

Simple Rules: See, Understand, and Influence Patterns



November 6, 2014

Glenda Eoyang, PhD

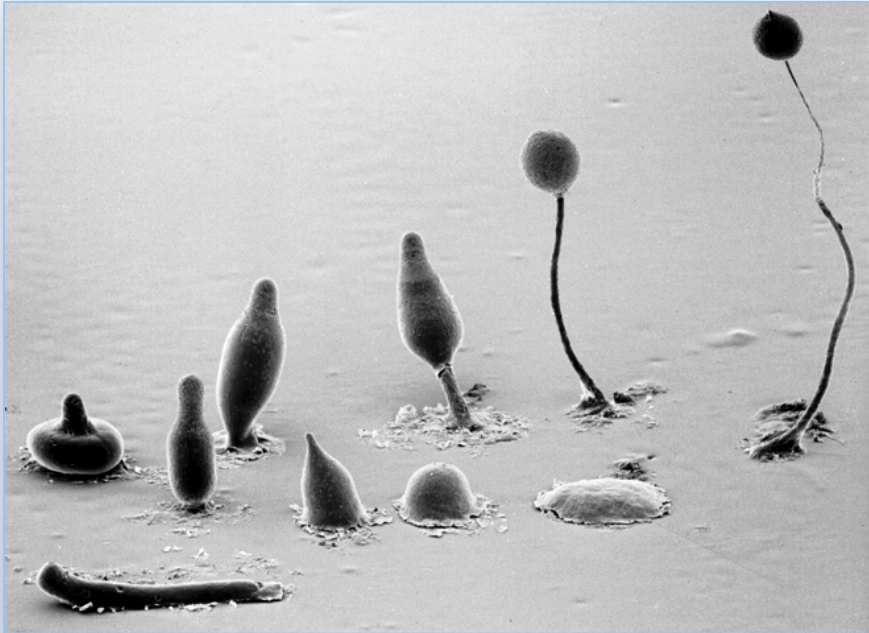
Human Systems Dynamics Institute
geoyang@hdsinstitute.org

Today we will explore . . .

- » **WHAT . . .**
Generates patterns in complexity?
- » **SO WHAT . . .**
Options for action emerge?
- » **NOW WHAT . . .**
Can you do to see and/or create coherence in chaos?



What do a slime mold and a mosh pit have in common?



