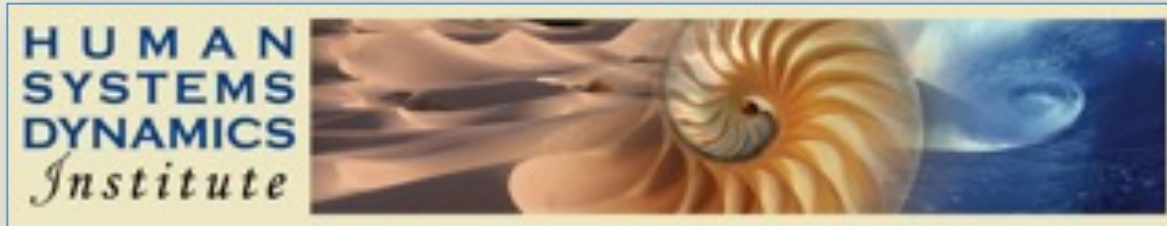


Adaptive Action Conversations



Conversation 10: Seeing Similarities and Differences: Making Sense of the Mess

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Welcome!

- Who are you?
- What confuses you? Why?



Whatever you call it, it is about same and different

Disconcerted

Mixed up

Confused

All sixes & sevens

In the dark

Screwed up

Disoriented

Fouled up

Disorganized

Flustered

Foggy

Messed up

Perturbed

Obscured

Muddled

Discombobulated

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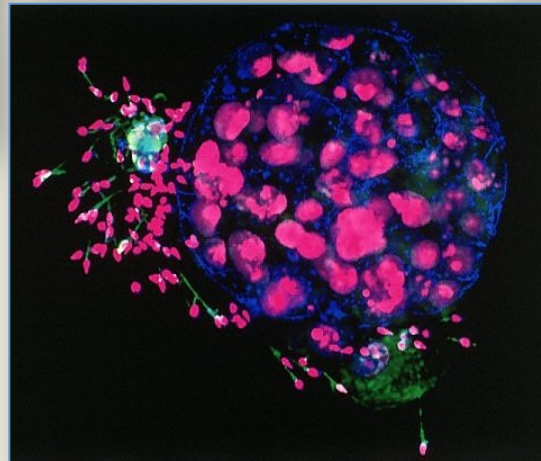
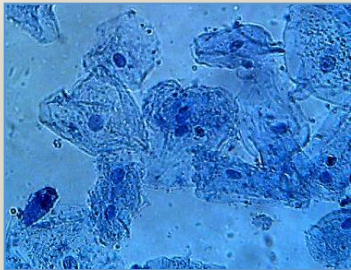
Playing with Same and Different



Today We Will . . .

- WHAT?
Practice making meaning in messes
- SO WHAT?
Use same/different to find a path out of confusion
- NOW WHAT?
Deal with your current mess

What does your current mess look like?



What information is in a difference?



What are same/different within?



What are same/different between?



What is same and different between now?



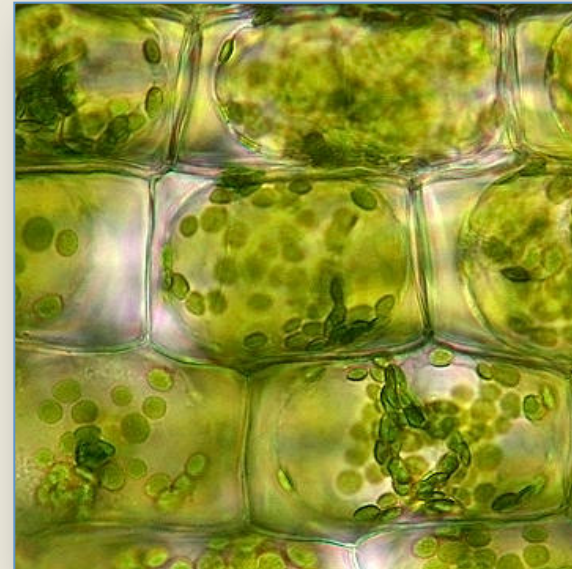
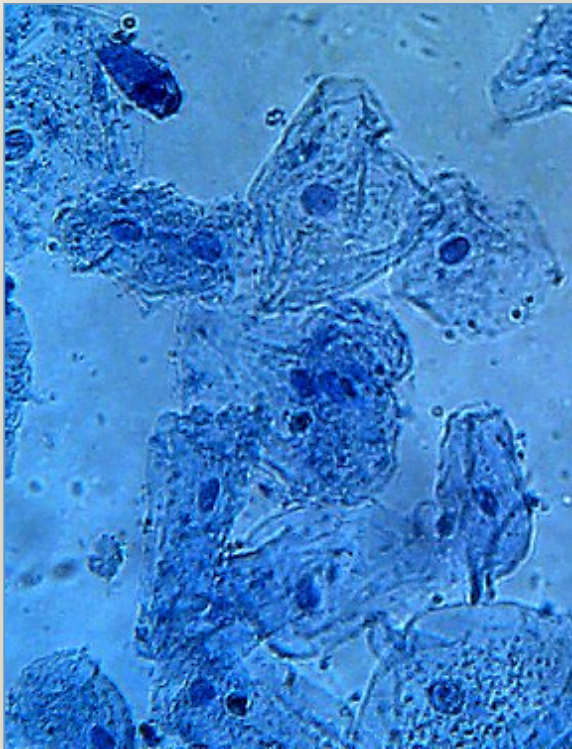
What differences make a difference?



