great point, Sara.

12:14:11 From Royce Holladay to Shawna Vivant, All Panelists : hey...how are you? How's your knee?

12:14:20 From John N Murray : Hello all - joining late from the snowy Minneapolis-Saint Paul Airport!

12:14:35 From Royce Holladay to Mary Conger, All Panelists : great to see you here...Hope all is good with you.

12:14:56 From Janice Fingler to All panelists : Hello everyone - here from Vancouver, Canada

12:15:08 From Laura Williams : Watched a great video on PBS last night about the work to address the Ozone layer and the creative response to solve that problem-requiring innovation in science, public policy, and manufacturing...interesting story of activism too.

12:15:11 From Michael Pealow : Here's an interesting TED talk from the "photographer" on what's involved in taking a picture of a black hole: <https://www.youtube.com/watch?v=BIvezCVcsYs&feature=youtu.be&fbclid=IwAR0kFV-xsLSTs50bpEvNmgKCQJpz0itlIDTn50uj6m1LZL0Zwx7MGKgGjBk>

12:16:14 From Royce Holladay : Thanks for the interesting resources.

12:16:45 From Royce Holladay : Interesting changes that are so different, and yet are emergent in similar ways...patterns.

12:19:12 From Hunter Corn : Thinking a lot of adrienne marie brown's

Emergent Strategy as I listen... <https://www.akpress.org/emergentstrategy.html>

12:20:07 From Rosa Zubizarreta : A very useful developmental theory of social movements: Moyer, B. (2001). Doing Democracy: The MAP model for organizing social movements. Gabriola Islands, Canada: New Society Publishers.

12:20:07 From Royce Holladay : Thanks, Hunter. It'll be interesting to see how the similarities/differences show up as Glenda goes forward with the workshop.

12:20:15 From Mary Nations : Yes, Hunter – a great book!

12:20:31 From Deborah Asberry to All panelists : Solinski's model is considered a model from simple change and not complex??

12:20:33 From tammiemyles to All panelists : Hello from Nanaimo BC Canada

12:22:12 From Mary Nations to tammiemyles, All Panelists : welcome tammiemyles! – if you want others to see you, choose the “all panelists and attendees” option in the pull down menu just above where you type in

12:22:13 From Sarah Herd : I've recently been doing an OD course and learning about the difference between 'diagnostic' and 'dialogic' OD. This description of the differences between Simple and Complex change feel a bit like the differences between Diagnostic and Dialogic OD. HSD feels much more aligned to Dialogic OD – would you agree? Is HSD considered as being within the broad church of dialogic OD? I find HSD more concrete and applicable in my operational environment though.

12:22:16 From Royce Holladay : @ Deborah Asberry–Saul Alensky, (Rules for Radicals) was developed for the change we see now as complex...But he didn't have the advantage of knowing about complex systems in the middle of the 20th Century....

12:22:32 From sherwoodshankland@comcast.net : I appreciate the phrase "stages of understanding"

12:23:08 From sherwoodshankland@comcast.net : Like zooming out and in – to be able to see the patterns more clearly.

12:24:03 From Rosa Zubizarreta : Karen O'Brien, social science researcher who has been developing a model of Quantum Social Change. Here is a video of her keynote at the Leverage Points 2019 conference... <http://leveragepoints2019.leuphana.de/insights/>

12:24:27 From sherwoodshankland@comcast.net : A challenge includes our understanding or assessment – to see that what we assess keeps changing

12:25:00 From Royce Holladay : Thanks Rose, looking forward to looking at this...have read about this but have not gone deeply into this.

12:25:32 From Sarah Herd : Yes that's really helpful thank you!

12:26:12 From Jeannette Raymond to All panelists : I don't think we can lose sight of the changes that are needed in making people's lives better in the short term. Addressing wage theft, sub-standard housing, workplace harassment, etc. These changes can be thought of in a larger context. But people need improvements today.

