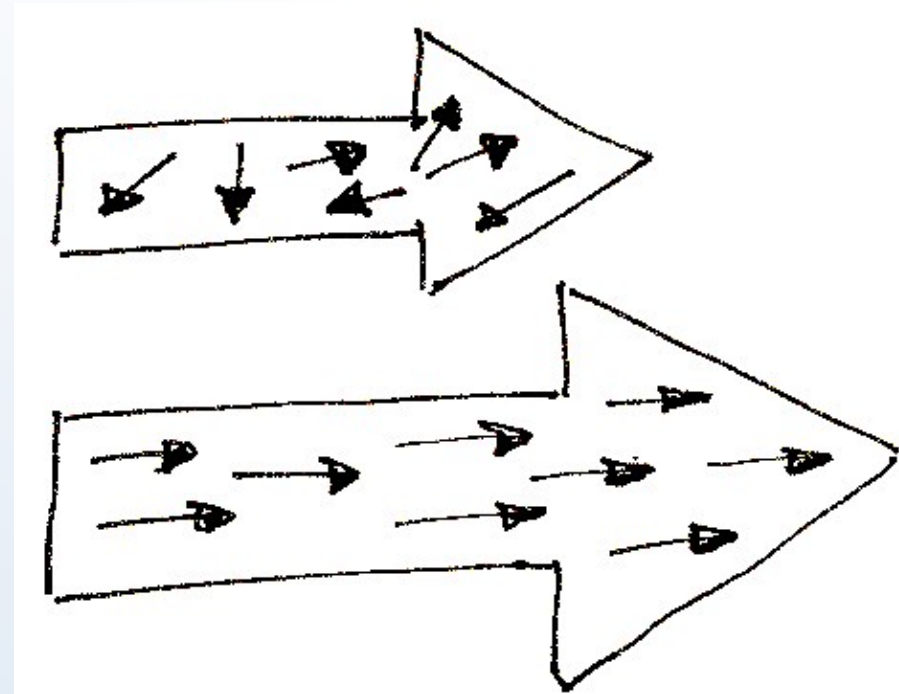


# ***Beyond Alignment: Simple Rules for Coherence in Chaos***

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# Traditional Alignment

Benefits	Risks
Predictability Clarity Power Monitoring Rewards Belonging	Foresight Sustainability Freedom Resilience Adaptability Innovation Conflict Return on investment Cynicism Rebellion Irrelevance

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# Today we will . . .

## » What?

» Explore three other kinds of coherence beyond simple alignment

## » So what?

» Consider examples, risks, and benefits for each

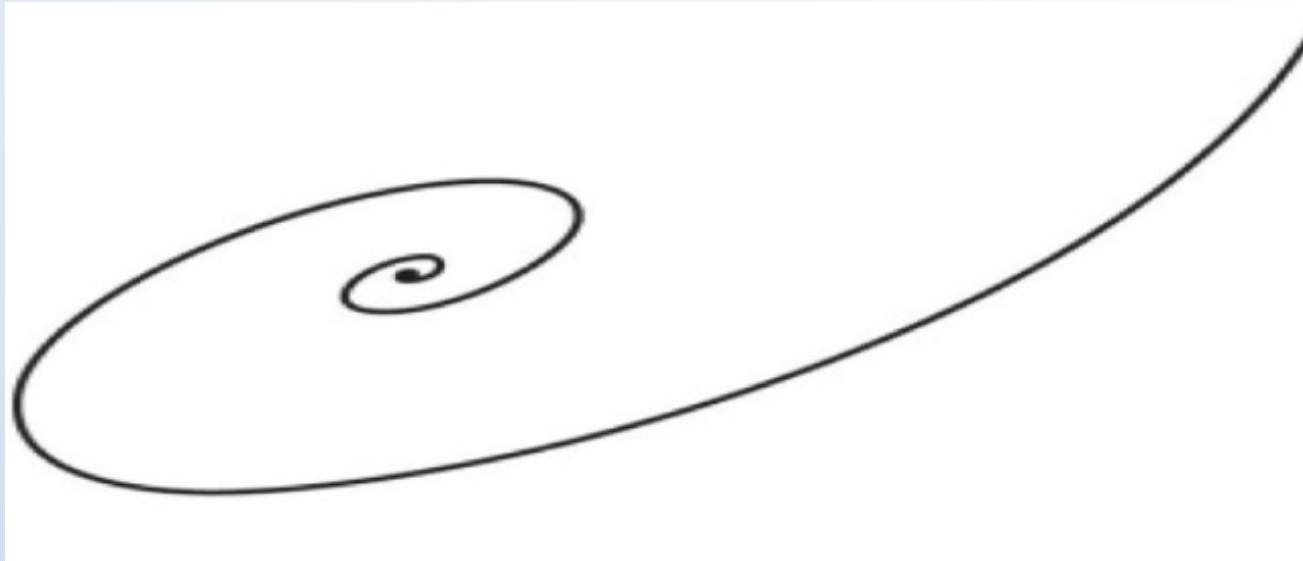
## » Now what?

