

HUMAN SYSTEMS  
DYNAMICS INSTITUTE

# Quarterly Virtual Mini-Conference

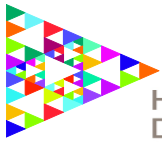
March, 2017

**Nothing is Intractable**



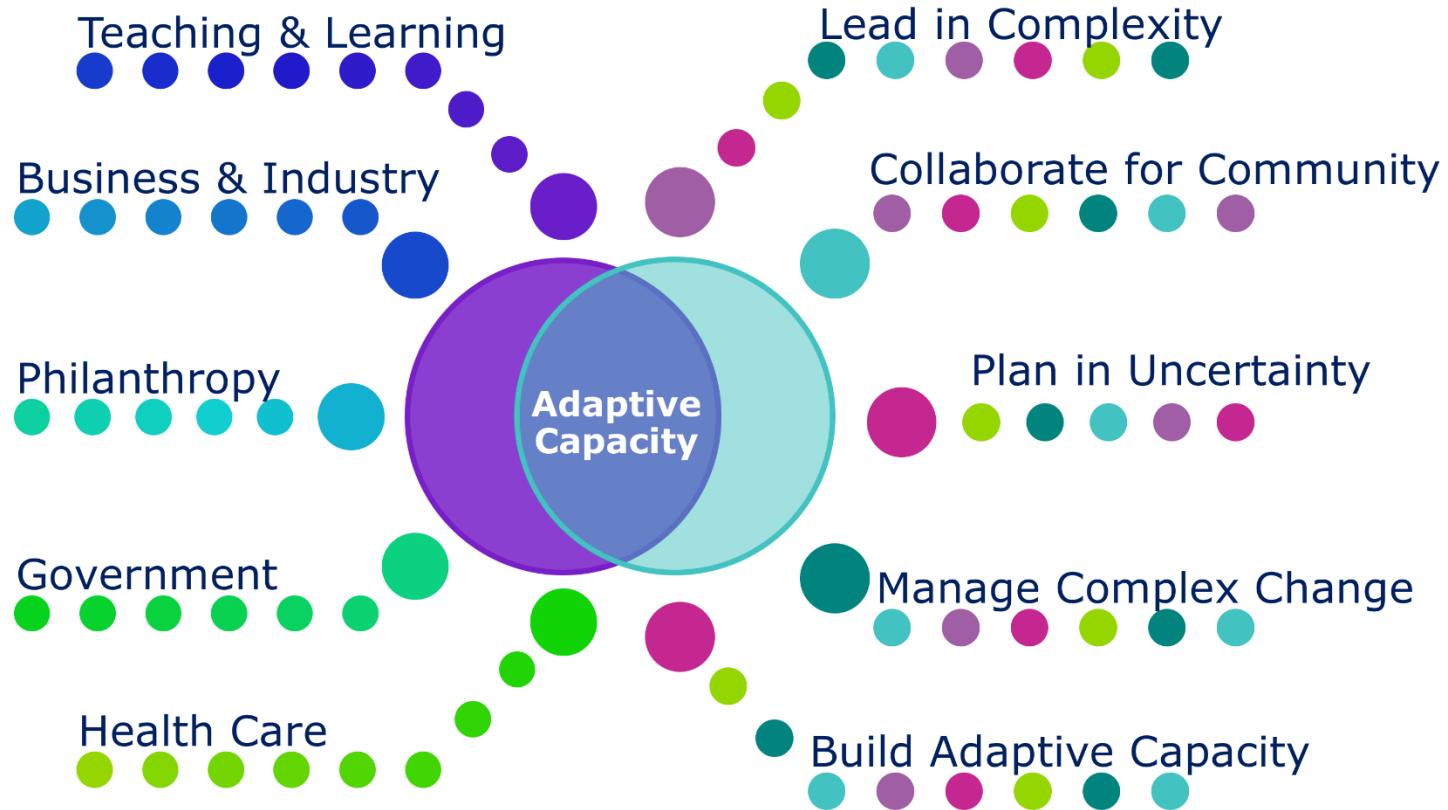
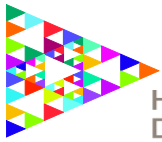
## Today's Agenda:

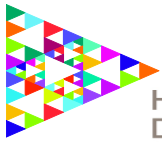
- ▶ Glenda Eoyang: Overview of HSD Institute's 2017
- ▶ Denise Easton: Complexity Works!
- ▶ Glenda Eoyang: Dynamics of Democracy



## 2016 we . . .

- ▶ Welcomed Barb Graham and Jen Jones-Patulli
- ▶ Released the new website
- ▶ Launched Thrival community
- ▶ Held HSD Professional Certifications in Helsinki and Las Vegas
- ▶ Published chapters and articles
- ▶ Implemented new database, e-marketing, and social networking strategies
- ▶ Launched Adaptive Action Labs
- ▶ Focused on sectors and issues





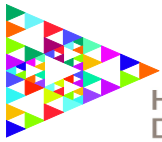
# 2017 we will . . .