12:26:23 From Mary Nations : thanks for the resources – interesting to compare and contrast as we learn more about change

12:26:37 From Sara Swords : In climate change activism, it feels like our strength comes from the complex change side – diverse, chaotic, unpredictable but that the govt and police respond with simple change. It helps the activists to be able to live with the chaos and not seek to organise.

12:26:47 From Deborah Asberry to All panelists : oops Saul Alenski--- many thanks

12:27:06 From Royce Holladay : Jeanette, you are right...and this is what HSD is offering...

12:28:08 From sherwoodshankland@comcast.net : In planning, it is always easier to nail down our current understanding and then act on what we know now – our current synthesis. And yes – keep assessing and adapting... and keep learning... thus, growing as well.

12:28:09 From Mary Nations : I like that, Sara – it's a distinct advantage to see the complexity and know how to respond in a moment!

12:28:35 From Royce Holladay : @Deborah...no problem...When the name is said so fast it's easy for our fingers to follow along without realizing it, right?

12:30:59 From Royce Holladay : And, @Sara--when you are standing in and recognizing the complexity, you can use that to create such a more powerful narrative about the experience. Then your narrative can stand out beyond other narratives the might not include/address the complexity...Your narrative is more fit to function.

12:31:02 From Janice Fingler to All panelists : Bubbles up questions around what is the (conscious and unconscious) role of identity and tribes in the activism.

12:31:35 From Jennifer Jones-Patulli : Adaptive Action, <https://www.hsdinstitute.org/resources/adaptive-action.html>

12:31:56 From Royce Holladay : @ Janice, it does bring those other levels of complexity in and gives us ways to think about them...thanks for pointing that out.

12:33:20 From Olga Yiannakis : Identification of the reactive space ... what, so what, what, so what ... & getting stuck on that pattern.. makes me think of defensiveness & how that manifests in our behaviour...

Note to self – move into "Now what" .. for self & how to get others there too through HSD questions...

12:33:31 From Janice Fingler to All panelists : Richard Feynman and Helen Keller – two of my heroes !

12:34:13 From sherwoodshankland@comcast.net : As a facilitator, I have to keep the dialogue open so that people may see various frames, points of view, experiences. To see if from a set of lenses – like a kaliedoscope vs. a single lense telescope.

12:34:53 From Janice Fingler to All panelists : Been thinking about how it's possible to get stuck in what we perceive the word "activism" to mean !

12:35:28 From Deborah Asberry to All panelists : I love the idea of adaptive action as cycle. I am engaged with redistricting reform and seeing how what--now what reactive cycle keeps us stuck

12:35:49 From sherwoodshankland@comcast.net : With climate action, we are tempted to frame action mainly from our own perspective – mostly middle class and personal action... we also need to connect with the larger space of multiple factors.

12:35:56 From Olga Yiannakis : Thanks Royce

12:36:08 From Deborah Asberry to All panelists : hard to find time and money for the so what stage

12:36:59 From Mary Nations to Janice Fingler, All Panelists : you share great stuff – if you want to share with all, select “all panelists and attendees” in the pull down just above where your type

12:38:08 From Mary Nations : Just a reminder that you can select the “all panelists and attendees” audience when you use the chat – see the pulldown menu just above where you type

12:38:36 From Royce Holladay : So you can do this on a smaller scale to address the immediate challenges, even as you are running a larger Adaptive Action to address the larger scale of the more global challenge.

12:38:42 From Janice Fingler : Thanks Mary – for pointing that out !

12:38:47 From Laura Williams : Yes! It occurs to me might be to say– which voices are saying and seeing they don't ‘fit’ the current pattern? What do they see?

12:39:13 From Jennifer Jones–Patulli : Inquiry, <https://www.hsdinstitute.org/resources/resources-inquiry.html>

12:39:53 From Heather Oxman : Asking what do you see? also invites others to become involved or lead the activism perhaps. Reconciliation in Canada is learning this lesson

12:40:18 From Deborah Asberry to All panelists : what do you see is similar to I/Thou relationship or Scharmer's seeing with new eyes...empathic listening

12:40:30 From Laura Williams : SOOOO COOL! I LOVE this imaging!