» Find options for action to create and sustain coherence in human systems

# Coherence One

Point Attractor Pattern

Convergence toward a central point



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# Point Attractor Patterns

- » Speed limit
- » Exit in a theater
- » Retirement
- » Mission or vision statement
- » Nobel Prize
- » Food and coffee in the office
- » Home for the holidays
- » And . . .

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# Point Attractor Patterns

Benefits	Risks
Predictability Clarity Power Monitoring Rewards Belonging	

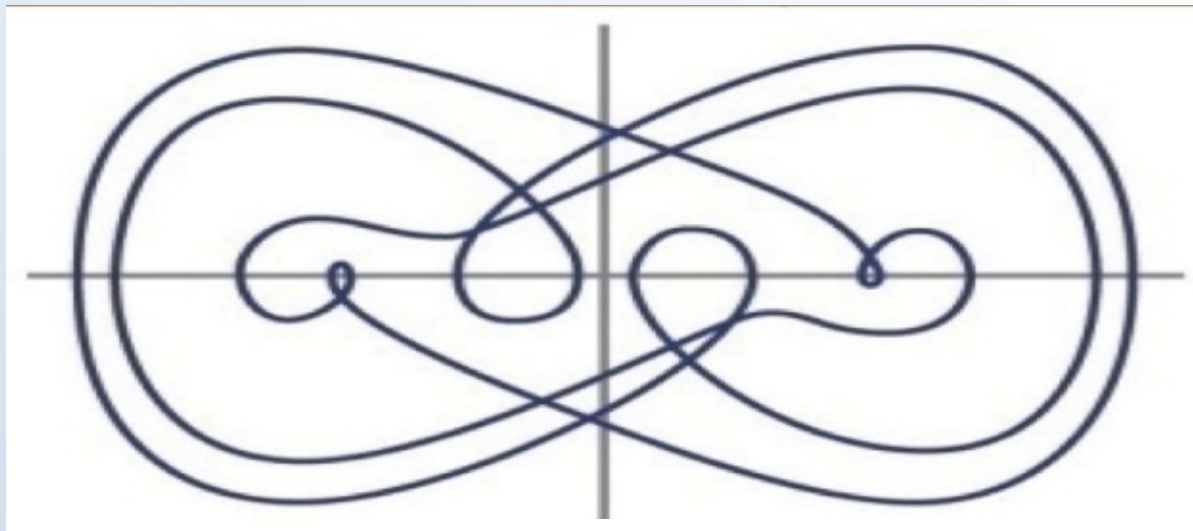
# Point Attractor Patterns

Benefits	Risks
Predictability Clarity Power Monitoring Rewards Belonging	Sustainability Freedom Resilience Adaptability Innovation Conflict Investment

# Coherence Two

Periodic Attractor Pattern

Convergence toward a repeated process





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# Periodic Attractor Patterns

- » Predator/Prey
- » Swimsuit sales
- » Budgeting
- » Diurnal rhythms
- » Meetings
- » Economic cycles
- » Polarities (a la Johnson)
- » And . . .

# Periodic Attractor Patterns

Benefits	Risks
<p>Predictability Continuous improvement Shared action Clear expectations Assessment and evaluation Low energy consumption Low information requirement Fast learning Easy engagement</p>	