- ▶ HSDP in Toronto and Vancouver
- ▶ Public Adaptive Action Labs
  - ▷ Leadership
  - ▷ Conflict
  - ▷ Medical Education
  - ▷ Coaching
  - ▷ Resilience
  - ▷ Intro to HSD
  - ▷ Nonviolent Resistance 21<sup>st</sup> Century
  - ▷ Wellness
  - ▷ Generative Engagement
- ▶ Private Adaptive Action Labs . . .

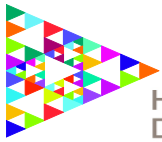


# What is your plan for 2017?





# Denise Easton



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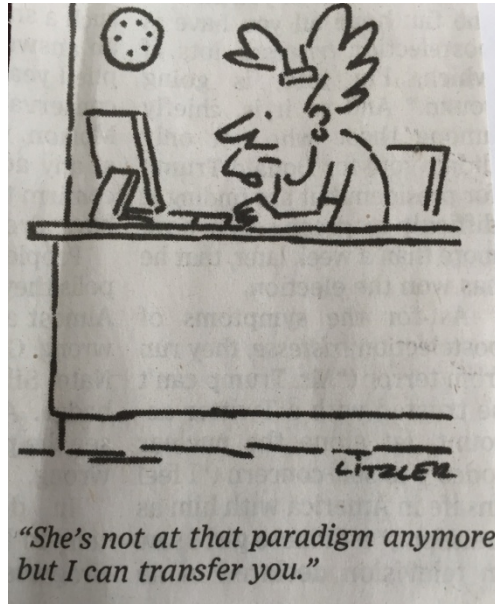
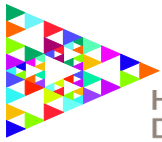
DENISE EASTON & LAWRENCE SOLOW

# COMPLEXITY WORKS!



## From HSD Certification to Today

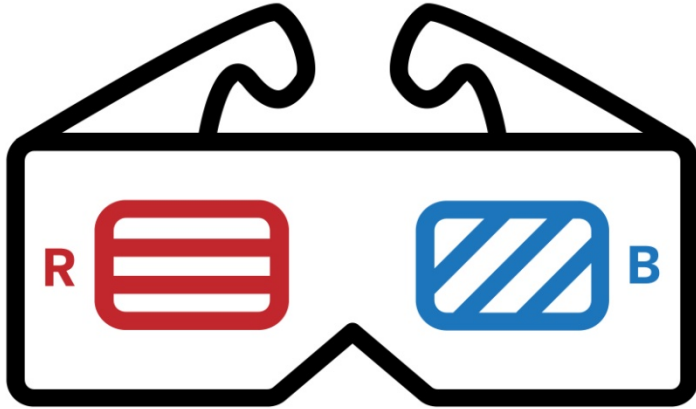




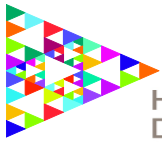
How do we help our clients navigate their own continuously shifting business and organizational paradigms?



# See the Pattern, Use the Pattern



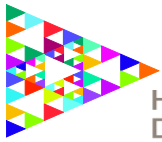
The clearest view of insights and actions integrates both the *Red Lens* and *Blue Lens Paradigms*



## Complexity Space Framework



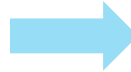
# New Language, Distinctions, Tools and Lenses



