



Create Community

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Nothing is intractable.



HSD Vision

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

HSD Simple Rules

- ▶ Stand in inquiry
 - ▶ Turn judgment into curiosity
 - ▶ Turn conflict into shared exploration
 - ▶ Turn defensiveness into self-reflection
 - ▶ Turn assumptions into questions
- ▶ Find the energy in difference
- ▶ Zoom in and zoom out
- ▶ Connect through stories and impacts
- ▶ Search for the true and useful
- ▶ Celebrate life



Today we will explore:

- ▶ WHAT patterns create community?
- ▶ SO WHAT are patterns in your community?
- ▶ NOW WHAT will you do to make the patterns stronger?

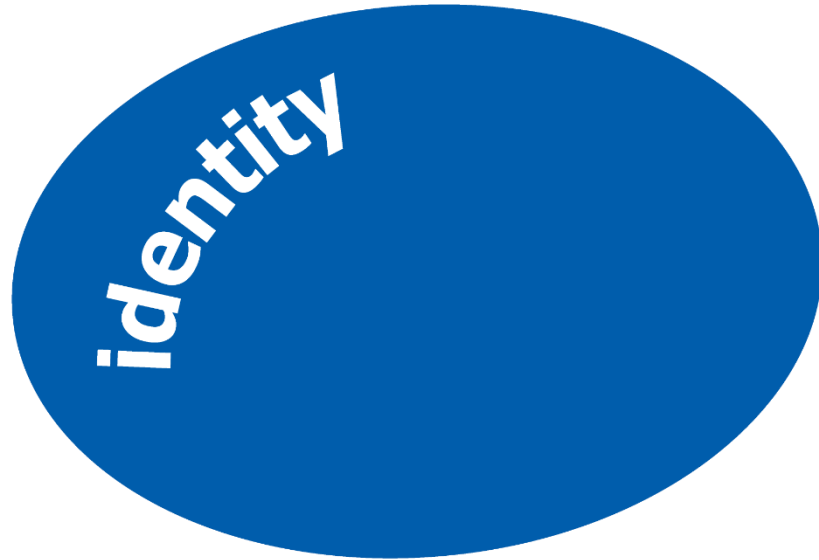




WHAT patterns create community?



