

# Welcome!

Please introduce  
yourself in the  
chat box...

...and share a  
2013 HSD  
highlight!



# Human Systems Dynamics Institute

Annual Meeting  
December 3, 2013

# Welcome!

## Today's Agenda:

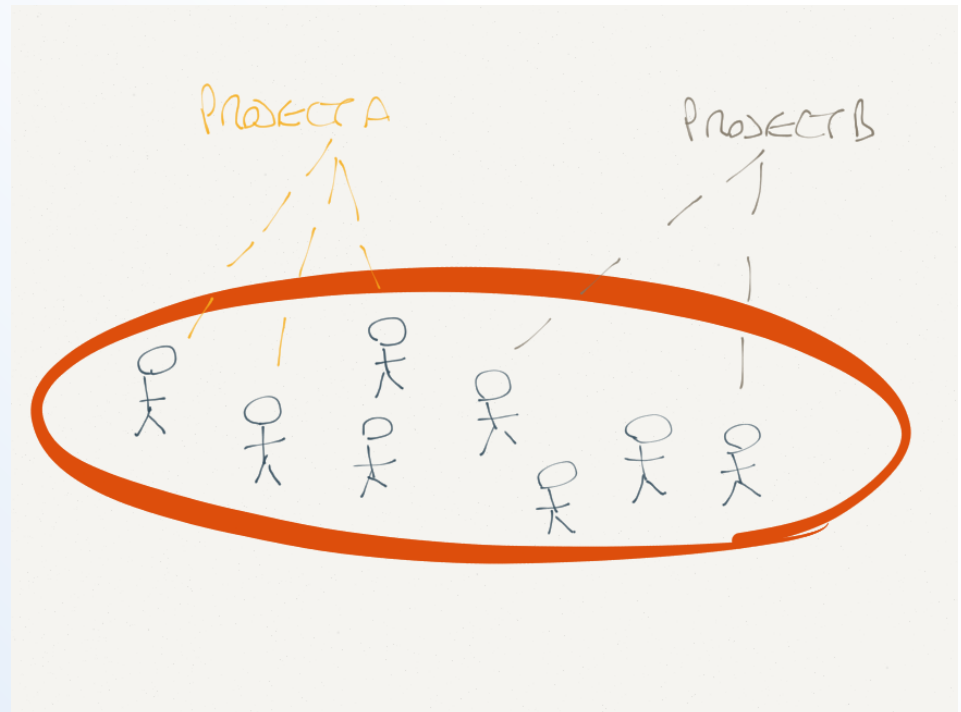
- Cocomotion: using HSD to navigate organisational growth
  - *Griff Griffiths*
- Juli's HSD Learning Journey
  - *Juli Rasmussen*
- Adaptive Action within a School of Nursing
  - *Kristen Crusoe and Netti Garner*
- HSD: Present and Future
  - *Glenda Eoyang*

**Cocomotion:  
using HSD to  
navigate  
organisational  
growth  
- *Griff Griffiths***



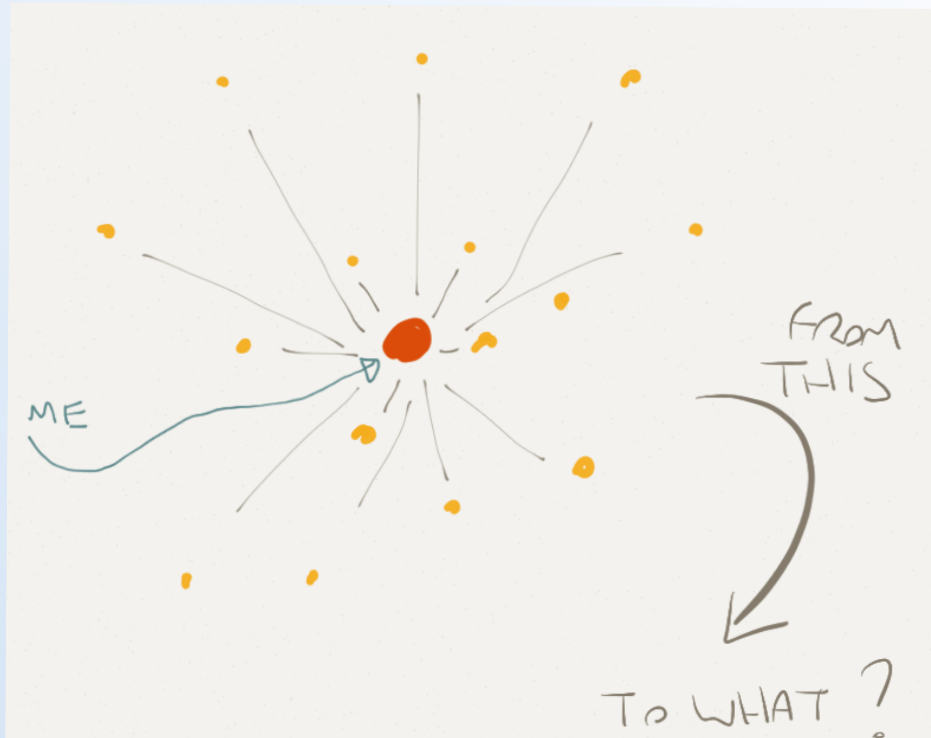
# Cocomotion: a co-creative network for social change

- Network of professional coaches with a passion for social good
- Projects emerge from the rich diversity of skill, experience and passion
- Members share learning back into the network
- High trust, low process, high autonomy



*Original concept HSD-like but without the language*

# How to grow beyond the hub-and-spoke phase?



Started to learn HSD language to describe ourselves

Extracted six simple rules from existing behaviour

... and then nothing happened!

# Trying again with adaptive action

What:

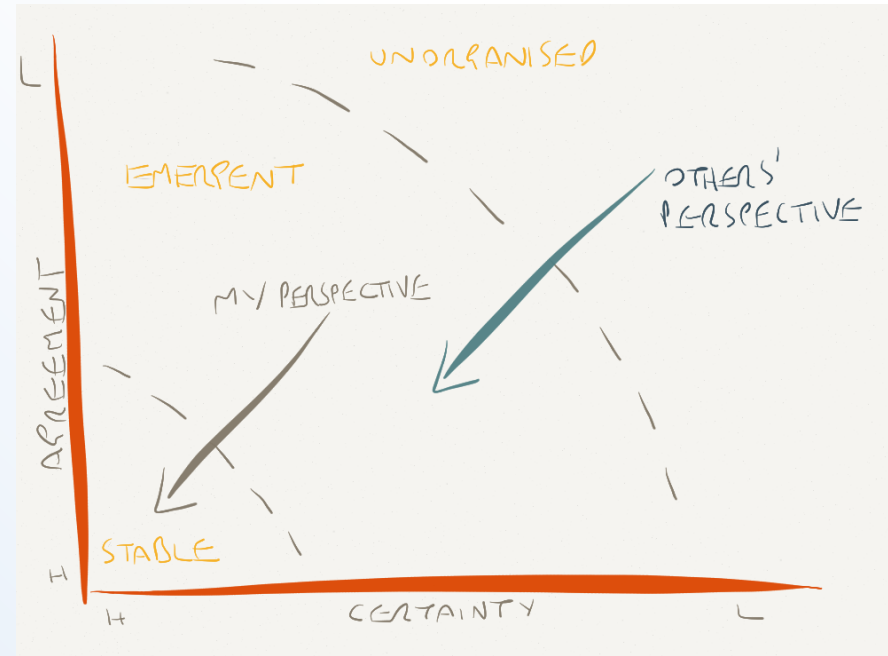
- asked network what patterns they saw
- answers themed around permission and visibility

So what:

- network needs to be visible to itself to allow conversations around shared passions

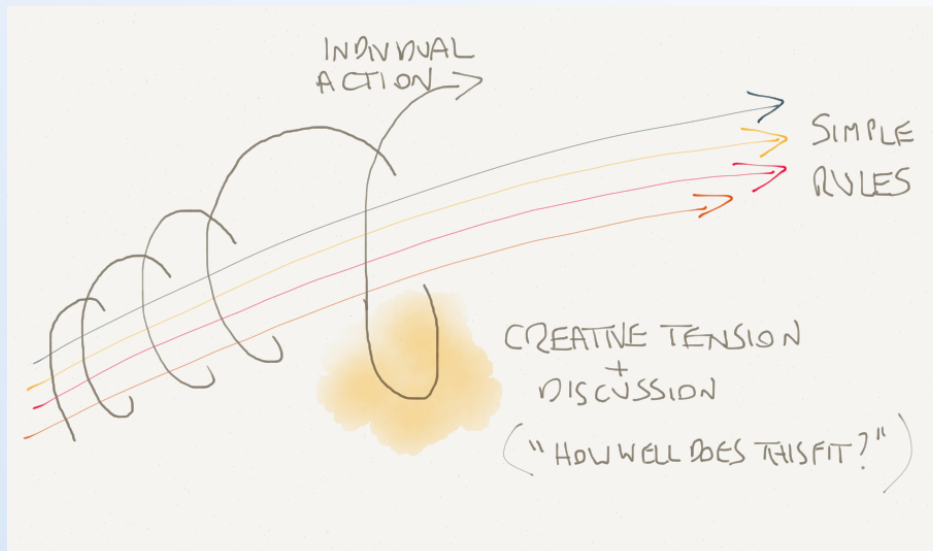
Now what:

- participants are already self-organising around connecting



*My fears of sliding towards too much rigidity - the network saw it differently*

# Where we're headed: simple rules + adaptive action



Simple rules - for doing, not being

Adaptive action - for seeing, understanding and influencing the patterns that emerge

*Individual action spirals around a core of simple rules. Constant conversation discovers where maximum stretch is.*



# Juli's HSD Learning Journey - *Juli Rasmussen*



# What Drew Me

2011



- WHAT?
  - More complex situations at work
  - Large changes happening frequently
  - Personal learning stagnant
- SO WHAT?
  - Find learning that would energize AND help me serve in more effective ways
- NOW WHAT?
  - Went through HSD Certification process
- Learning:
  - I didn't know what I didn't know, awareness – so much more to know

# What Drew Me



2011

- WHAT?
  - More complex situations at work
  - Large changes happening frequently
  - Personal learning stagnant
- SO WHAT?
  - Find learning that would energize AND help me serve in more effective ways
- NOW WHAT?
  - Went through HSD Certification process
- Learning:
  - I didn't know what I didn't know, awareness – so much more to know