12:40:50 From Olga Yiannakis : The helix of AAE!

12:40:52 From Tina Smith : how do these images relate to fractal patterns?

12:41:22 From Royce Holladay : The genetic code of learning, right, Olga?

12:41:25 From sherwoodshankland@comcast.net : I appreciate the imagery of a bee – to connect, to pollinate. to let the natural processes work.

12:42:22 From Royce Holladay : You are right, Tina, they are fractal and if we are all focused on the same bit sticky issue, then we are being able to help the larger system find fit, even as the smaller parts of the system are also finding fit..

12:42:34 From Olga Yiannakis : Love it, Royce!

12:42:59 From Royce Holladay : Grins, Olga.

12:43:31 From Jeanne Ronayne : Naturally occurring processes are going on all around us. Once we SEE, we can make meaning and connection and to ACTivate.

12:43:44 From sherwoodshankland@comcast.net : We are gifted with choice. I wonder how other people see the choices and opportunities that are open to them.

12:43:52 From Sarah Herd : I love this – it shows how even if you are

an activist acting in a very small local way it can link with, build on and develop with the whole system. Very empowering!

12:44:16 From Tina Smith : fractal possibilities help me feel hopeful about grand-scale change

12:44:36 From Olga Yiannakis : Stretch - & fold - a metaphor ;)

12:44:56 From Sara Swords : I love this..... where the overlaps are in service for the whole. Not waiting to see what others are doing.

12:45:30 From Royce Holladay : Me too, Tina...Helps me know why I only have to act on what I can touch--and still believe that change is possible.

12:45:49 From Royce Holladay : Right, Sara..

12:46:19 From Mary Nations to All panelists : I do think we need to see the fractal possibilities! never doubt that a small group (or shift) can change the world..

12:46:21 From Royce Holladay : Sarah Herd...great way to think of it.

12:46:42 From Royce Holladay : Thanks for that reminder, Mary.

12:46:58 From Tina Smith : please say more about the difference between coherence and alignment

12:47:12 From Stephen Bosacker : I agree with Tina.

12:47:12 From Royce Holladay : I'll ask that Tina.

12:47:27 From Janice Fingler : Not noticing the converging patterns among funders and researchers is a point of big tension among innovation research partnerships, too !

12:47:52 From Mary Nations : oops - shared to the wrong audience initially: I do think we need to see the fractal possibilities! never doubt that a small group (or shift) can change the world..

12:48:05 From Royce Holladay : You are right, Janice.right.

12:48:08 From Cindy Hilmoie to All panelists : Slide 25, in its animation and Glenda's story telling, is an elegant encapsulation of HSD way of being, seeing, thinking, doing.

12:48:09 From Jeannette Raymond : There is a dominant narrative that people have to work on the same thing to make change. So even when we invite people into coherent action, they do not believe it will lead to meaningful change.

12:48:15 From Jeanne Ronayne : As with the example. of a child learning to read, there is a window of opportunity to capitalize on.

12:48:17 From Stephen Bosacker : With human systems shared understanding and agreements seem to be central to how the system shapes and changes. Activitism must therefore address these things.

12:48:35 From Royce Holladay : Good point, @ Cindy.

12:48:46 From Royce Holladay : Right...Jeanne.

12:50:42 From Jeanne Ronayne : Thinking about shared understanding and agreements, I am also simultaneously holding the notion of "what do you see?" Question to invite diverse perspectives.

12:51:25 From Janice Fingler : Kind of like driving and accelerating out of a turn on a highway ? It's great fun !

12:51:50 From Tina Smith : Donella Meadows' work emphasizes "fleeting moments of opportunity" which seems to require the ability to SEE the opportunity and the courage, leverage, and connections to act in that moment.

