



# Nurturing a Learning Ecology

Live Virtual Workshop  
August 7, 2014

Glenda Eoyang, PhD  
Human Systems Dynamics Institute  
[geoyang@hsdinstitute.org](mailto:geoyang@hsdinstitute.org)

# Today we will . . .

## » WHAT?

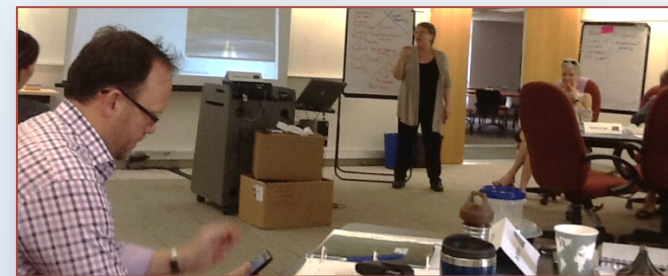
Explore challenging patterns for trainers and learners in today's complex environment

## » SO WHAT?

Discover the design solutions for HSDP 2014

## » NOW WHAT?

Capture questions for 2015 design







# Magic 21

## Challenging Patterns

Container	Differences	Exchanges

# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating



# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing

# Magic 21

## Challenging Patterns

<b>Container</b>	<b>Differences</b>	<b>Exchanges</b>
<b>Schedules/budgets</b>	<b>Time zones</b>	<b>Planning</b>
	<b>Tasks/responsibilities</b>	<b>Committing</b>
	<b>Limited resources</b>	<b>Coordinating</b>
<b>Expertise</b>	<b>Technical/Human</b>	<b>Accessing</b>
	<b>Current/Future</b>	<b>Selecting</b>
	<b>Deep/Superficial</b>	<b>Sharing</b>
<b>Applications</b>	<b>Level in hierarchy</b>	<b>Practicing</b>
	<b>Context of work</b>	<b>Receiving support</b>
	<b>Professional/personal</b>	<b>Adjusting</b>

# Magic 21

## Challenging Patterns


Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Accessible anytime  
anywhere



# HSDLearning.org





Home > My Engagements > Learners > Cohort 29

Turn editing on

## Navigation

- Home
  - My home
  - Site pages
  - My profile
  - Current course
    - Cohort 29**
      - Participants
      - Reports
      - Blended Learning HSDP: Cohort 29 (Pilot)
      - Encounter HSD: Build the Foundation
      - Apply HSD: Adaptive Action Experiments
      - Topic 1: HSD of Diversity
      - Topic 2: HSD of Finite & Infinite Games
      - Topic 3: HSD of Seeing & Influencing
      - Topic 4: HSD of Planning
      - Topic 5: HSD of Life and Work

## Blended Learning HSDP: Cohort 29 (Pilot)

Your progress ?

### Cohort 29

***This course space will be open for Cohort 29 pilot learners until May 1, 2014.***

**Cohort 29 Closing Session - Recording Here:** <http://hsdinstitute.adobeconnect.com/p2vjlgsl7je/>

**Get the Word out HSDP 2014! - Cohort 34 & 35**

You had a great experience learning HSD through this blended learning approach? Help us get the word out! Here is a link to the e-brochure.

- Teachers Lounge (Teachers)
- General Discussion Forums
- News
- Learner Feedback
- Course Expectations
- Course Elements

## Upcoming events

- Royce Office Hours (CST)  
Tomorrow, 7:00 AM  
» 9:00 AM
- Royce Office Hours (CST)  
Sunday, December 22, 7:00 AM  
» 9:00 AM
- Go to calendar...
- New event...

## iMail

There are no new messages

- Inbox
- Compose

## Calendar

December 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21

# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Short face-to-face  
orientation

# Patterns & Possibilities



- » 3 Days
- » Face-to-face
- » HSD foundations
- » Orientation to class
- » Build community

# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/future	Selecting
	Deep/Superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Multiple layers of learning

# Live Virtual Workshops



- » Public webinars
  - » Application topic
  - » Chat room
  - » Pre-work
  - » Recorded archives
- » Cohort Discussions
  - » Reflections/questions
  - » Voice and video
  - » Follow up webinar
  - » Introduce topics
  - » Address issues

# Learning Units



- » Required
  - » Core readings
  - » Required projects
- » Optional
  - » 20 Applications
  - » Choose 8
- » Include
  - » Readings
  - » Webinars
  - » Articles
  - » Assignments