2013

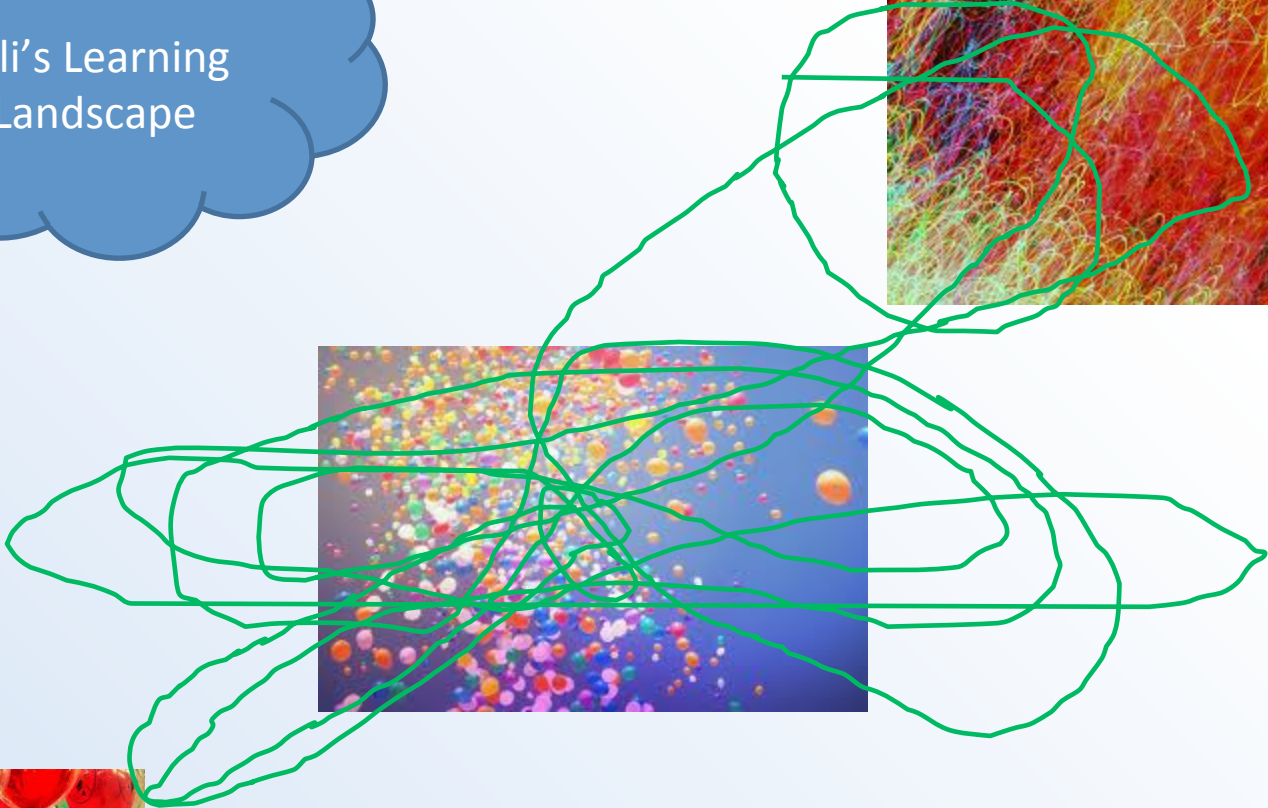
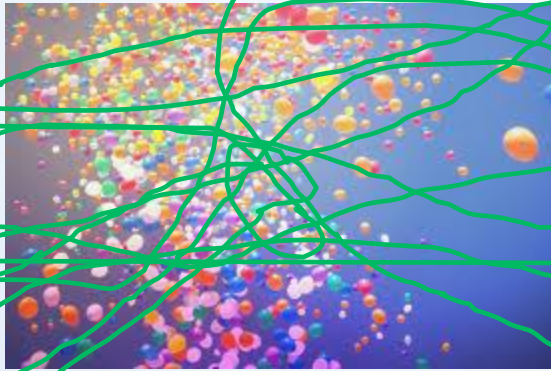
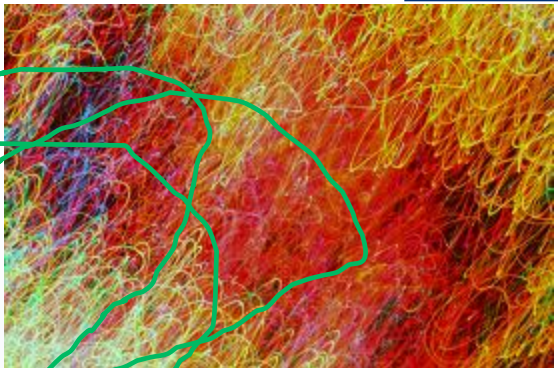
- WHAT?
  - Learning calls w/my 2011 cohort were nice, however I did not feel my understanding / application was improving at a pace needed
  - Involved in several large scale pieces of work continued to use more traditional “OD” methods
- SO WHAT?
  - Surface/high-level understanding resulting in low level of confidence
- NOW WHAT?
  - HSD Blended Pilot
- Learning:
  - Infant ...toddler
  - Difference: Vulnerable/Exchange



©2012.Human Systems Dynamics Institute. Use with permission.

Juli's Learning  
Landscape

C  
L  
A  
R  
I  
T  
Y



CERTAINTY

# Adaptive Action within a School of Nursing - *Kristen Crusoe and Netti Garner*



# Adaptive Action within a School of Nursing



## What:

- Container – Nursing Program Faculty & Staff
- Differences – courses, teaching styles, staffing configuration changes with 3 people leaving, shift to more community focus
- Exchanges – prickly interpersonal exchanges

# Adaptive Action within a School of Nursing



So what:

- Needed a way to
  - Bring alignment
  - Amplify similarities
  - Create coherence



# Adaptive Action within a School of Nursing



## Now what – Simple Rules:

- Make expectations explicit
- Nurture creativity and innovation
- Honor each voice and perspective
- Find joy in what we do
- Hold each other accountable respectfully
- Teach & learn in every interaction
- Communicate in timely and focused ways (respect for others time).
- Focus on Opportunities
- Honor our/your excellence

# Decision Map Saves the Day



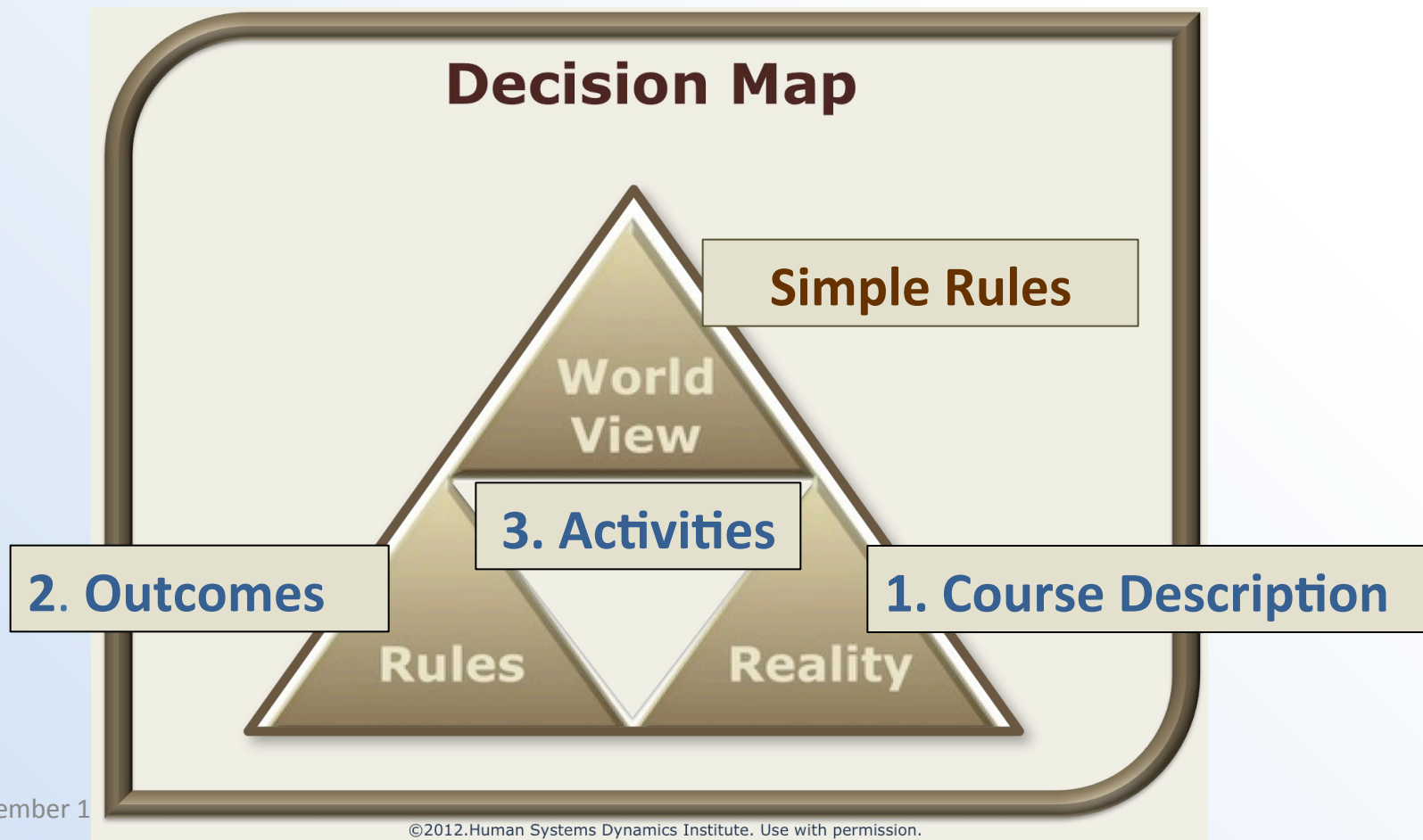
What: Course redesign

So what:

- Transition course with nebulous outcomes
- Need to see how outcomes link to activities
- Short time frame to achieve agreement
- “In the weeds” decision-making style