Where are you looking from??



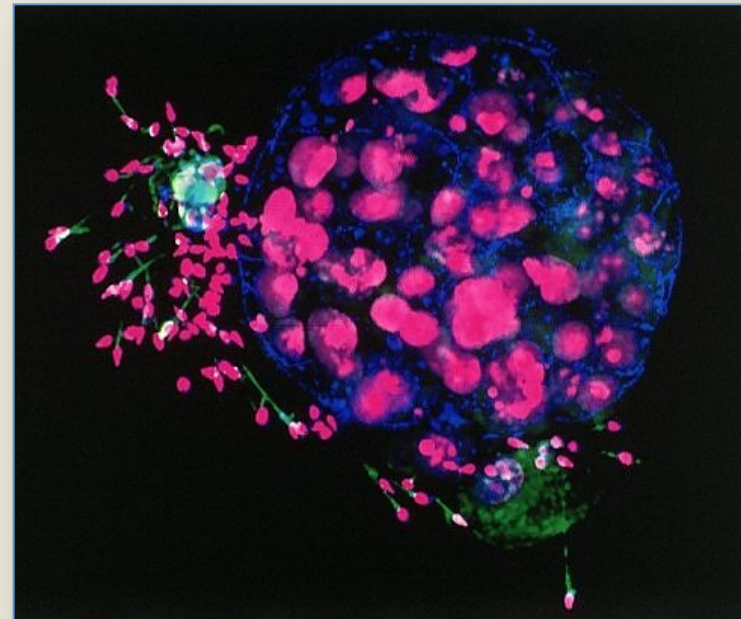
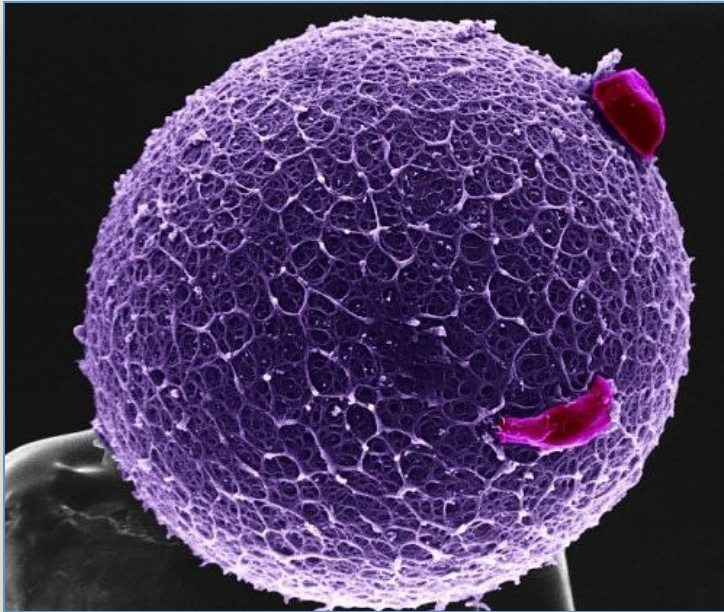
What are you looking at?



When does form follow function?



What difference does time make?



Your Adaptive Action Experiment Meaning in Your Mess

- What . . .
 - Similarities give coherence?
 - Differences give meaning?
- So what fits form to function?
- Now what will you do to focus or shift similarities or differences to improve fit?



To Learn More . . .

● Books

- *The Complementary Nature* (Kelso)
- *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies* (Page)
- *Adaptive Action: Leveraging Uncertainty in Your Organization* (Eoyang & Holladay)

● Web

- <http://www.differencebetween.net/>
- adaptiveaction.org & hsdinstitute.org
- wiki.hsdinstitute.org & hsdcommunity.ning.com
- #hsd #adaptact @glendaeoyang @rjholladay

Even More Resources

● Training

- Webinars
- HSDP Certification
- Custom Classes
- Open classes
 - Tasters
 - Agent training
 - Short courses
- Adaptive Action Labs



Adaptive Action Conversations

August 15 11:00 – 12:00 CDT	Seeing Similarities and Differences: Making Sense of the Mess
August 29 11:00 – 12:00 CDT	<i>Planning when You Can't</i>
September 12 11:00 – 12:00 CDT	Quarterly Associates and Friends Meeting
September 26 11:00 – 1:00 CDT	Working Together: Setting Conditions for Collaborative Action
October 10 11:00 – 12:00 CDT	Accountability: Deliver Unexpected Value
October 24 11:00 – 12:00 CDT	Moving Forward in Complexity: Strategy for the 21st Century
November 7 11:00 – 1:00 CDT	Resilience: Adapt, Redesign, Implement
December 5 11:00 – 12:00 CDT	Associates and Friends Annual Virtual Open House