# Complexity Space™ Framework – Built on Patterns

*Organizations are Bound by Ecosystem(s) - Patterns in Context*

**Defining** (Awareness) Patterns



**Dimensions** - Ecosystem-Wide Patterns

**States** - Strategic "Meta" Patterns

**Action** Patterns



**Linkages** – Connecting Patterns

**Catalysts** - Actions for Pattern-Based Change

**Traversing** Patterns



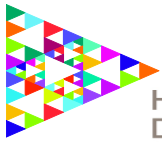
**Indicators** - Pattern Movements

**Navigation Process**

**Event** Patterns



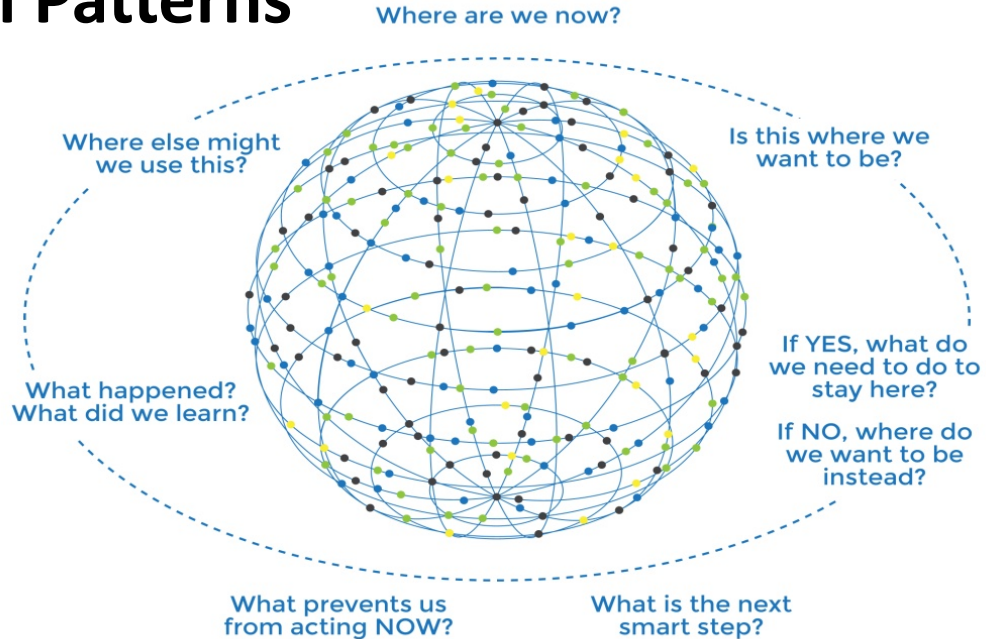
**Disruptions** - Disturbing Patterns



# Navigating Organizational Patterns

## CSF Navigation Process

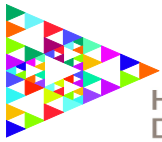
- Guided by iterative questions
- No directional arrows
- Everything is connected
- No differentiations between the routes
- No scale





# Questions? Feedback? Stories?

We Invite you to be in conversation with us  
because that is the only way we can continue to  
make sure Complexity Works!



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# COMPLEXITY WORKS!



INFLUENCING  
PATTERN-BASED  
CHANGE IN TEAMS &  
ORGANIZATIONS

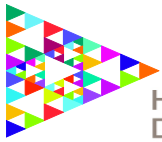


**INSIGHT. INNOVATION. CHANGE.**

[www.complexityspace.com](http://www.complexityspace.com)

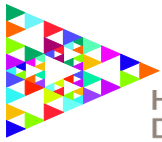
**Denise Easton** – [dgeaston@complexityspace.com](mailto:dgeaston@complexityspace.com)