# Decision Map Saves the Day

Getting to Now What



# Leading with Innovation

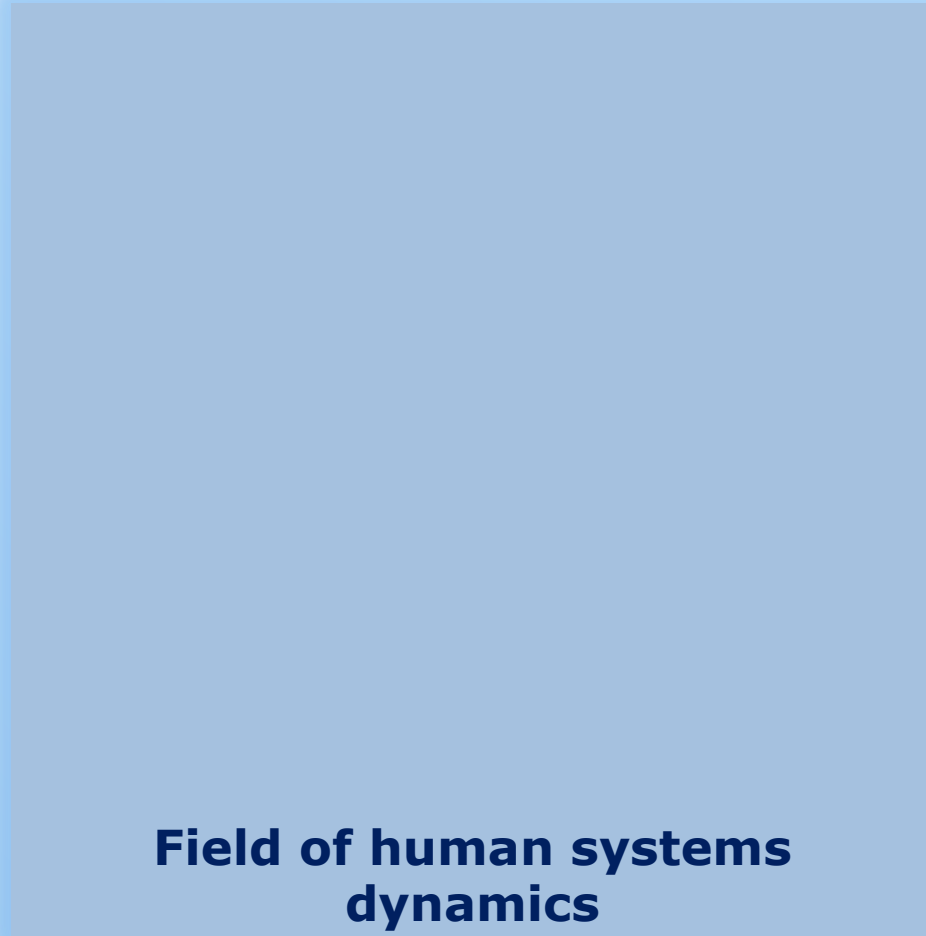
- **WHAT:** Healthcare reform is rapidly changing the playing field.
- **SO WHAT:** Paradigm shift in placement of students and faculty decision making.
- **NOW WHAT:**
  - Faculty becoming comfortable with HSD tools
  - Students practicing using HSD tools

# HSD: Present and Future

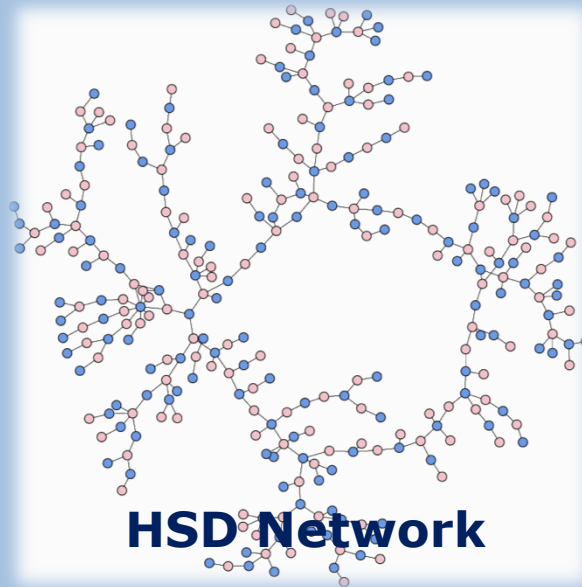
- *Glenda Eoyang*



# A year of learning and growth for

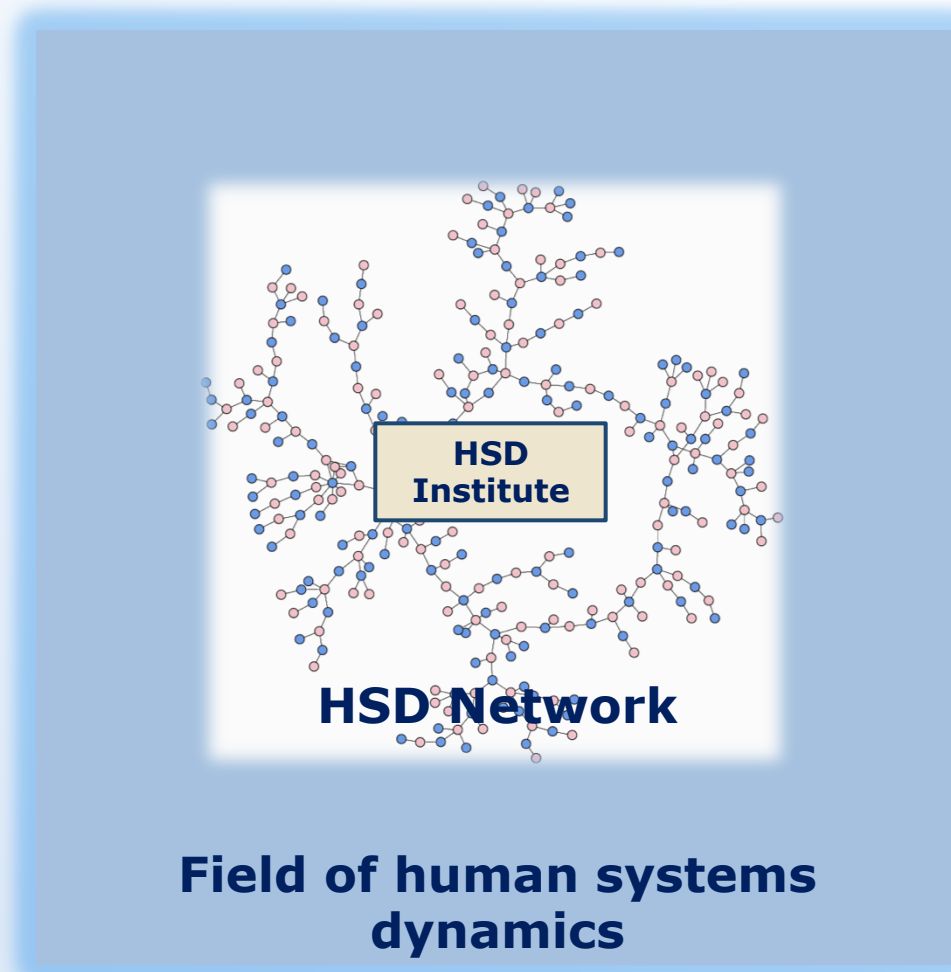


# A year of learning and growth for



**Field of human systems  
dynamics**

# A year of learning and growth for





# Many thanks to . . .

## Network Board:

Kristin Johnstad (co-chair)

Tadesse Nigatu (co-chair)

Kristen Crusoe

Louie Gardiner

Steve Hearsom

Becca Korphage

Myron Lowe

Ruth Mohr

Mary Nations

Pat Seppanen

Judy Tal



# Many thanks to . . .

## Board of Directors:

Christi Olson (chair)

Barry Brunsman

Dave Jamieson

Paul Kirst

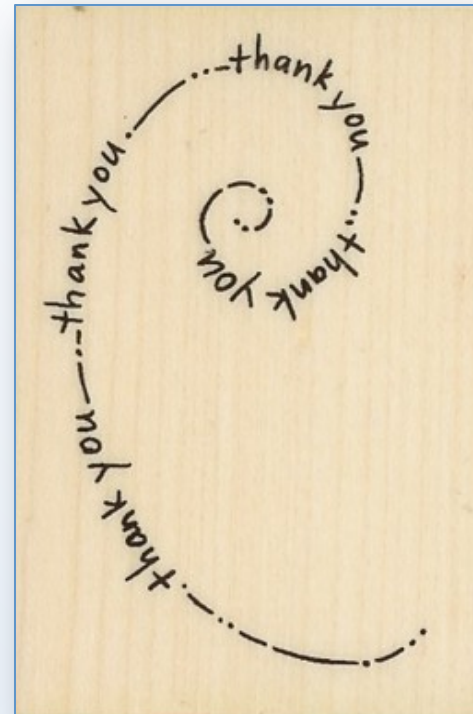
Sonia Narang

Pat Seppanen

Kathy Shields

Mary Texer

Mallary Tytel





**Special thanks to . . .**

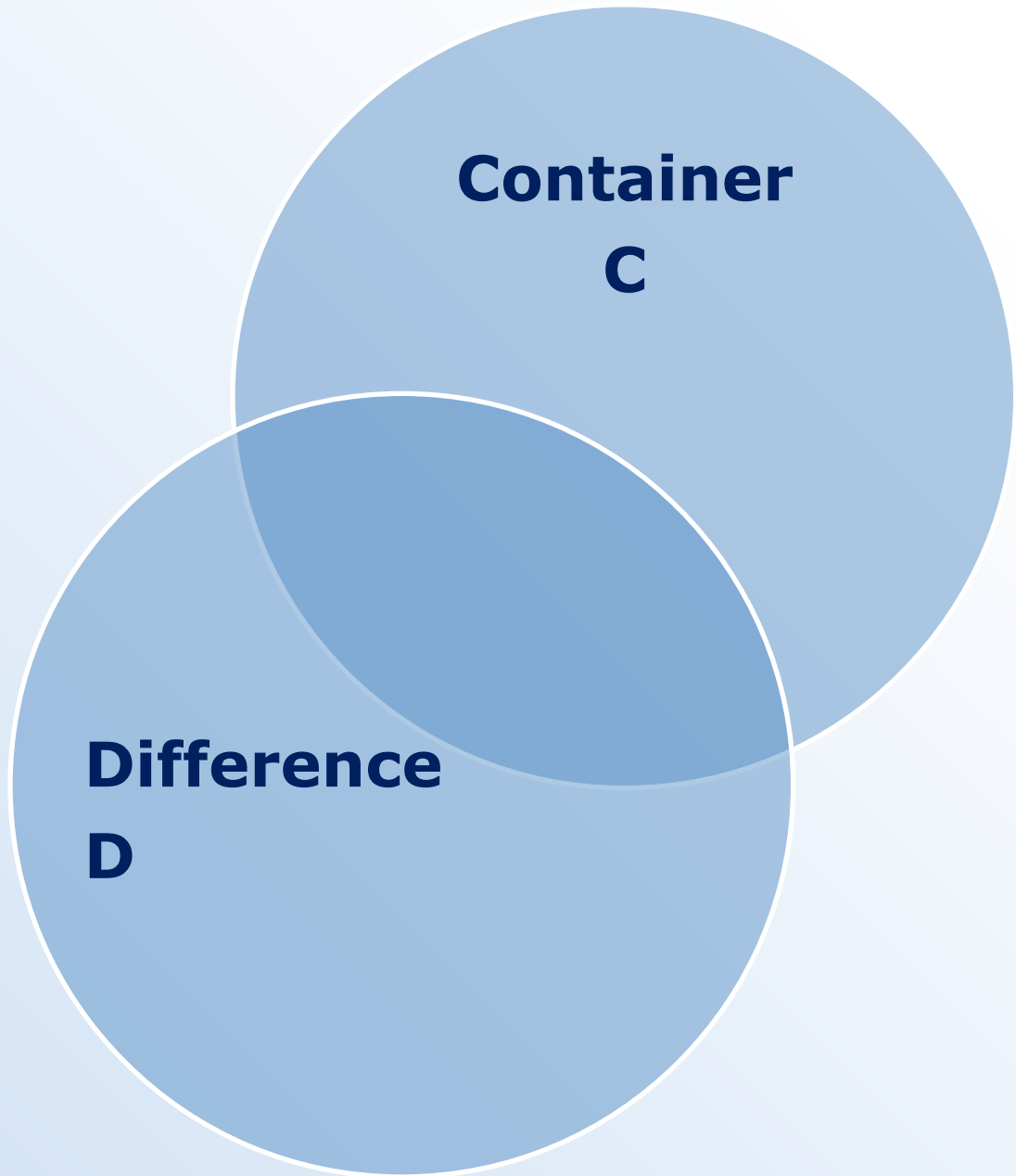
**Cathy Perme  
for inspiring and supporting  
the  
HSD Scholarship Fund!**