12:53:06 From Royce Holladay : Yes, Tina. Love Donellas work.
12:53:21 From Royce Holladay : Great example, @Janice.
12:54:07 From cheryl geske to All panelists : That is also Theory U-
Otto Scharmer's work
12:54:55 From Sarah Herd : With adaptive action, how deliberate do you
need to be in identifying ways to collect data in the 'What' phase?
Or do you go with the flow of what you can see at the point in time
when you are standing in the 'What' question?
12:55:37 From sherwoodshankland@comcast.net : Meadows also elaborated
on the relationship between the structure and behavior.. To see the
interconnectedness of all. Behavior is a pattern as well.
12:55:49 From Deborah Asberry to All panelists : so, our redistricting
efforts have failed.nit another what for our coalition is voter
reform, accountability with law makers, etc.
12:56:19 From Deborah Asberry to All panelists : so not confusing
means from an end
12:57:44 From Royce Holladay to tammiemyles, All Panelists : Would you
like to be in touch with G about your question? You can contact her at
geoyang@hsdinstitute.org ...as she said she'd love to be in touch.
12:58:10 From Olga Yiannakis : Short = faster feedback loops
12:58:26 From Laura Williams : Some tensions need time to build enough
before the avalanche...I think the exhaustion comes because we only see
that scale sometimes. I see what AA offers is the option for a
collection of actors/activists to move around with a number of actions
to support the overall tension building even while others may see them
as different initiatives or actions...it's a big step to see this, and
then even if you do--the challenge of how initiatives/actions get
evaluated something isn't very helpful..
12:59:03 From Laura Williams : *oops, 'sometimes isn't very helpful..'
13:00:10 From Royce Holladay : Thanks, Laura, for sharing that--it is a
dilemma
13:00:12 From sherwoodshankland@comcast.net : I find inspiration in
"engage in joyful practice"
13:00:16 From Laura Williams : One example I remind myself--women's
suffrage took 70 years...as imperfect as that campaign was..
13:00:26 From Tina Smith to All panelists : Noticing the change in the
last simple rule - hungry to hear the logic and story
13:01:26 From Royce Holladay to Tina Smith, All Panelists : I think
it's just in this moment--not for all time...who knows maybe she changed
and didn't tell me.
13:01:33 From Jennifer Jones-Patulli : [https://www.hsdinstitute.org/
learning-opportunities/adaptive-action-labs/innovate-today.html](https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/innovate-today.html)
13:02:26 From Jennifer Jones-Patulli : [https://www.hsdinstitute.org/
learning-opportunities.html](https://www.hsdinstitute.org/learning-opportunities.html)
13:02:30 From Sara Swords : Thanks to all. always a boost
13:02:35 From Mary Nations : This Innovation Lab is going to be great!
I saw a preview...be there!
13:02:43 From Deborah Asberry : thanks to all
13:02:44 From Janice Fingler : Thanaks everyone !
13:02:45 From Kristin Johnstad : Thanks all

13:02:48 From Stephen Bosacker : Thank you all!
13:02:54 From kimbraidwood : Thank you
13:02:54 From tammiemyles : thank you so much:)
13:02:56 From sherwoodshankland@comcast.net : Thank you Glenda, Joyce and all. I claim the promise of joyful activism.
13:02:56 From Sarah Herd : Thank you all very much, so much to think about and to try out!
13:02:59 From Olga Yiannakis : Thank you everyone!
13:03:02 From Tina Smith : Thank you always!!!
13:03:06 From Laura Williams : Thank you! Great food for thought!!
13:03:07 From Royce Holladay : thanks to you all...great conversation
13:03:08 From Uniteduser to All panelists : Thanks
13:03:15 From Heather Oxman : Thanks for a great session.
13:03:42 From sherwoodshankland@comcast.net : Hello Royce,one of the wise women I know.
13:03:59 From Laura Williams to All panelists : G: I was struck by how rich your description of the first slide was...did you do a CDE for that?
13:04:02 From Royce Holladay : Thanks so much.
13:04:36 From Laura Williams to All panelists : Good!! I figured that might really help...I will steal it!!