**Larry Solow** – [lsolow@complexityspace.com](mailto:lsolow@complexityspace.com)



# Glenda Eoyang



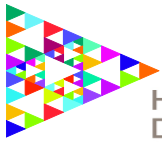


# Dynamics of Democracy

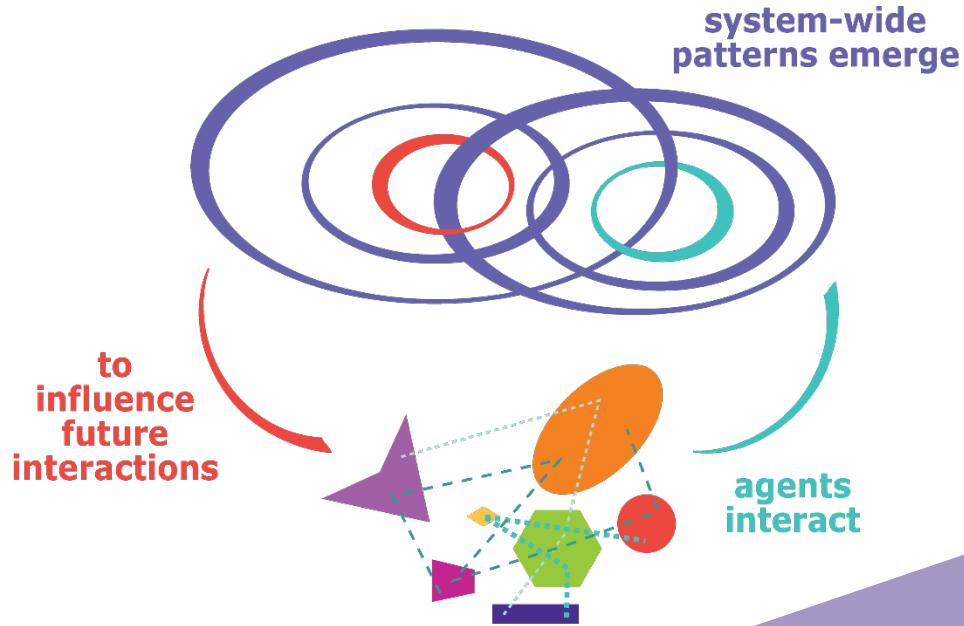
- ▶ **What** patterns are emerging in USA and around the world?
- ▶ **So what** is HSD guidance in these times of change?
- ▶ **Now what** will you do to participate in democracy as a dynamical system?



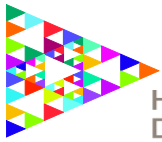
# What patterns are emerging in USA and around the world?



# — Complex Adaptive System (CAS) —



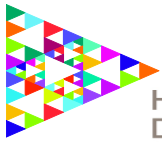
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# — CDE Model —



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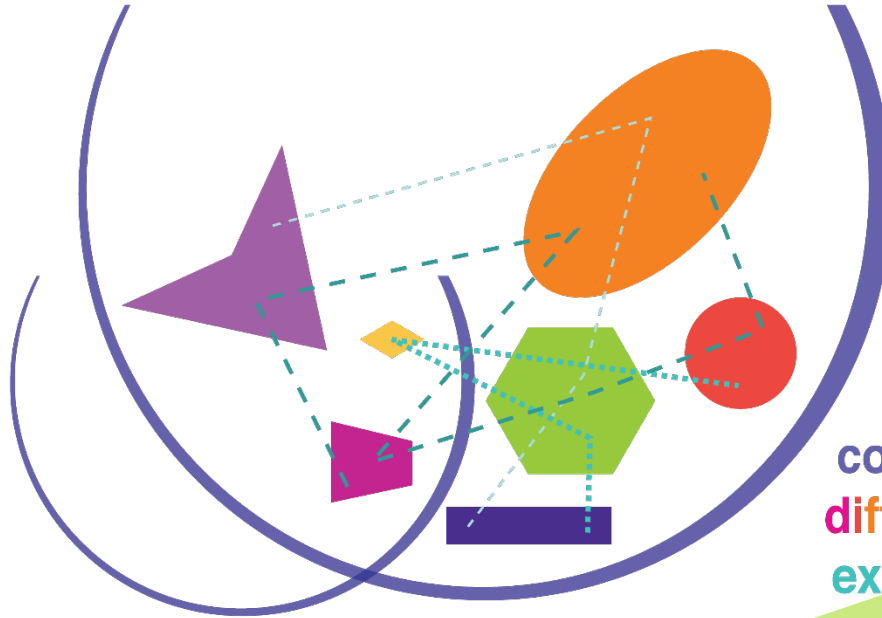
## — CDE Model —



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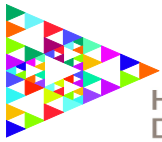
## — CDE Model —



This is what  
a pattern is . . .  
CDE

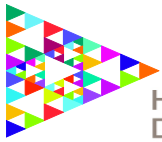
container  
difference  
exchange

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# Pattern Possibilities: Containers

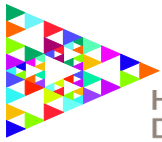
<b>Finite Game Autocracy &amp; Oligarchy</b>	<b>Infinite Game Democracy</b>
Self-interest	Common Good
My party	Our government
Single Source	Multiple Sources
Closed clique	Transparency
Brexit	EU
Closed borders	Open borders
The wall	Trade agreements
And . . .	



# Pattern Possibilities: Differences

<b>Finite Game Autocracy &amp; Oligarchy</b>	<b>Infinite Game Democracy</b>
Class and Race	Interests
Alternative Facts	Objective Evidence
Red & Blue	Range of opinions
With me/against me	Complex interdependencies
Gender, age, race, etc.	Individual differences
Elites/not	Concerns
Urban/rural	Interdependencies
And . . .	