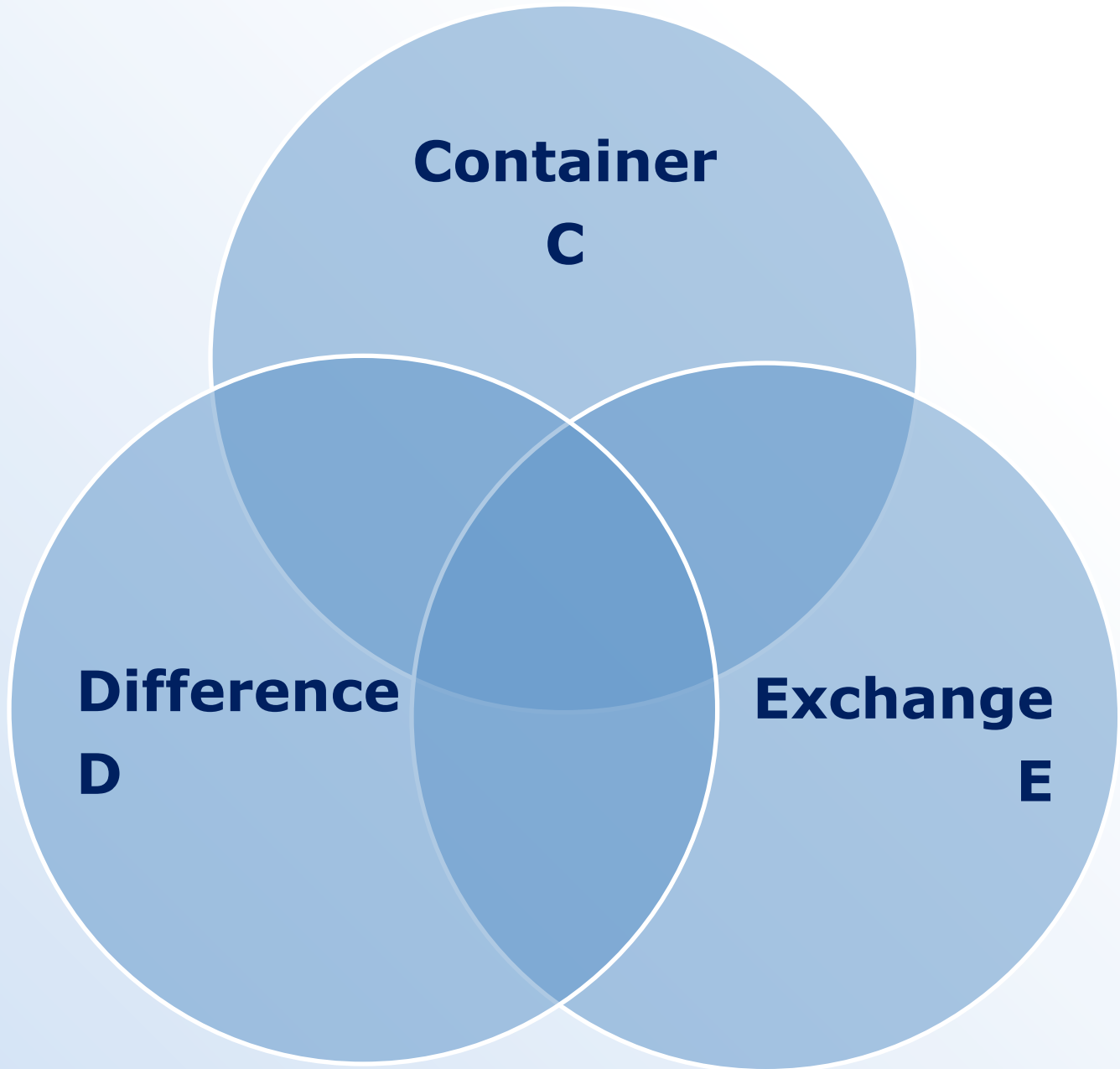


# New Patterns are emerging for HSD

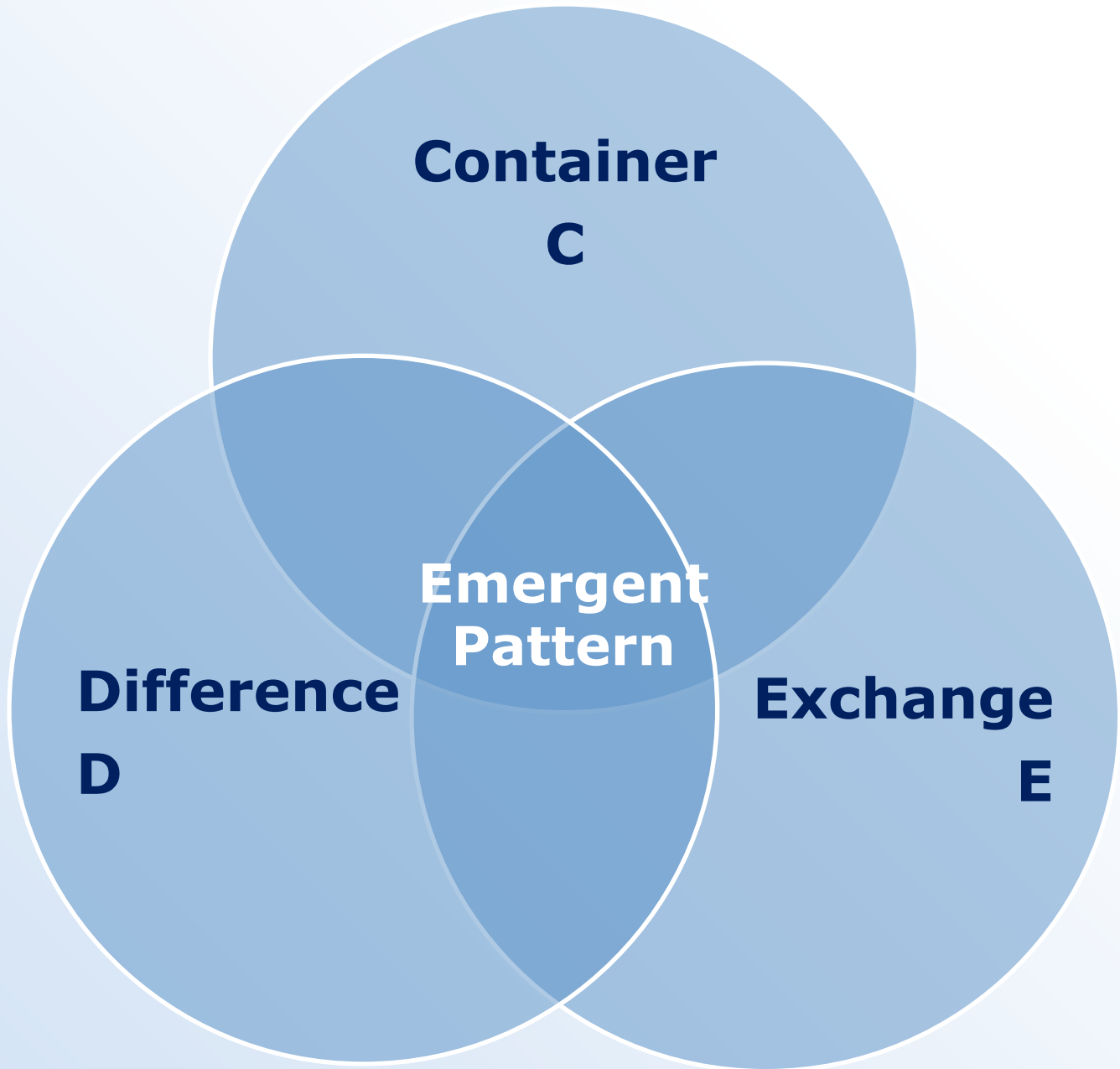


# Container C