— Generative Engagement —

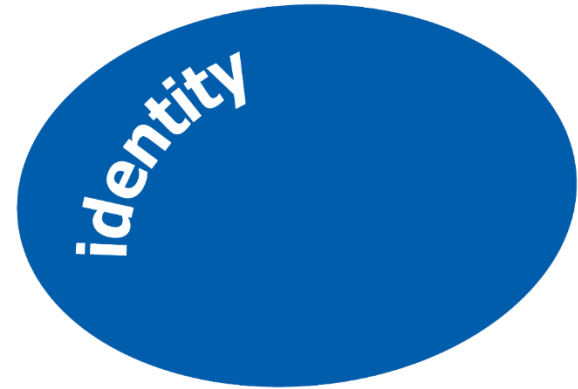




Identity

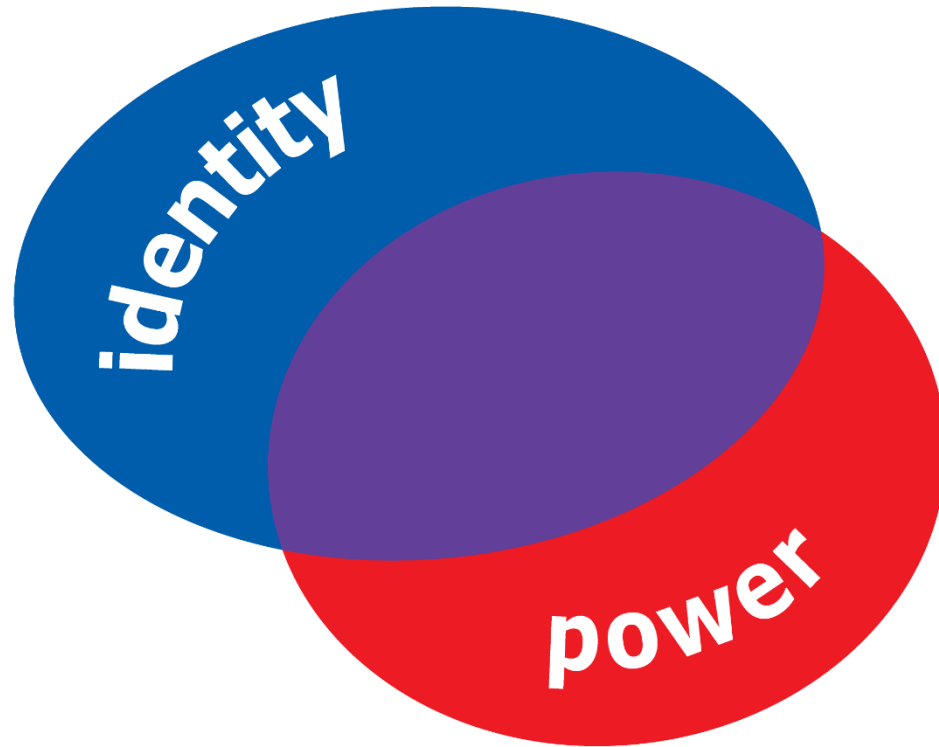
Sets the bounds and creates belonging . . .

- ▶ Who am I?
- ▶ Who are you?
- ▶ Who are we together?
- ▶ Who are we in relation to our shared work?