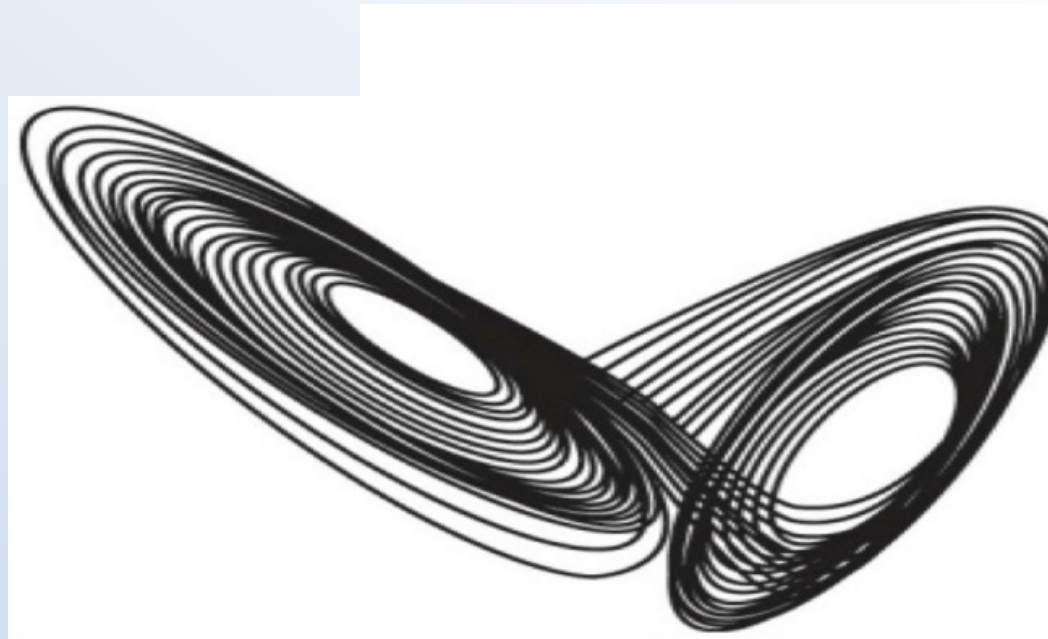
# Periodic Attractor Patterns

Benefits	Risks
<p>Predictability</p> <p>Continuous improvement</p> <p>Shared action</p> <p>Clear expectations</p> <p>Assessment and evaluation</p> <p>Low energy consumption</p> <p>Low information requirement</p> <p>Fast learning</p> <p>Easy engagement</p>	<p>Unstable environment</p> <p>Interdependencies</p> <p>Sustainability</p> <p>Freedom</p> <p>Resilience</p> <p>Adaptability</p> <p>Innovation</p> <p>Conflict</p>

# Coherence Three

Strange Attractor Pattern

Finite boundary and infinite possibility



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# Strange Attractor Patterns

- » Dripping faucet
- » Personality
- » Culture
- » Innovation
- » Customer service
- » Ethics
- » Love
- » And . . .

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# Strange Attractor Patterns

Benefits	Risks
Sustainability Freedom Resilience Adaptability Innovation	

# Strange Attractor Patterns

Benefits	Risks
<p>Sustainability Freedom Resilience Adaptability Innovation</p>	<p>Unpredictability Conflict Ambiguity Individual responsibility Attention to context Continual negotiation</p>

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# Conditions for a Strange Attractor Pattern

1. Short list of simple rules:
  - » Apply to everyone
  - » Interpreted by each person in each moment
  - » Fewer than 7
  - » Begin with a verb
  - » Stated in positive
2. Adaptive Action
  - » What?
  - » So what?
  - » Now what?



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# Now What? Explore More

## » Books

- » *Adaptive Action: Leveraging Uncertainty in Your Organization*  
(Eoyang & Holladay)
- » *Coping with Chaos: Seven Simple Tools*  
(Eoyang)

## » Web

- » [www.adaptiveaction.org](http://www.adaptiveaction.org)
- » [Wiki.hsdinstitute.org](http://Wiki.hsdinstitute.org)
- » [www.hsdinstitute.org](http://www.hsdinstitute.org)
- » Twitter: #hsd #adaptact @GlendaEoyang

# Now What?

## Become An HSD Professional

- » Patterns and Possibilities:
  - » Jan 2016 in Helsinki, FI
  - » Feb 2016 in Las Vegas, NV
- » Four months exploring an online learning ecology:
  - » Lively learning community
  - » Guided practice
  - » Large group learning and dialogues
  - » Learning packets on relevant topics
  - » Praxis Partner for support
- » Register:

<http://www.hsdinstitute.org/learn-more/overview.html>



# Join Us!

Sep 17, 11 am CDT	<i>Quarterly meeting for HSD Associates and Friends</i>
Oct 1, 7 pm CDT	<i>Teacher Stories for Change: Building Learning Networks</i>
Oct 8, 11 am CDT	<i>LVW: Heterarchy - Change in the Fast Lane</i>

- » Register for the next Live Virtual Workshop:  
<http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration>
- » Register for the Educator series: [\(details forthcoming\)](#)