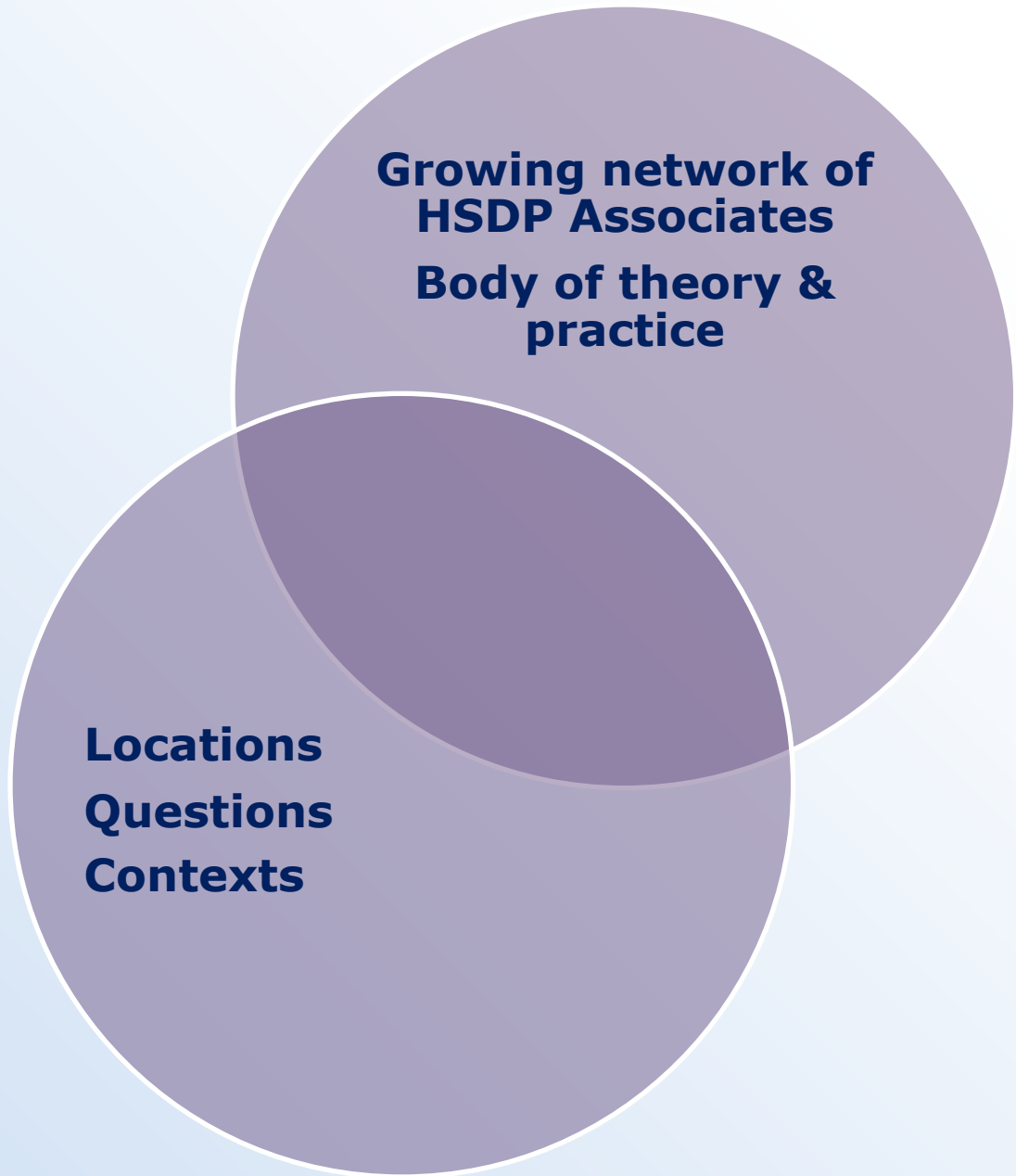


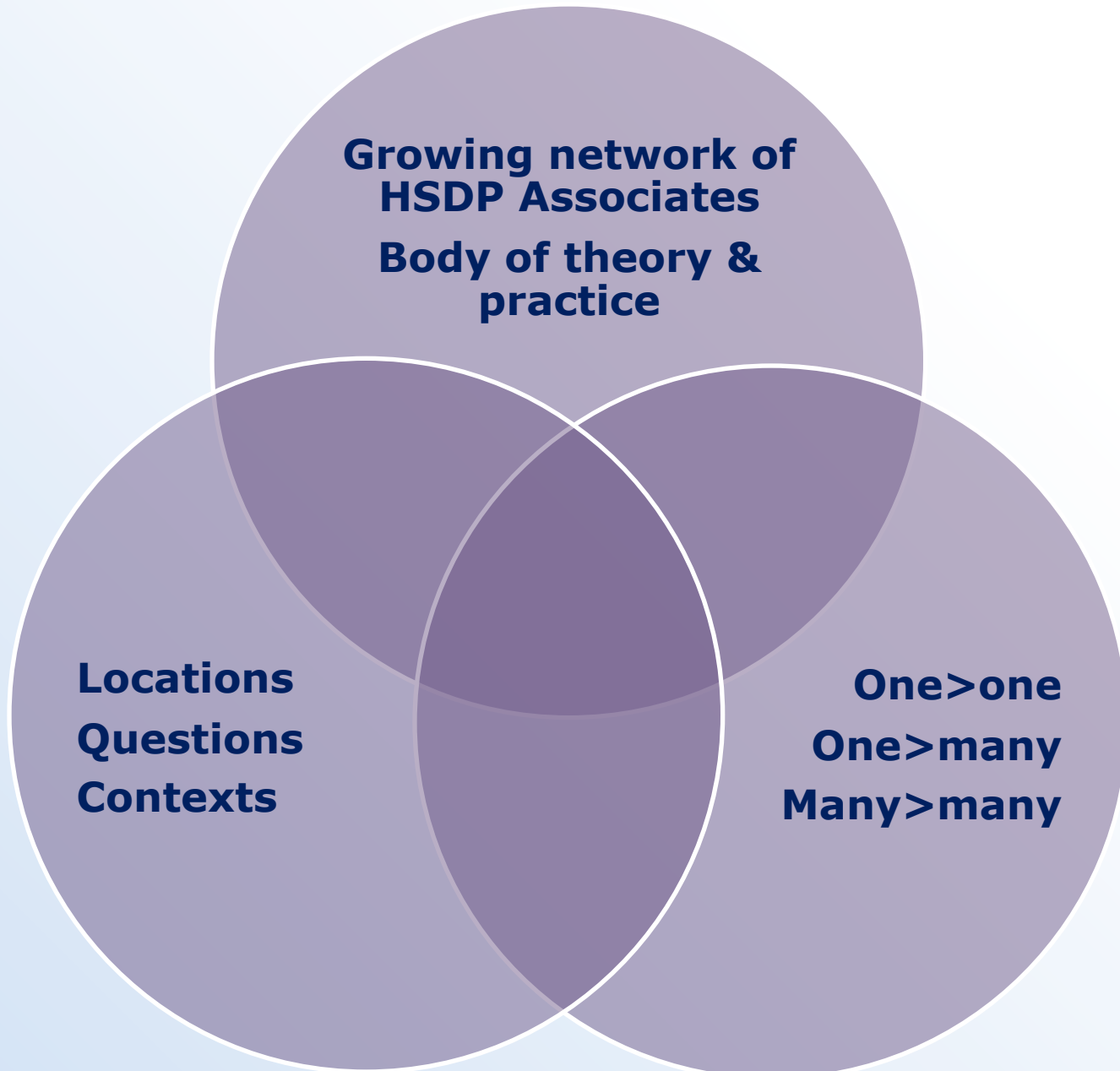


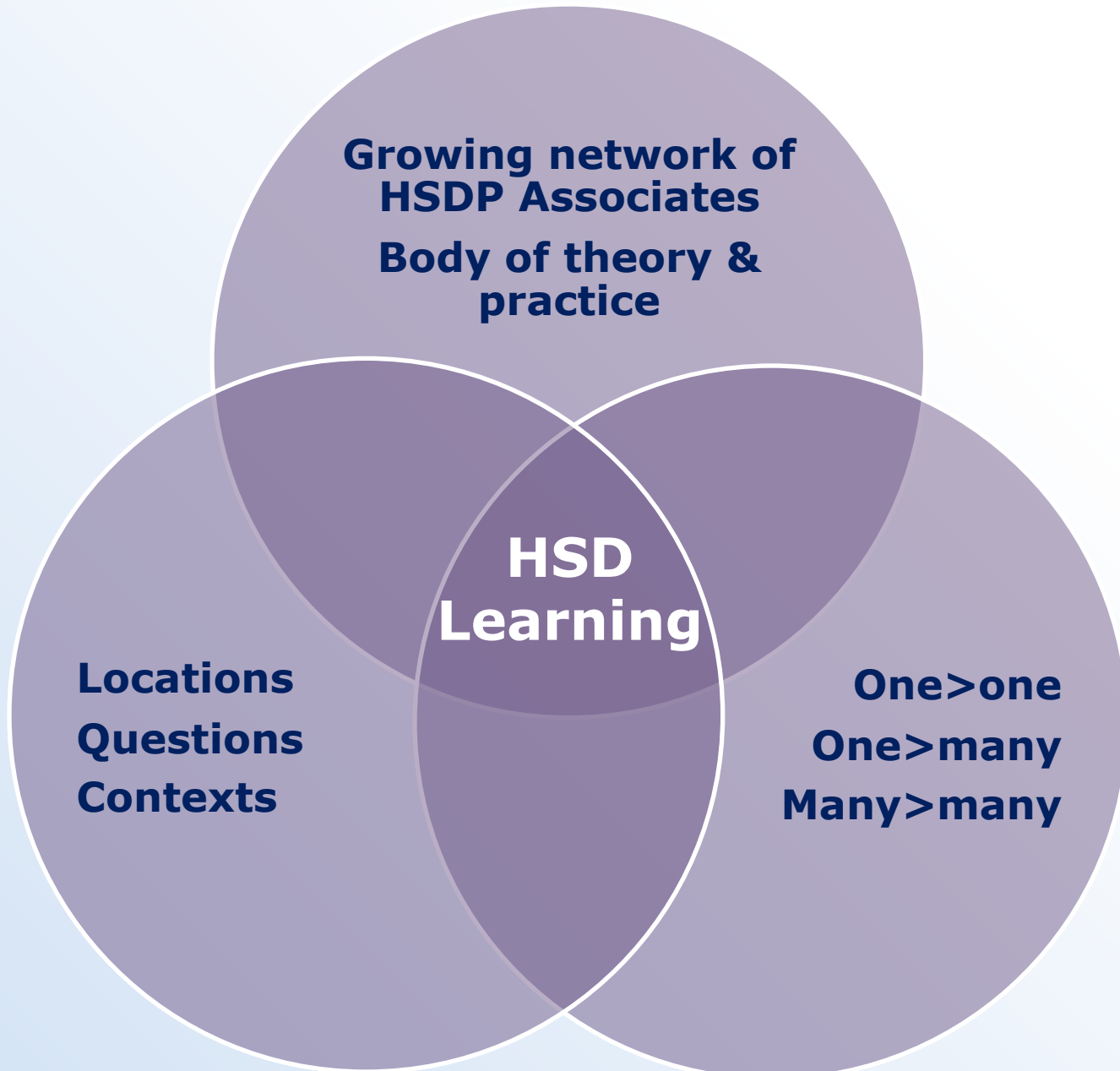


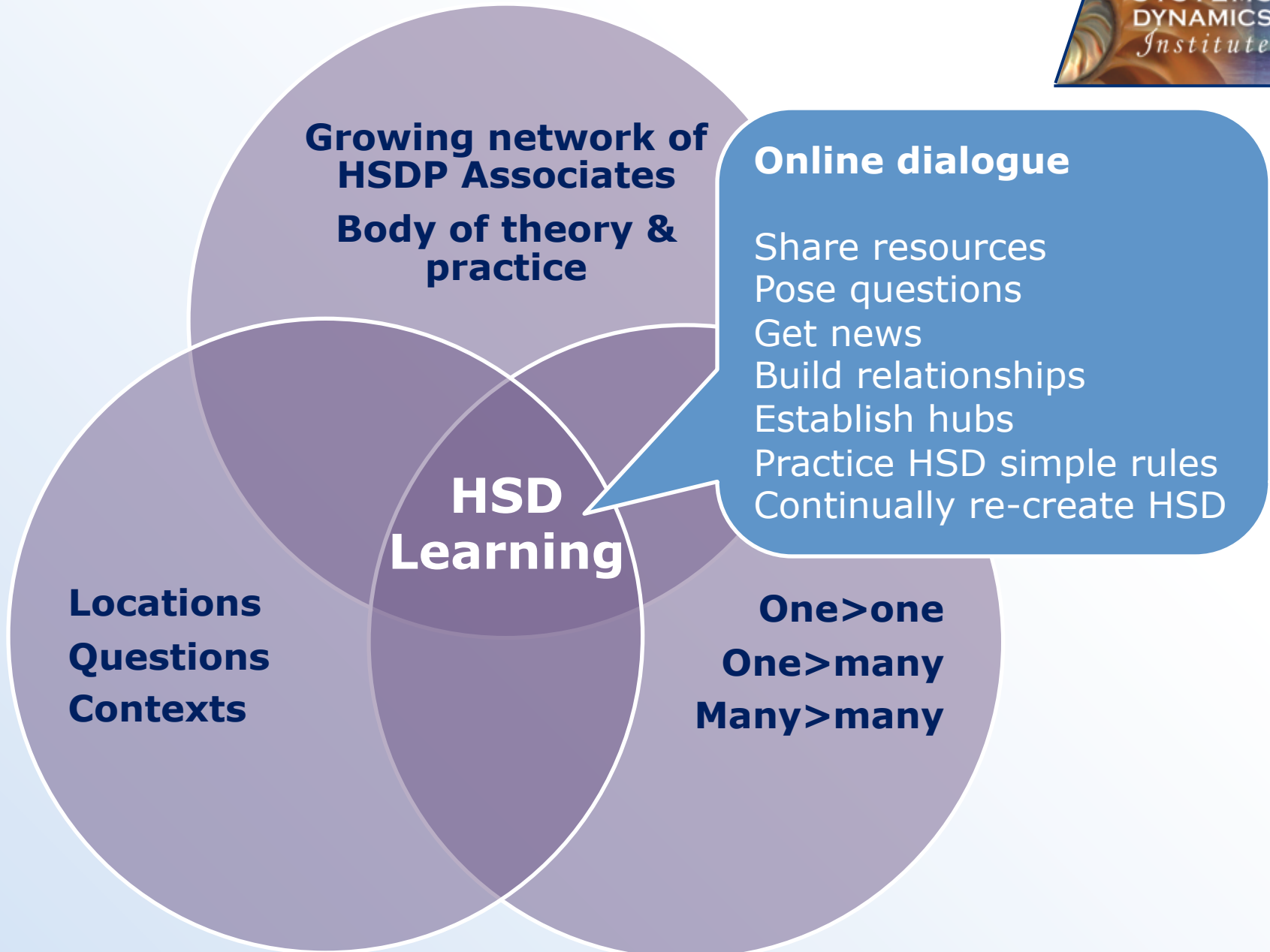