— Generative Engagement —

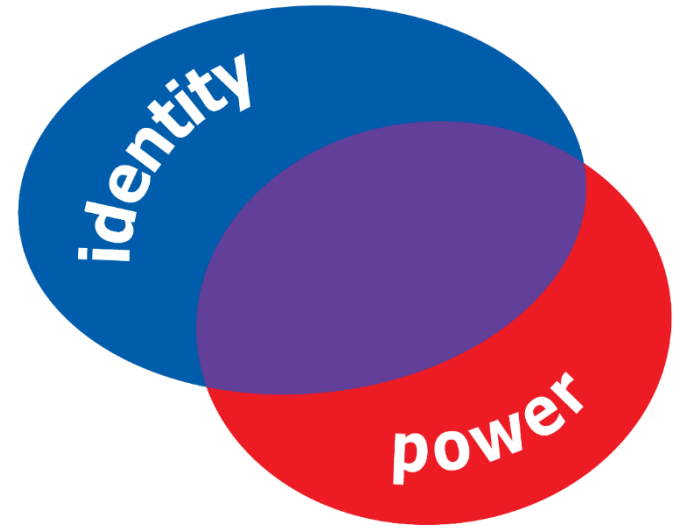




Power

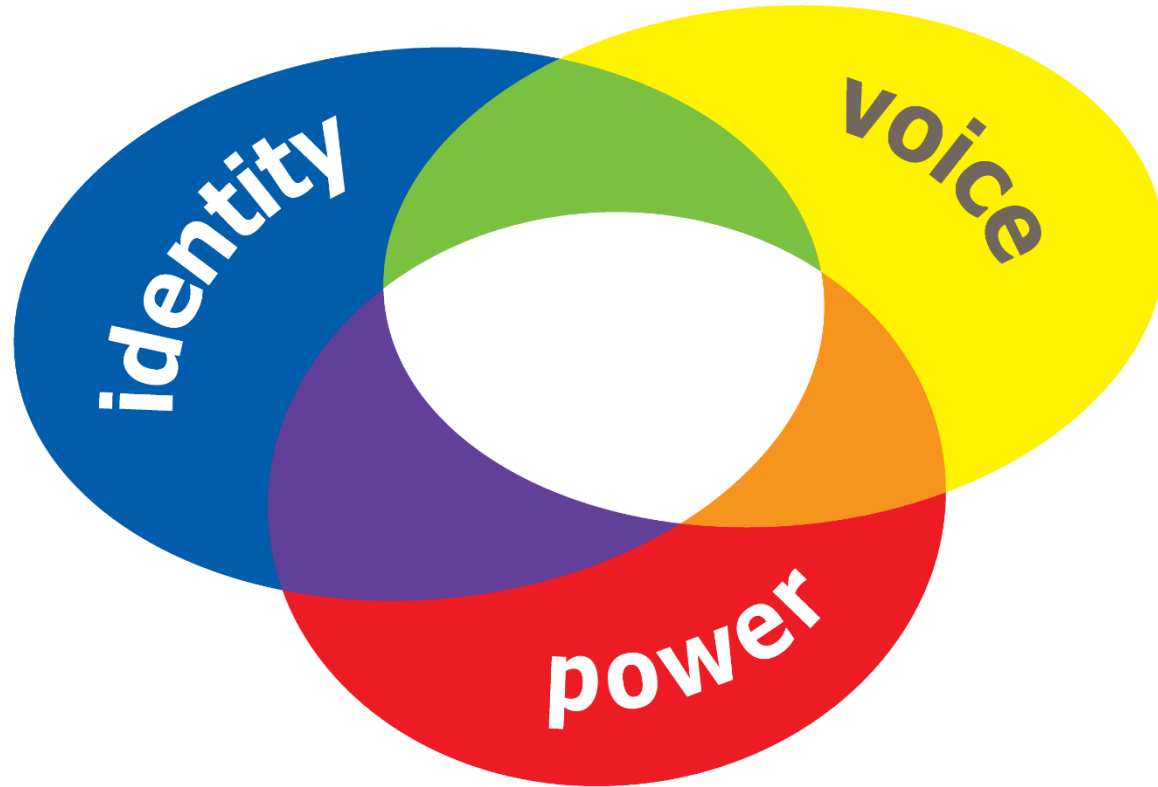
Defines the ability to do work

- ▶ What differences make a difference?
- ▶ What tensions are locked in the system?
- ▶ What energy is concentrated? Distributed?
- ▶ What are you able to influence?
- ▶ What influences you?





— Generative Engagement —

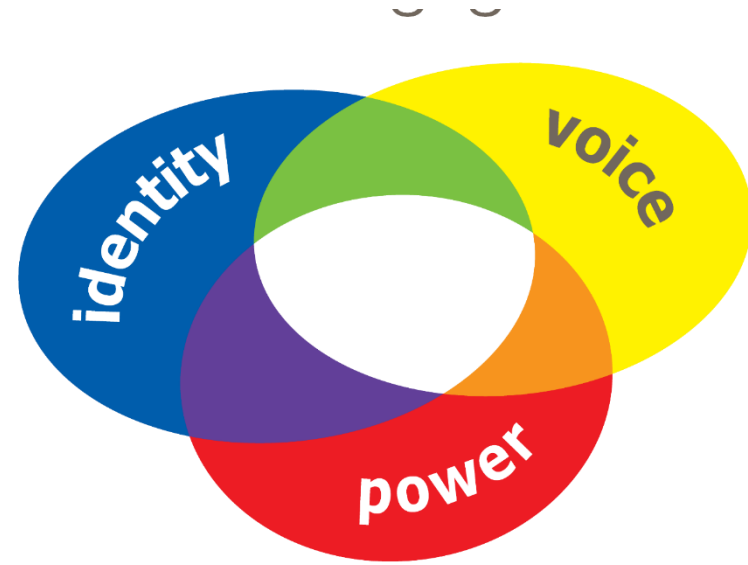




Voice

Voice releases the power locked in difference . . .

- ▶ What voices are heard?
- ▶ What voices are silenced?
- ▶ What stories shape shared experience?