# Magic 21

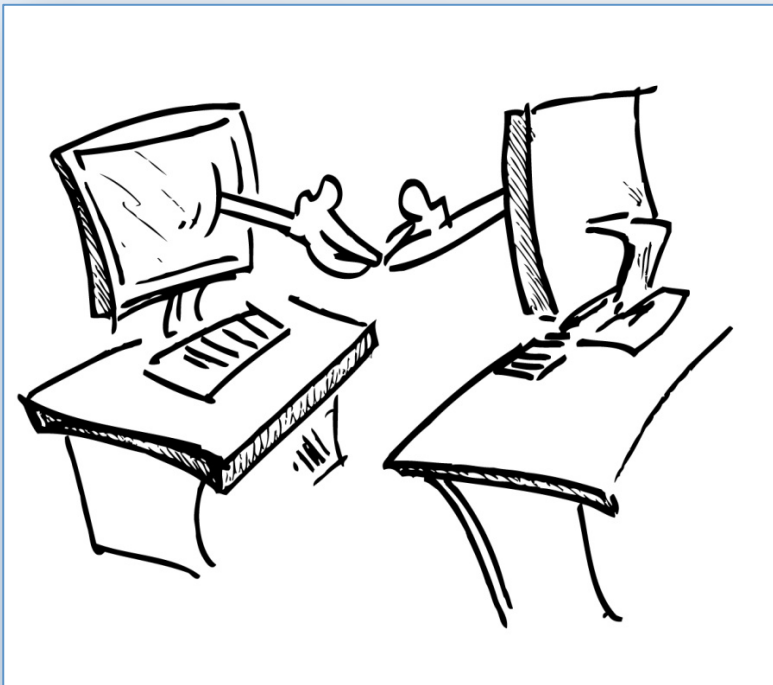
## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Expanding set of models  
and methods

---

# Wiki.HSDInstitute.org



- » Models & methods
- » Background reading
- » Essays
- » Articles
- » Slide decks
- » Workbooks
- » And . . .



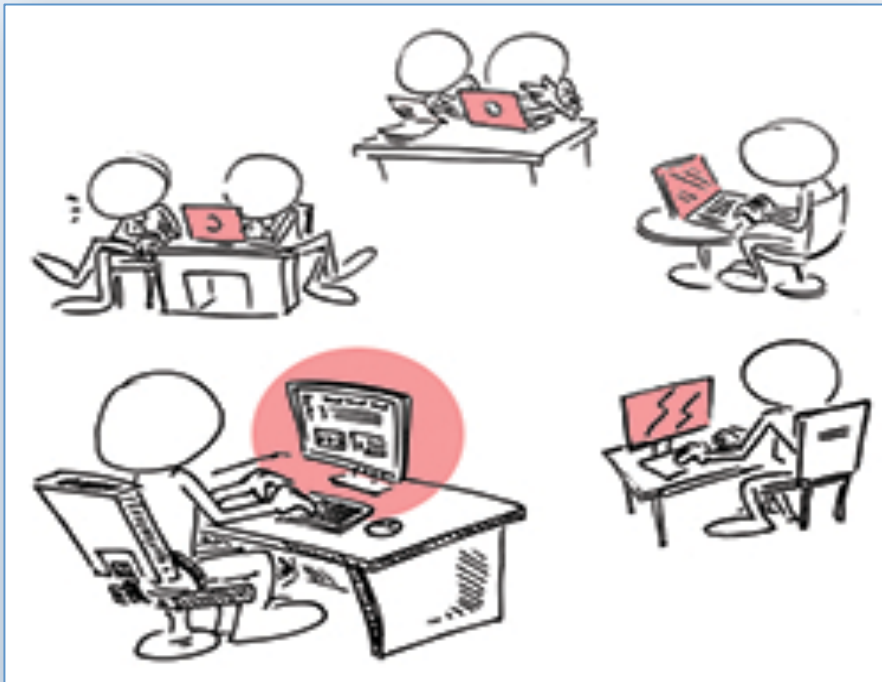
# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/Superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Individual and group support

# Learning Groups



- » 5 Learners
- » 1 Praxis Partner
- » Report Adaptive Action Experiments
- » Shared reflection
- » Key questions