**Growing network of  
HSDP Associates  
Body of theory &  
practice**

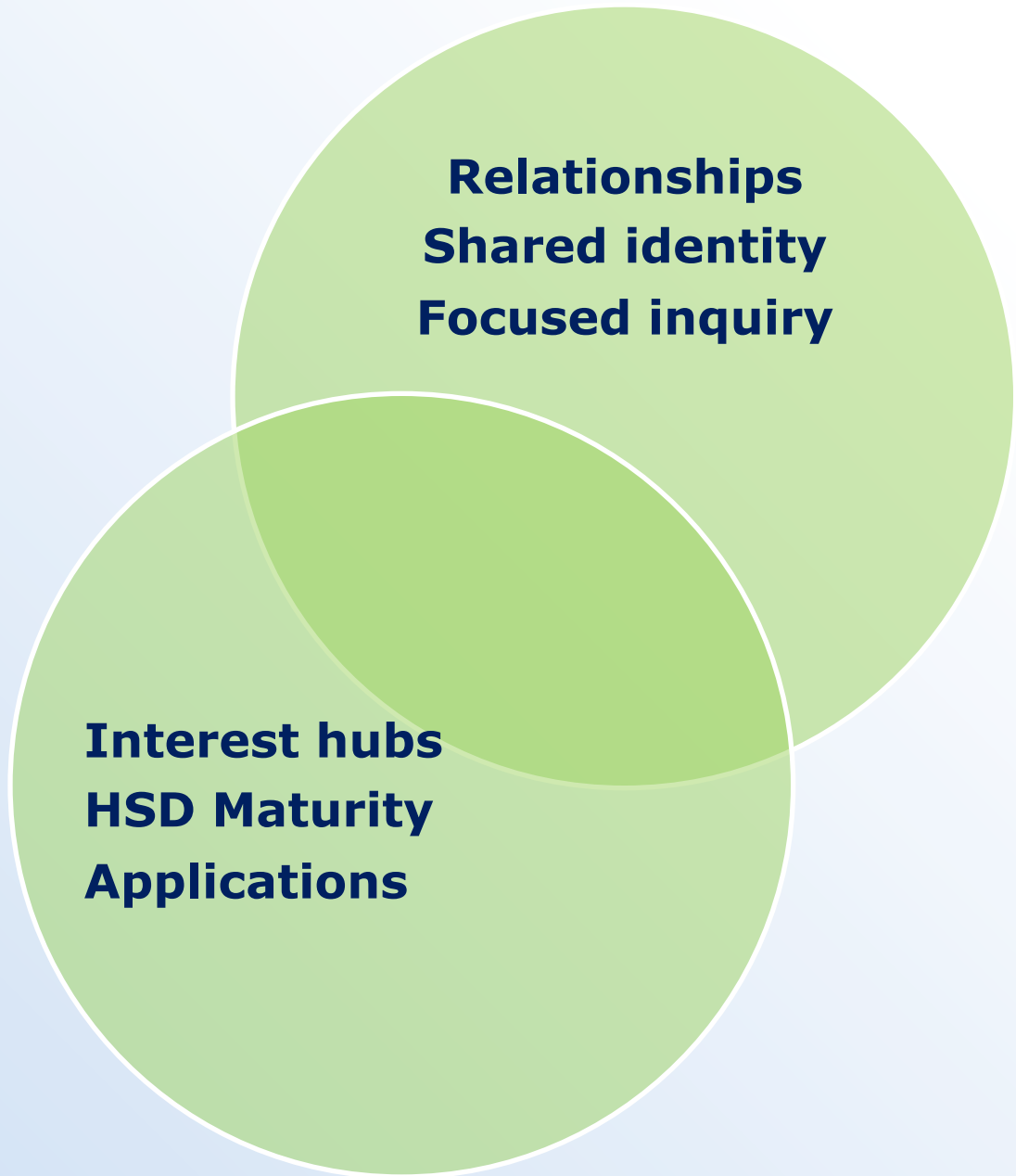




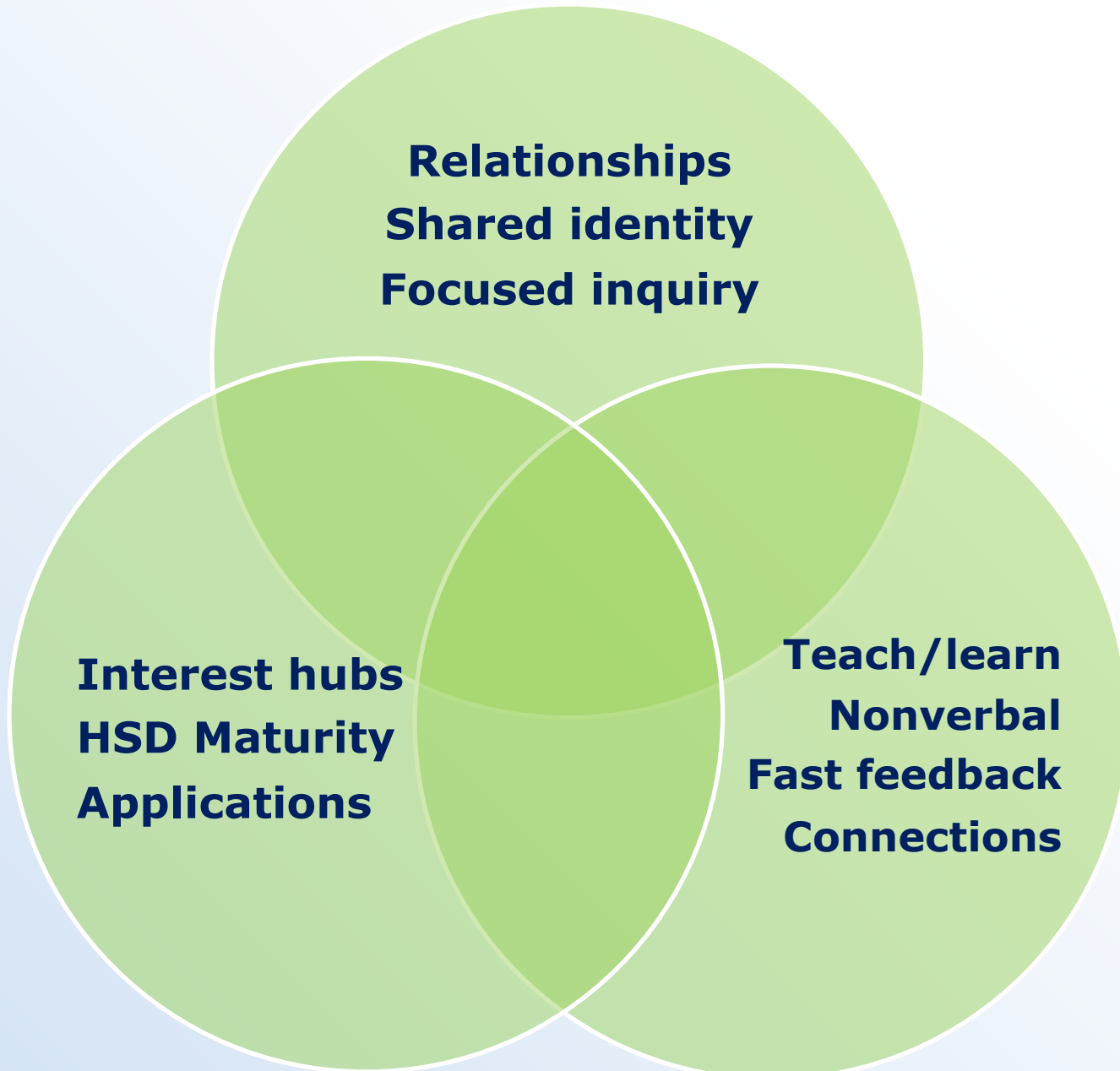