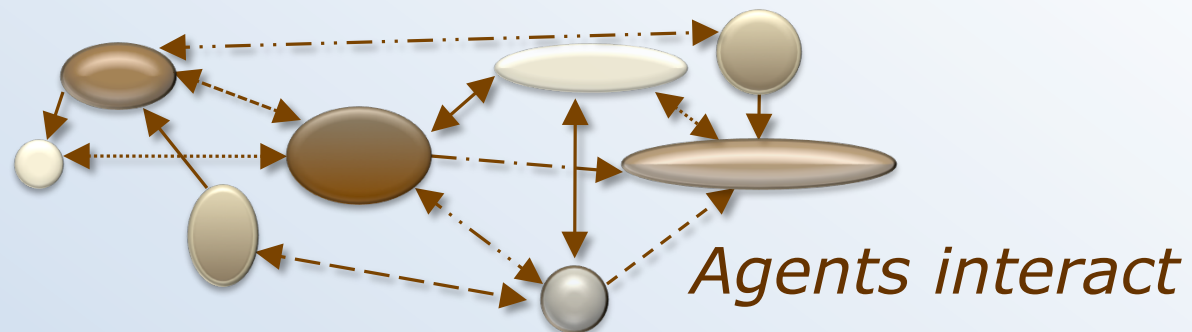
Simple Rules

Patterns out of chaos



Complex Adaptive System

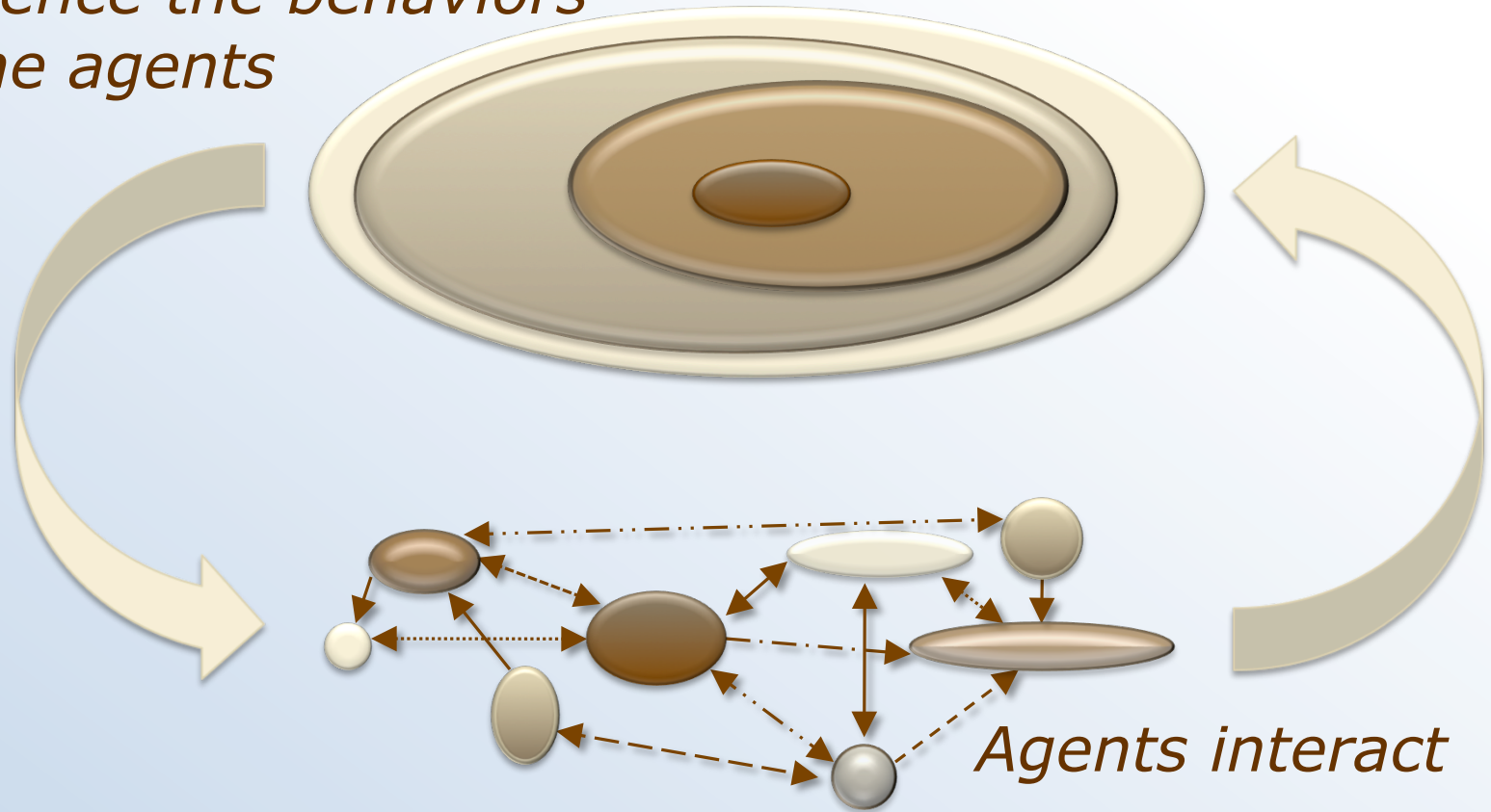
A collection of individual agents who have the freedom to act in unpredictable ways, and whose actions are interconnected such that they produce system-wide patterns.



Self-Organizing Process

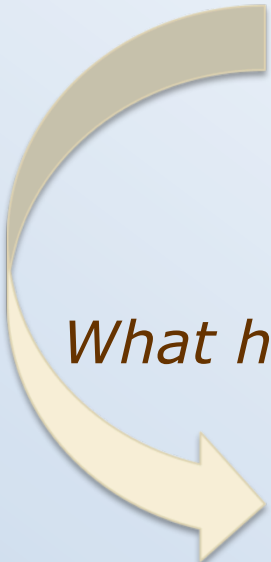
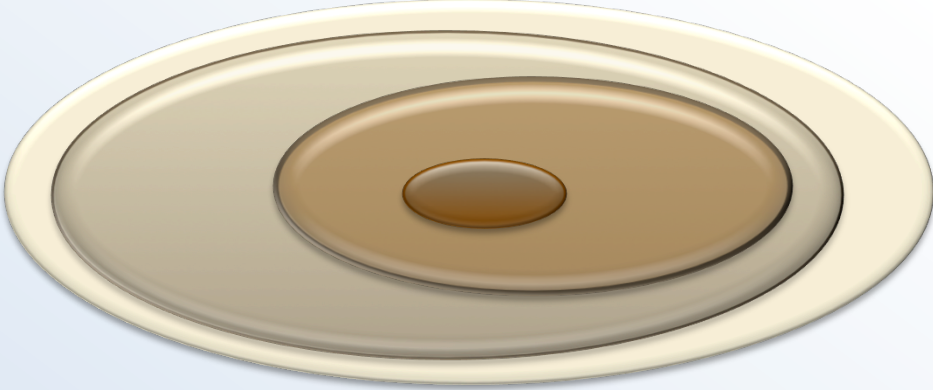
Those system-wide patterns, in turn, influence the behaviors of the agents