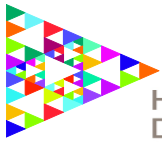


# Pattern Possibilities: Exchanges

<b>Finite Game Autocracy &amp; Oligarchy</b>	<b>Infinite Game Democracy</b>
Leaks are illegal	Freedom of Information
Withholding information	Disclosing information
Secret meetings	Public meetings
Bullying	Inquiring
Executive order	Legislative process
Personal privilege	Accountability
Managed news	Free press
And . . .	

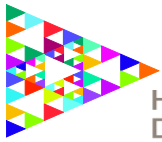


**So what** is HSD practice in these times of radical change?



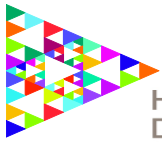
# Teach and learn in every interaction





# Attend to the part, the whole, and the greater whole



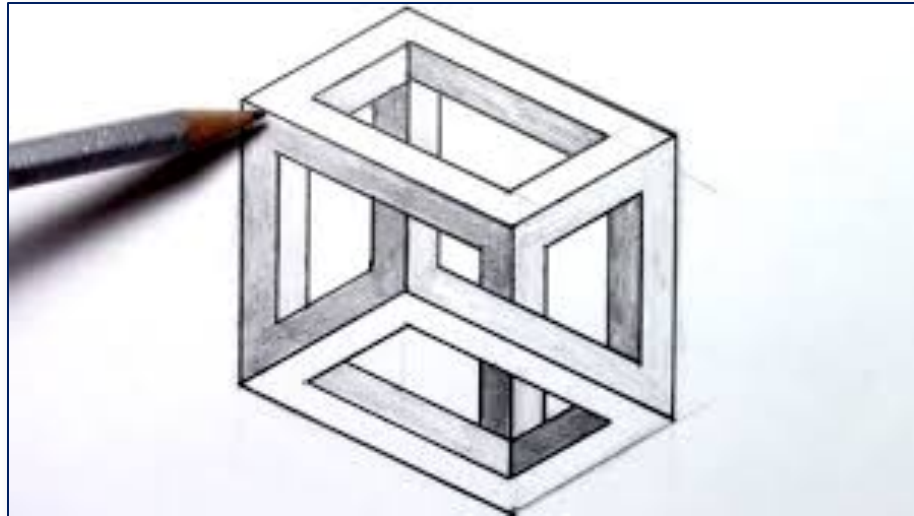


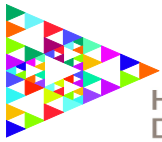
# Give and get value for value





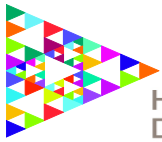
# Search for the true and the useful





# Engage in joyful practice

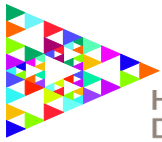




# Share your HSD story





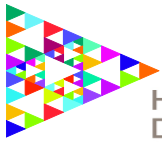


**Now what** will you do to participate in  
democracy as a dynamical system?



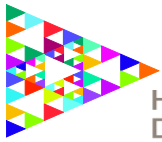
# Your turn . . .

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



## Thanks to . . .

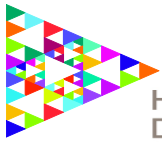
- ▶ Mary Nations for continuing support and expertise!
- ▶ Denise Easton for her contributions across time!
- ▶ YOU for being with us today and everyday!



# Learn more...

- ▶ Online at [HSDInstitute.org](https://HSDInstitute.org)
- ▶ Adaptive Action Labs:

HSD Professional Certification: Health Care	Online & Vancouver, BC	March – June
Coaching Lab	Online	March – April
Conflict Lab: Dialogue Across Difference	St. Paul, MN	April 27
Complex Change: Lead, Collaborate, Succeed	Roffey Park, UK	May 2
Nonviolent Resistance for the 21st Century	Eastern Mennonite University, VA	May 18-26



# Join us for upcoming webinars:

Thrive in the 21 <sup>st</sup> Century: Simple Rules that Work	<i>April 6</i>
Go!: Leadership for Complex Times	<i>May 4</i>
Thumbs, Marbles, and Real Estate: Patterns as Possibility	<i>June 8</i>
Quarterly Mini-Conference	<i>June 15</i>