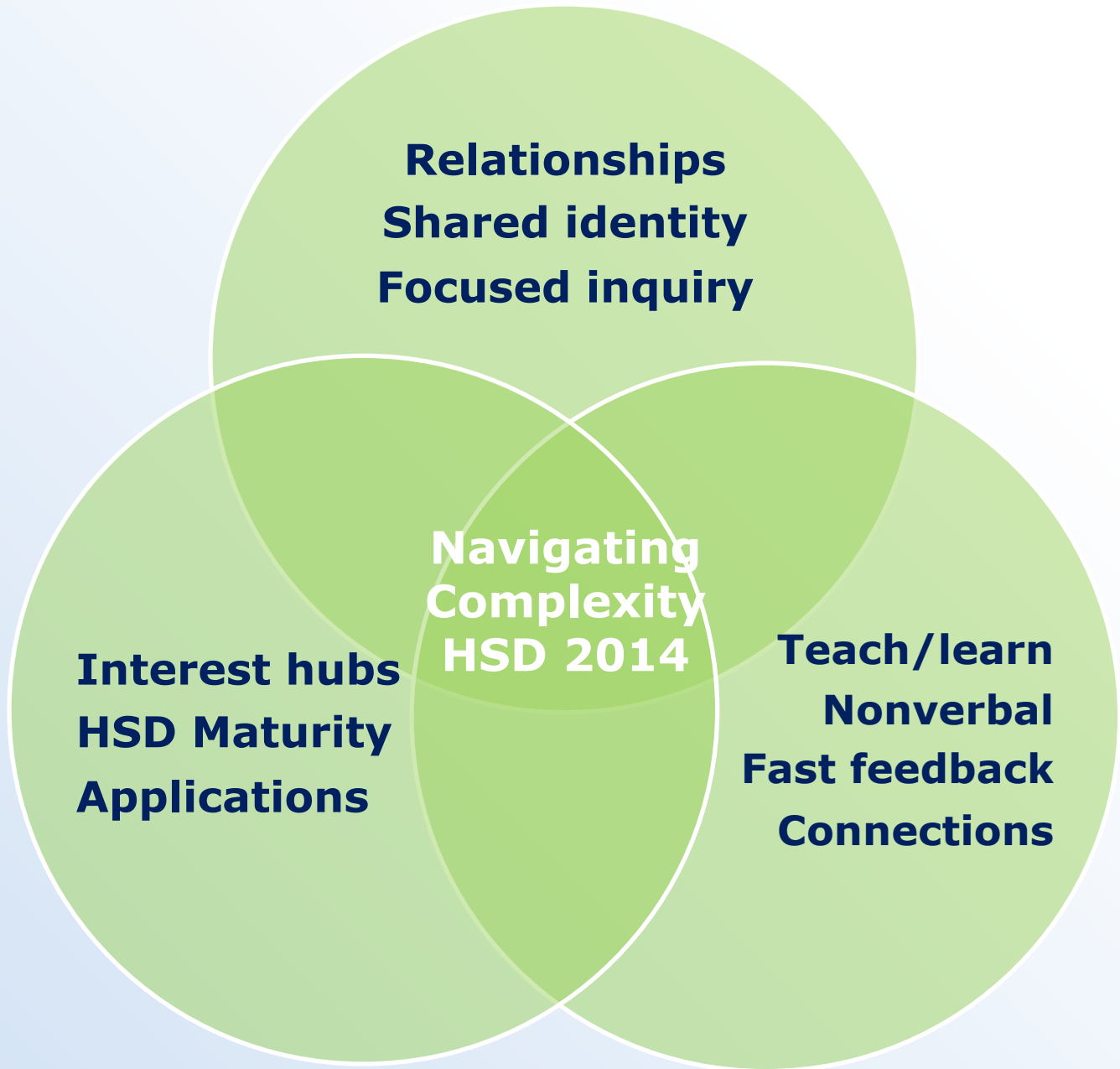


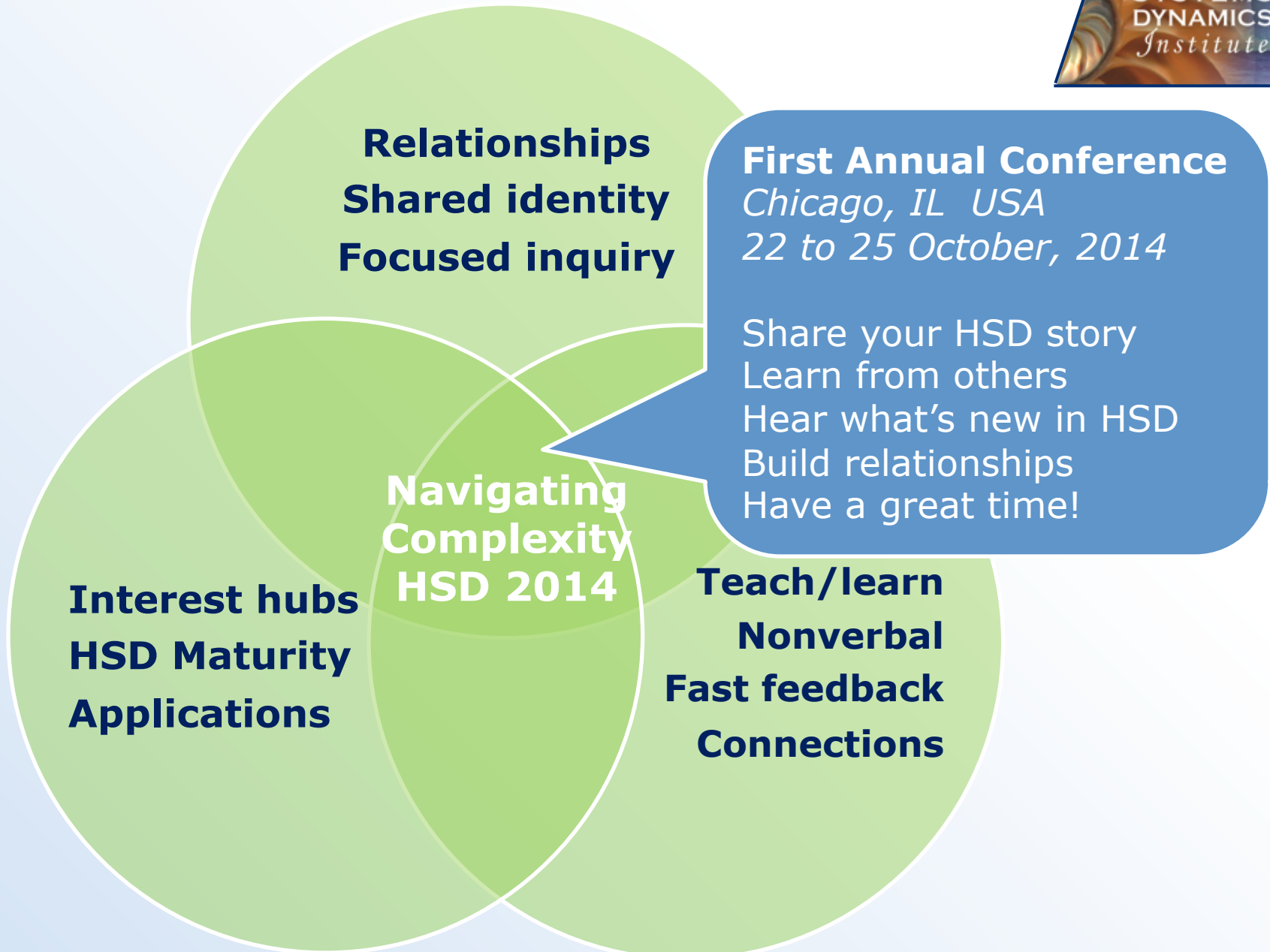
**Relationships**  
**Shared identity**  
**Focused inquiry**