System-wide patterns emerge

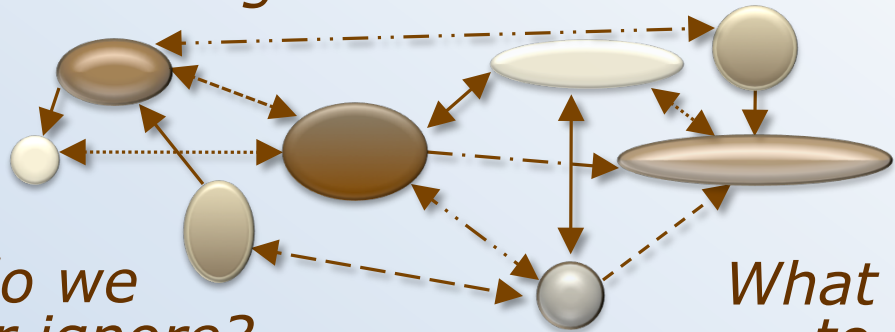


Self-Organizing Process

What pattern emerges?



What holds us together?

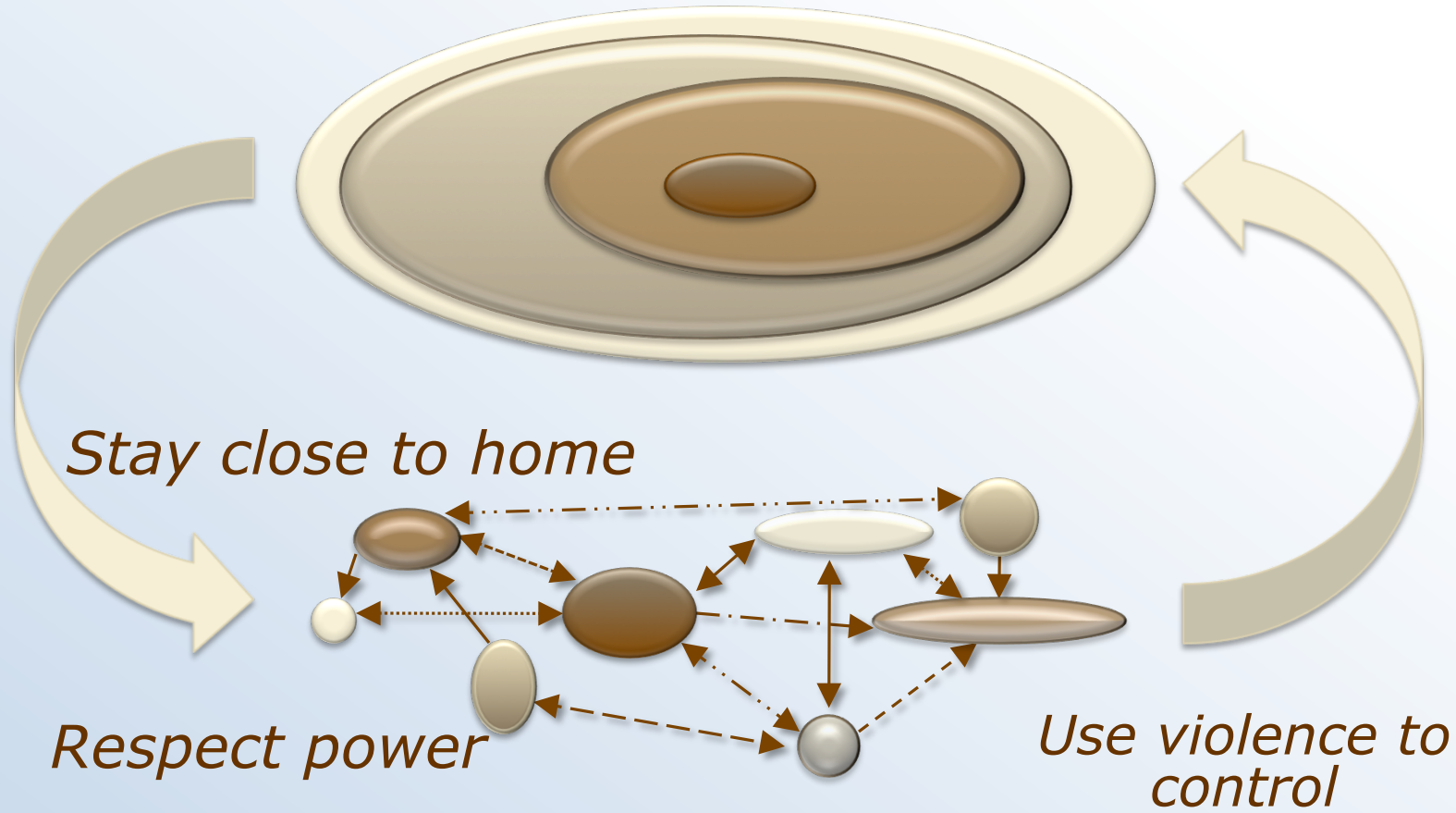


*What do we
reinforce or ignore?*

*What connects each
to the others?*

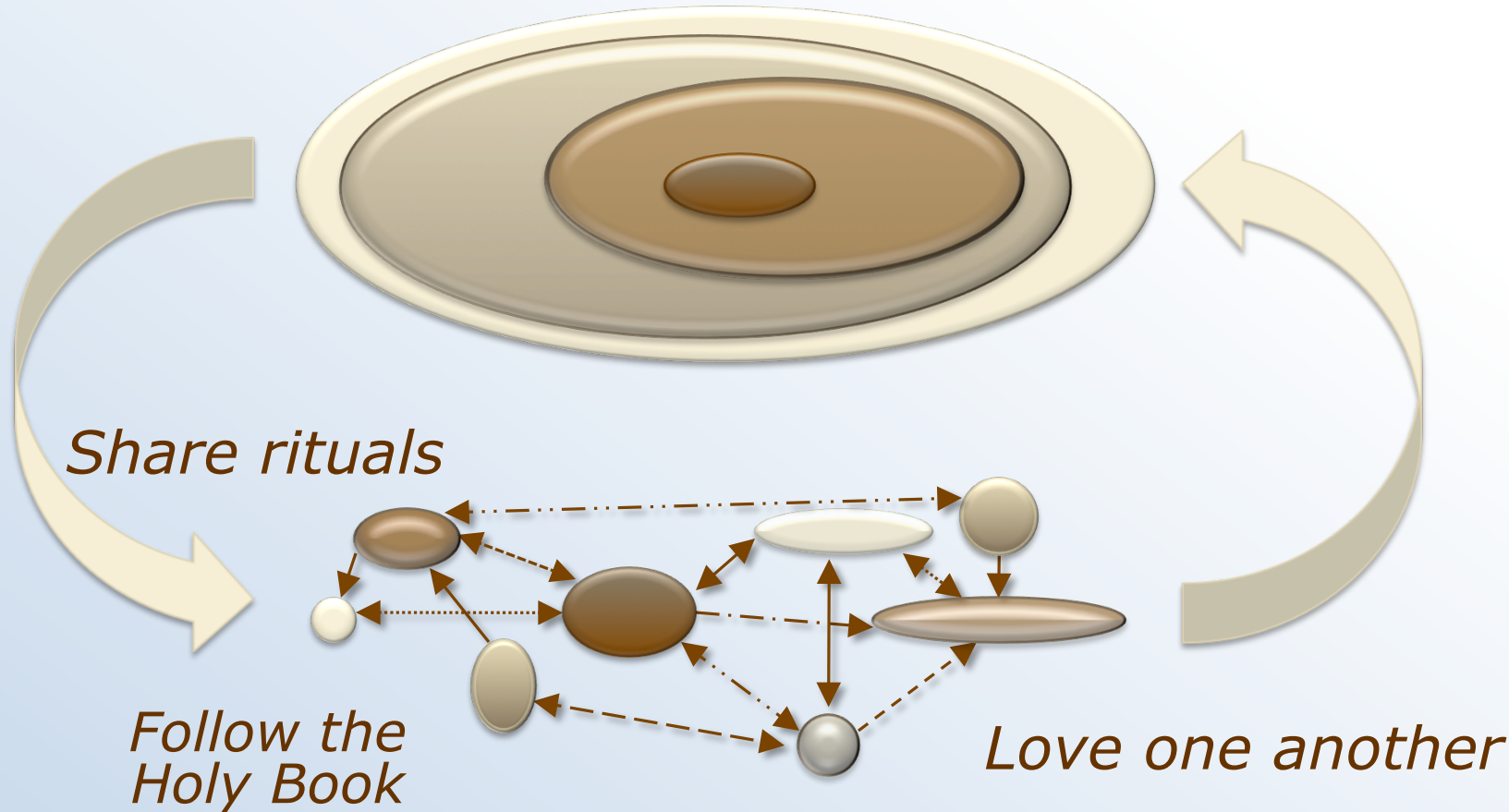
Self-Organizing Process

Street Gang



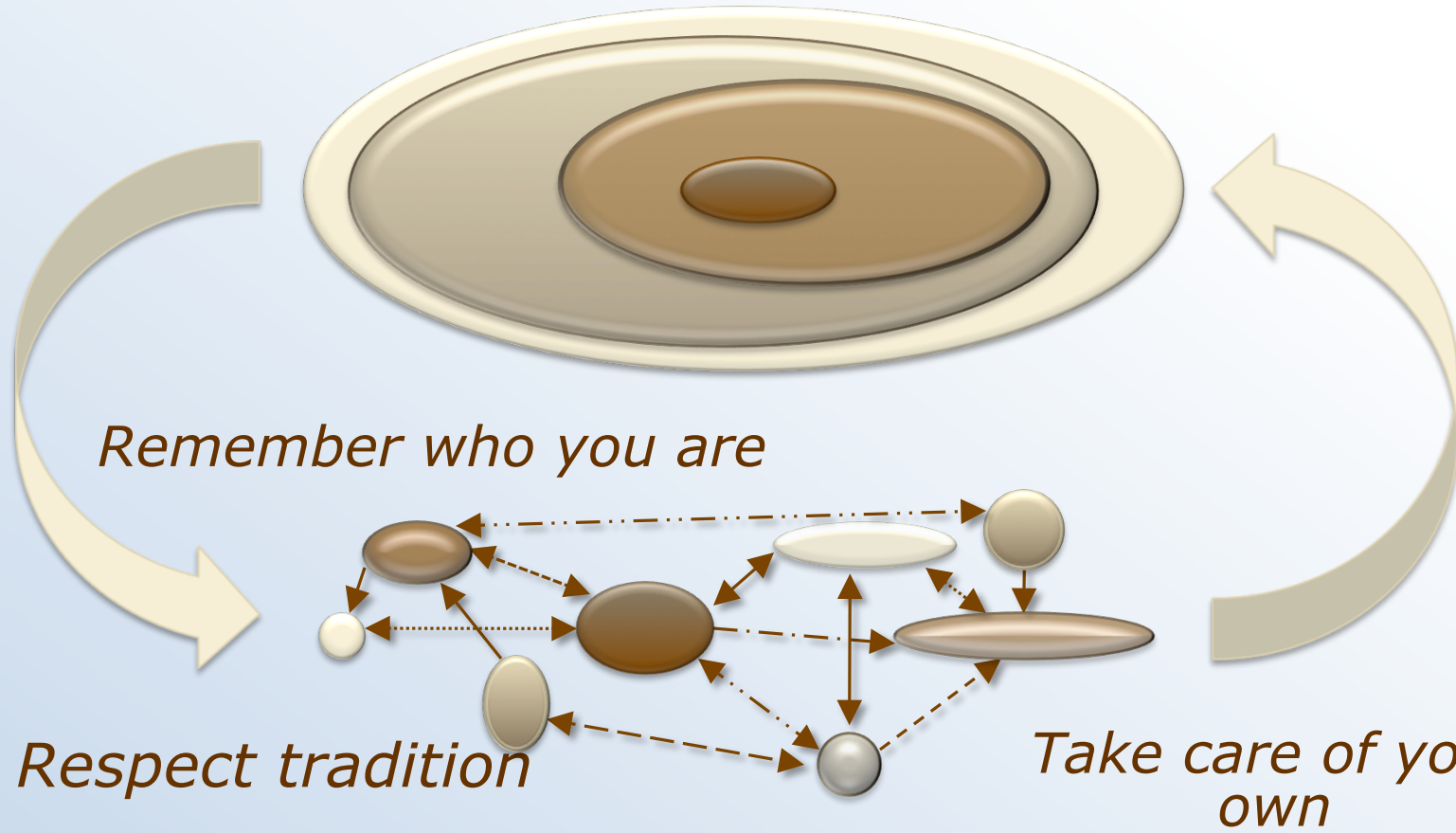
Self-Organizing Process

Faith Community



Self-Organizing Process

Family



Birds in a Flock

- » Fly toward the center
- » Match the speed of your neighbor
- » Don't bump into anyone



Human Systems Dynamics Community



- » Teach and learn in every interaction
- » Give and get value for value
- » Attend to the whole, the part, and the greater whole
- » Search for the true and the useful
- » Engage in joyful practice
- » Share your HSD story

Verbs Matter!

- » Teach and learn in every interaction
- » Give and get value for value
- » **Connect** to the whole, the part, and the greater whole
