

#### Adaptive Action Conversation 11 Working Together: Setting Conditions for Collaborative Action

#### Glenda Eoyang, PhD

geoyang@hsdinstitute.org Human Systems Dynamics Institute adaptiveaction.org hsdinstitute.org wiki.hsdinstitute.org

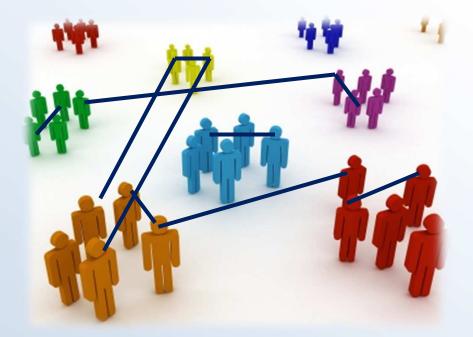
### Connections for Collaboration





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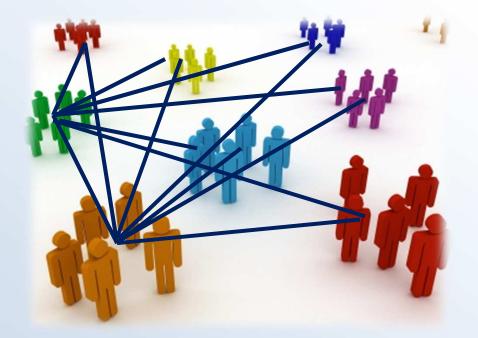


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### Connections for Collaboration





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#### What is your experience?



- » All my collaborations are like this, and I love it!
- » That's what mine are like, and I hate it!
- » Doesn't match my reality!
- » When I'm in charge, collaborations always work!
- » I've never been in a large-scale collaboration!
- » I avoid collaboration at all costs!

A poll window will open for you to enter your answer. Choose as many as fit.

### Collaboration as Connection



#### **Benefits**

- Most people think about it that way
- You build one connection at a time
- The power stays with the individual
- You take your collaborative capacity with you
- It is easy to see who's to blame

#### Risks

- It takes a lot of energy
- Too easy to connect to the wrong person
- Only as strong as its weakest link
- Limited size/number
- Goes from total control to chaos
- It is easy to see who's to blame

## Conditions for Collaboration





## Collaboration





# What environmental conditions support collaboration?

A poll window will open for you to type in your short answer.

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### Conditions for Collaboration





#### Conditions for Collaboration







# What personal conditions support collaboration?

A poll window will open for you to type in your short answer.

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## Conditions for Collaboration





### Setting Conditions for Collaboration



Personal Within	Condition	Environmental Among
Identity Role Self-confidence	Container	Shared goal Bounded activity Gathering "place"
Values Imagination Memories	Difference	Race/Ethnicity Expertise Age
Reflection Learning Courage	Exchange	Speaking Looking Sharing



### Your Adaptive Action

- » What collaborations are or are not working for you?
- » So what are the current conditions within?
- » So what are the current conditions around?
- » Now what can you do to shift the conditions to improve collaborative action?



#### Your Adaptive Action

- » What delighted you?
- » How can we improve?
- » What questions are you leaving with?
- » What will you do to improve your collaborative action?

Type your responses into the chat space.



#### More resources

#### » Books

- » Collaboration--what Makes It Work (Mattessich Murray-Close, Monsey Amherst H. Wilder Foundation)
- » Adaptive Action: Leveraging Uncertainty in Your Organization (Eoyang & Holladay)
- » Radical Rules for Schools: HSD for Complex Change (Patterson, Holladay, Eoyang)
- » Web
  - » Seven Deadly Sins of Collaboration by Peter Adler
  - » <u>Collaboration quotes</u>
  - » www.adaptiveaction.org
  - » Wiki.hsdinstitute.org
  - » www.hsdinstitute.org
  - » Twitter: #hsd #adaptact @GlendaEoyang



### **Even More Resources**

#### » Training

- » Webinars (free monthly)
- » HSD Professional Certification (Portland, 2013)
- » Custom training

#### » Adaptive Action Laboratories

- » Focus on your own sticky issues
- » Learn HSD models and methods
- » Build adaptive capacity for individuals and groups
- » Involve large groups or small
- » Address major issues or "trivial"
- » Commit to half-day to three-day sessions



## Which topic are you most excited about?