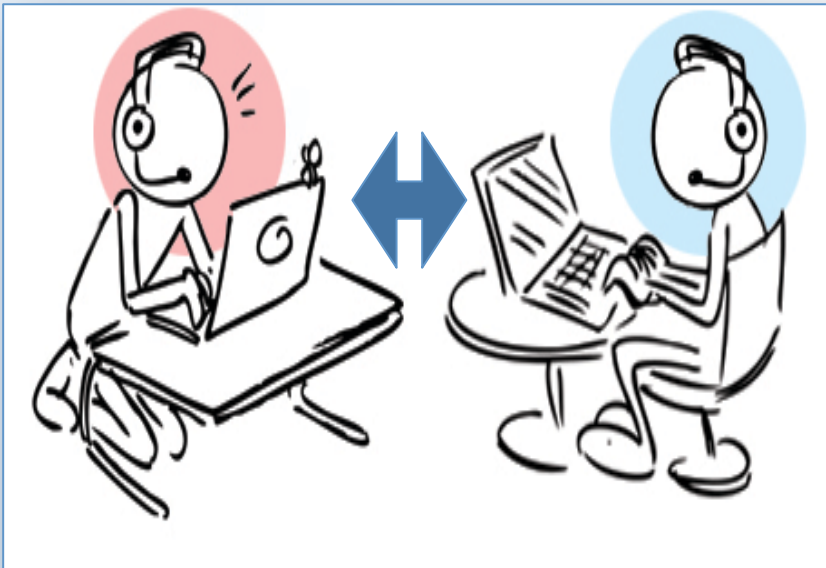
# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Dialogue with other learners

# Online Forums



- » Reflections
- » Assignments
- » Questions
- » Discussions
- » Reports
- » Peer coaching

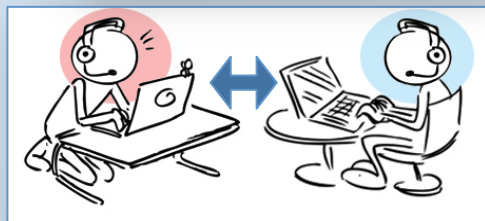
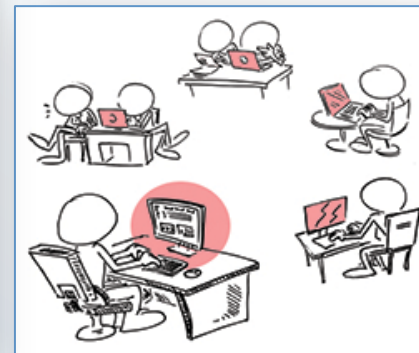
# Magic 21

## Challenging Patterns

Container	Differences	Exchanges
Schedules/budgets	Time zones	Planning
	Tasks/responsibilities	Committing
	Limited resources	Coordinating
Expertise	Technical/Human	Accessing
	Current/Future	Selecting
	Deep/superficial	Sharing
Applications	Level in hierarchy	Practicing
	Context of work	Receiving support
	Professional/personal	Adjusting

Continuing learning  
journey

# Life-Long Learning HSD Associate Network





---

## Questions for 2015 Design

- » How will HSDP Associates continue to engage online and otherwise?
- » What is cost/benefit of just attending Patterns & Possibilities?
- » Is open or in-tact team more conducive for learning?
- » What variations in design are needed for specialized audiences?
- » And . . .

# Today we have . . .

## » WHAT?

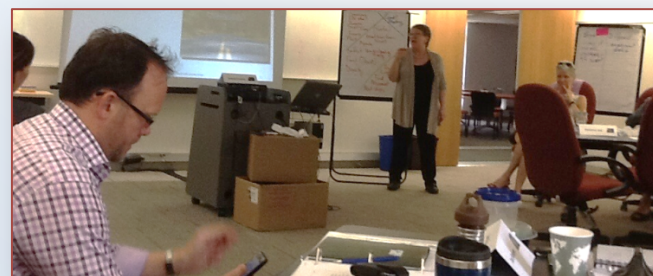
Explored challenging patterns for trainers and learners in today's complex environment

## » SO WHAT?

Discovered the design solutions for HSDP 2014

## » NOW WHAT?

Captured questions for 2015 design





---

# More resources

## » Books

- » *Adaptive Action: Leveraging Uncertainty in Your Organization*  
(Eoyang & Holladay)
- » *Radical Rules for Schools: Adaptive Action for Complex Change* (Patterson, Holladay, 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

# 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!

Sept 4, 2014 11:00 – Noon CDT	<i>Patterns of Learning and Engagement: Using HSD to Design Engaging Events</i>
Sept 18, 2014 11:00 – 1:00 CDT	<i>Quarterly Meeting—Associates and Friends Networking</i>
Oct 2, 2014 11:00 – Noon CDT	<i>Organizing for Work: CAANs and Project Management for the Future</i>

- » [Register](#) for this series:  
<http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration>
- » [Navigating Complexity](#): October 22-25, 2014 – Chicago, IL  
<http://www.hsdconference.org/>