- » Search for the true and the useful
- » Engage in joyful practice
- » Share your HSD story

Verbs Matter!

- » Teach and learn in every interaction
- » Give and get value for value
- » Attend to the whole, the part, and the greater whole
- » **Find** the true and the useful
- » Engage in joyful practice
- » Share your HSD story

Verbs Matter!

- » Teach and learn in every interaction
- » Give and get value for value
- » Attend to the whole, the part, and the greater whole
- » Find the true and the useful
- » **Require** joyful practice
- » Share your HSD story

Rules and Patterns



Diagnosis: Pattern to RULES

- » What is the current pattern?
- » What rules might be at work to influence that pattern?



Diagnosis: Pattern to RULES

- » What is the current pattern?
- » What rules might be at work to influence that pattern?



Intervention: RULES to Pattern

- » What is the current pattern?
- » What rules might you change to shift the pattern?
 - » Make it more violent?
 - » Make it less violent?



Intervention: RULES to Pattern

- » What is the current pattern?
- » What rules might you change to shift the pattern?
 - » In an emergency?
 - » In a flash mob?



Rules for Simple Rules

- » No more than 7 rules for a flock
- » Begin with a action verb
- » Apply to everyone, all the time
- » Must be in positive
- » Review and revise often
- » May be conscious or not



Simple Rules Process

1. Discuss and discover the pattern
2. Brainstorm possible rules
3. Consolidate and condense:
 - » Redundant
 - » Unnecessary
 - » Not consistent
 - » Not real or reasonable
4. Test and share and share and test
5. Review and revise as needed



Today we explored . . .

- » **WHAT . . .**
Generates patterns in complexity?
- » **SO WHAT . . .**
Options for action emerge?
- » **NOW WHAT . . .**
Can you do to see and/or create coherence in chaos?



More resources

» Books

- » *Adaptive Action: Leveraging Uncertainty in Your Organization*
(Eoyang & Holladay)
- » *Simple Rules*
(Tytel & Holladay)

» Web

- » www.adaptiveaction.org
- » Wiki.hsdinstitute.org
- » www.hsdinstitute.org
- » Simplerulesfoundation.org
- » Twitter: #hsd #adaptact @GlendaEoyang

Your Opportunity To Become An HSD Professional

- » Patterns and Possibilities:
 - » Jan 2015 in Raleigh, NC
 - » Jan 2015 in Helsinki, FI
 - » July 2015 in Chicago, IL
- » 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)

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



Join Us!

Nov 13, 2014 12:00 noon EST	<i>Systems and Peace: Emerging Frontiers</i>
Dec 4, 2014 11:00 – Noon CDT	<i>Assessing Complex Learning: The Story of HSDP Certification</i>
Dec 18, 2014 11:00am – 1:00pm CDT	<i>Associates and Friends Networking Holiday Celebration</i>

- » Register for the next session in this series:
<http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration>
- » Explore HSD Professional certification:
<http://www.hsdinstitute.org>