— Generative Engagement —





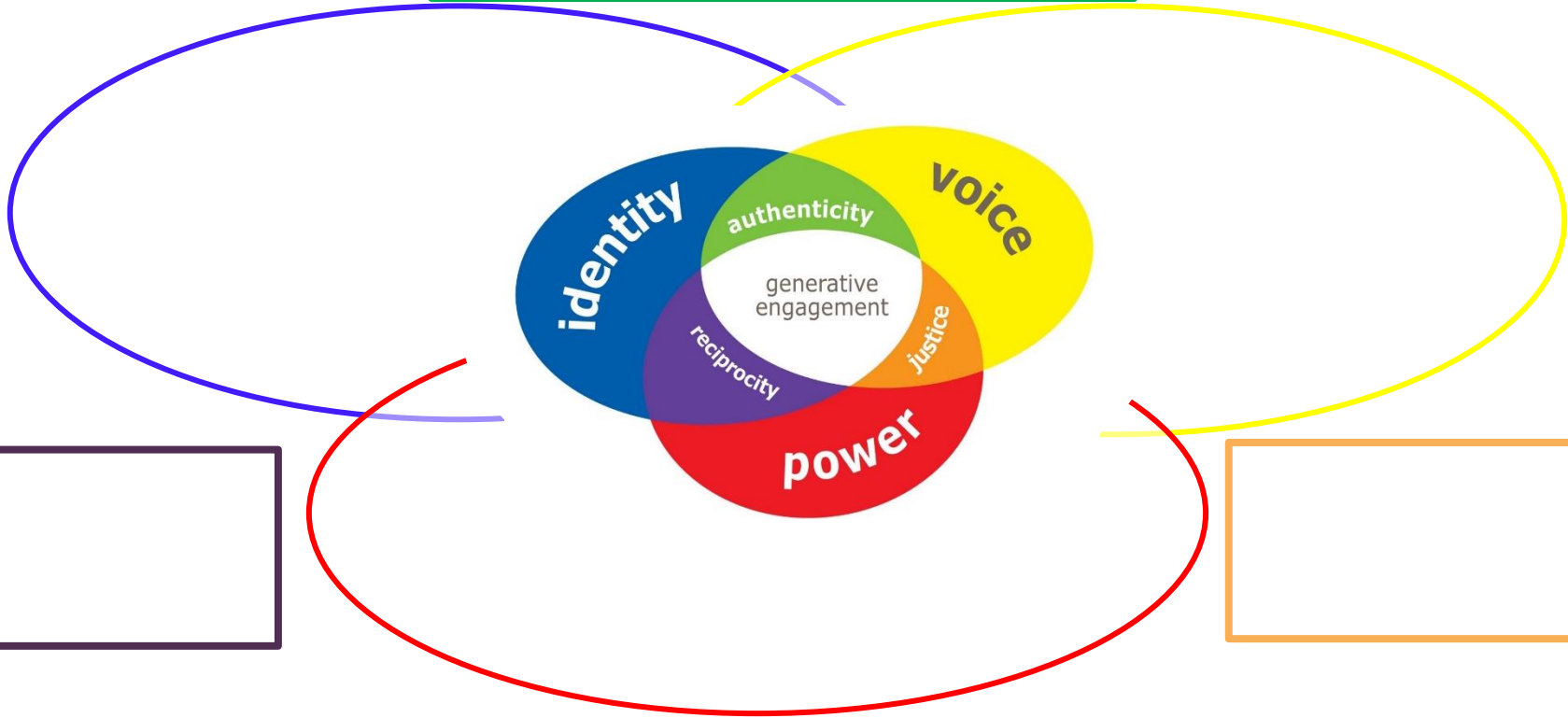
Emerging Community

- ▶ **Authenticity** emerges when every unique identity gives and receives voice to influence and be influenced
- ▶ **Reciprocity** emerges when each person's unique power is valued and invested in shared work
- ▶ **Justice** emerges when the power of every voice is free to co-create the whole





SO WHAT are patterns in
your community?





NOW WHAT will you do to
strengthen the patterns?



Learn more about HSD . . .

- ▶ Models and Methods:
<https://www.hsdinstitute.org/resources.html>
- ▶ Power of Questions—daily practice
Inquiry IS the Answer
<https://bit.ly/HSDINQ>
- ▶ Theory and Practice:
Adaptive Action: Leveraging Uncertainty in Your Organization (Eoyang & Holladay, 2013)
- ▶ Applications to wicked issues:
Live Virtual Workshops (free every month)
Online Adaptive Action Labs (monthly)
<https://www.hsdinstitute.org/learning-opportunities.html>
- ▶ Sign-up online for blogs and announcements
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