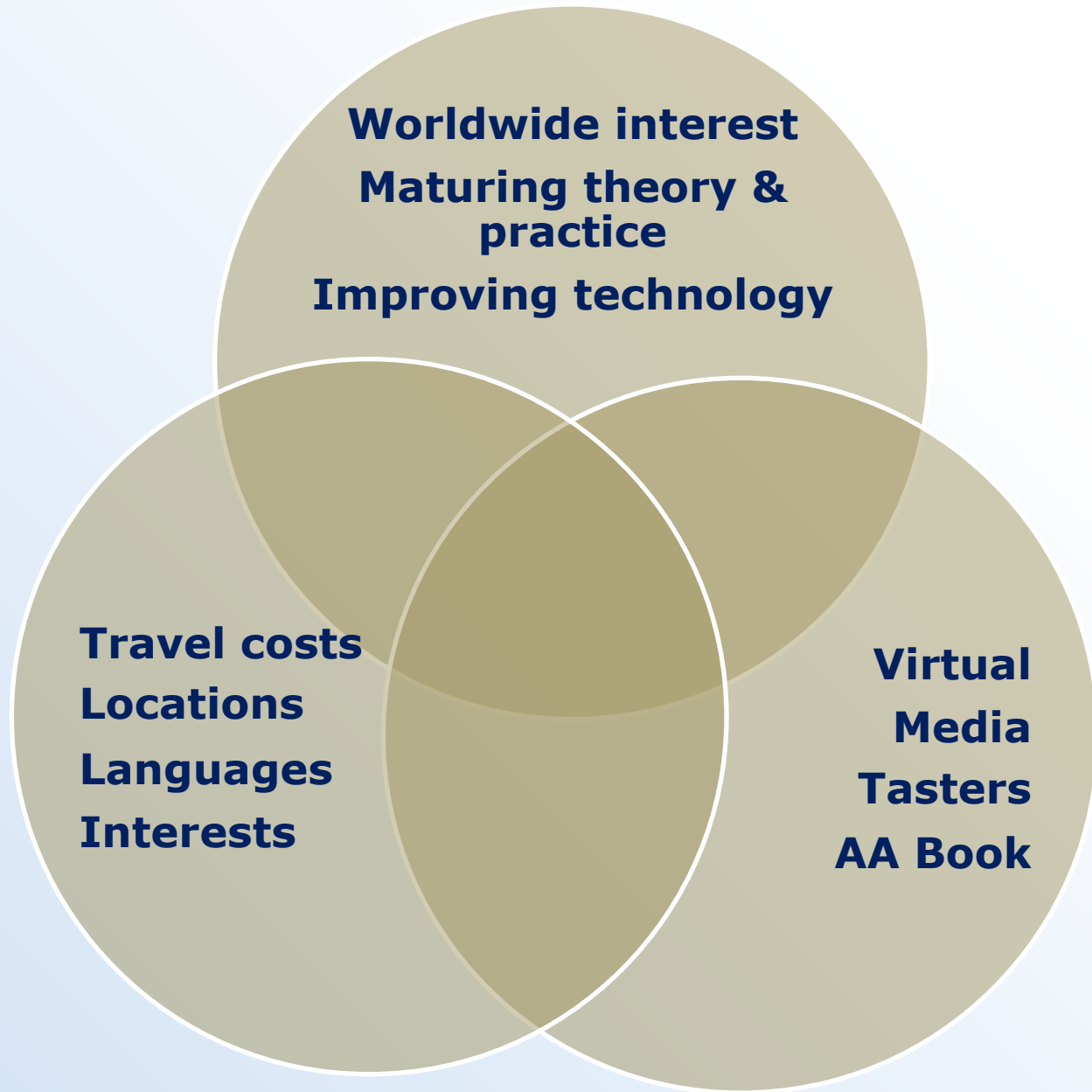


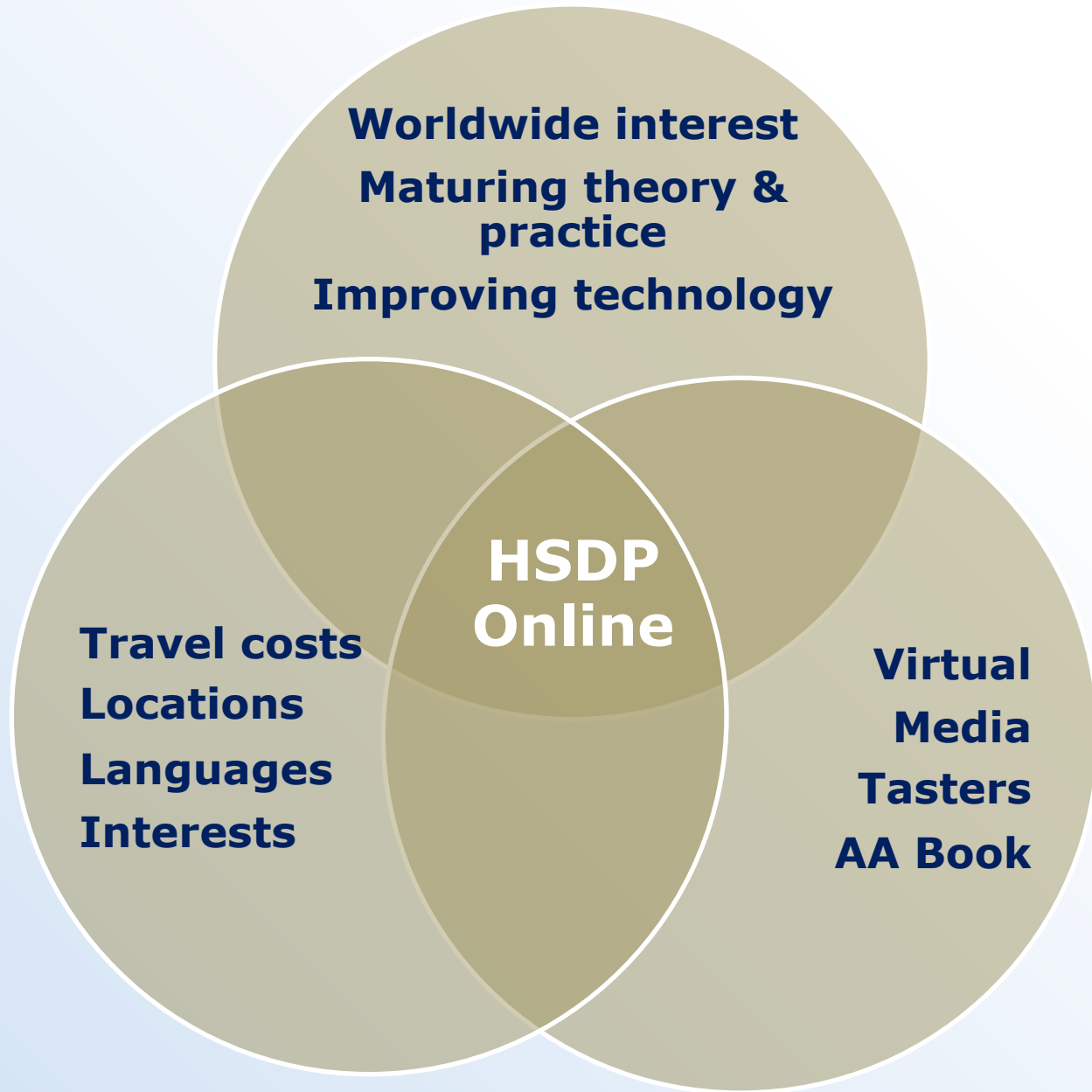


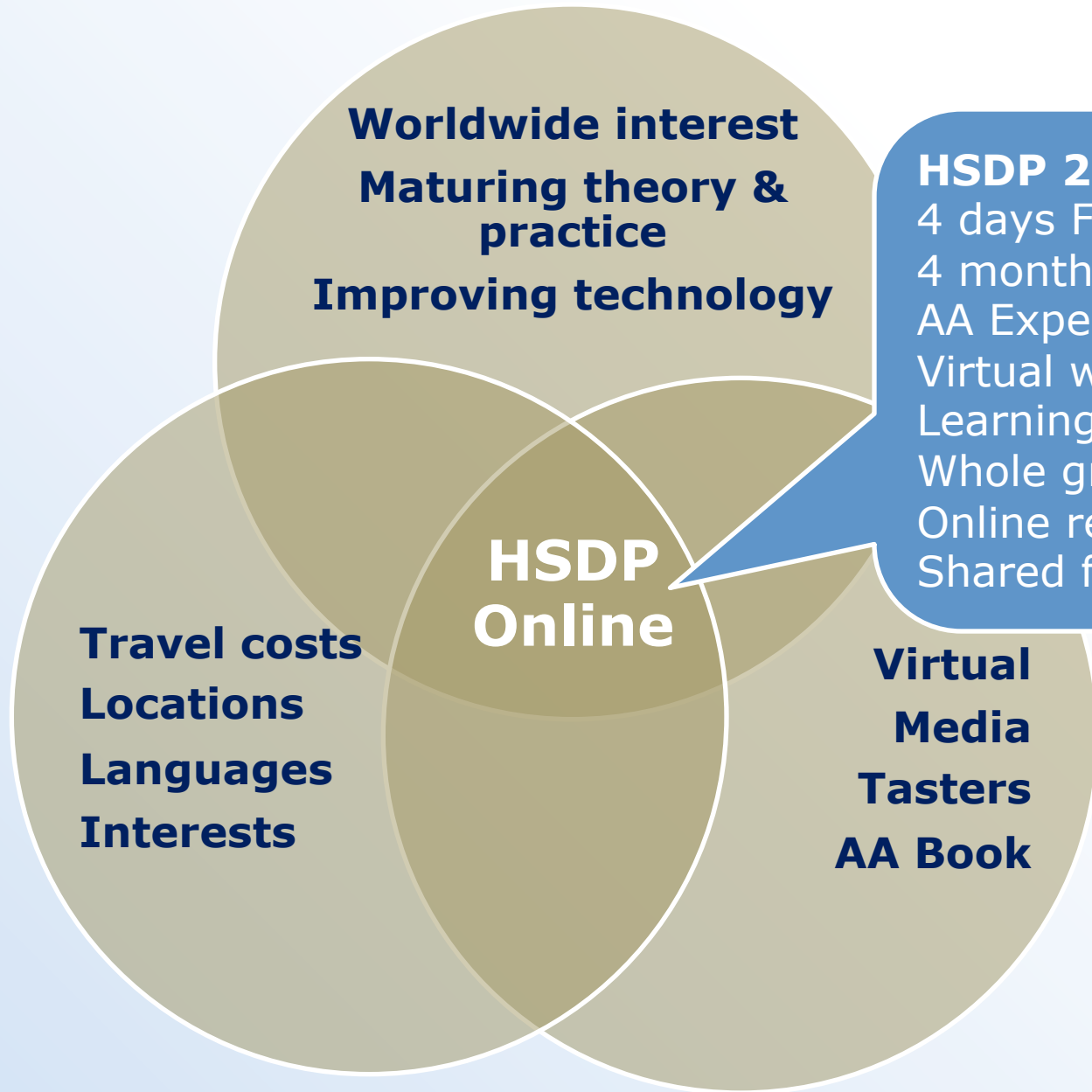


**Worldwide interest**  
**Maturing theory &  
practice**  
**Improving technology**









**HSDP 2014**  
4 days FTF January 2014  
4 months practice  
AA Experiments  
Virtual workshops  
Learning Group dialogue  
Whole group exploration  
Online resources  
Shared forum dialogues



# 10 Things YOU can do!

1. Join HSDP2014 to expand your theory/practice
2. Encourage others to join us in Texas
3. Forward the HSDP2014 brochure to your network
4. Register for HSDLearning (Jan 1)
5. Save the date for the conference (Oct 22-25)
6. Contribute to the scholarship fund
7. Review *Adaptive Action* on Amazon.com
8. Join or create an HSD hub
9. Attend the Adaptive Action Conversations (monthly)
10. Let us know how and what you're doing