

## HSD Community Commons Chat Transcript | 21SEP23

- 00:07:03 Glenda: Glenda Eoyang in Circle Pines MN USA
- 00:08:22 Becca Peterson: Becca in Moorestown NJ near Philadelphia
- 00:10:23 Royce as Glenda: Welcome to everyone! As you come in, please, post in the chat who you are and where you are located, if you are comfortable doing so.
- 00:11:34 Oluf Nissen: I'm Oluf Nissen in San Jose, CA. Working as a coach with/in software development teams in a medical device company.
- 00:11:56 Royce as Glenda: Lecia Grossman, another Associate and I did a really short course that was HSD applied to HSD, and it was approved by ICF, but it was not as thorough as Miriam has created...Not as in depth!
- 00:12:10 OD Network Chicago: Hi, I am Deborah Dalzell-Murphy, my label says ODN of Chicago. [DrDeb@MurphyManagementPartners.com](mailto:DrDeb@MurphyManagementPartners.com)
- 00:12:10 Royce as Glenda: I meant HSD applied to coaching.
- 00:12:26 Royce as Glenda: Welcome Deborah!
- 00:12:37 OD Network Chicago: Reacted to "Welcome Deborah!" with 👍
- 00:14:55 Agnes Meneses: HI Everyone. Agnes Meneses in Chicago. Independent consultant working with nonprofits and philanthropy/foundations.
- 00:16:17 Barrie McClune: Such exciting work, Miriam. I have to run to another in person meeting but will check the recording. Congratulations!
- 00:16:33 Royce as Glenda: Thanks Barrie...
- 00:19:03 Robin Kilroy: [Decision Map](#)
- 00:27:07 Robin Kilroy: You'll be placed on breakout rooms in trios for 10 min
- Each one of you will have 3 minutes to share insights
- Explore and share with others:
- How much you know about the HSD concepts, models and methods.
- How will you adjust some of the M&M into your practice with specific customers.
- What learnings you've had today
- 00:40:11 Glenda: Thanks I didn't have a chance to say many thanks.

00:40:20 Oluf Nissen: I'm double-booked now, and will have to go. So sorry!

00:40:30 John N Murray: All the best, Oluf

00:40:45 Robin Kilroy: Good to have you here. Oluf.

00:43:17 Glenda: Emotions are a pattern and they lie in the practice. Nice reflection

00:50:52 Glenda: Recipe--Necessary but not sufficient

00:51:06 Heather Hutchings (facilitator): I'm have to leave for another call now. Thank you Miriam, Royce, and all for a great conversation!

00:51:19 OD Network Chicago: Reacted to "Recipe--Necessary bu..." with 👍

00:51:28 Robin Kilroy: Thank you, Heather!

00:51:40 Glenda: That is being sensitive again.

00:51:54 Glenda: The teaching AA cycle and the learning AA cycle.

00:53:12 John N Murray: That is similar to our conversation in the breakout room

00:54:05 Robin Kilroy: Blog post: [HSD Models and Methods: Multi-Tasking Tools!](#)

00:56:37 Miriam Bayes: Reacted to "The teaching AA cycl..." with 👍

00:56:58 Robin Kilroy: What is your biggest fear? Hope?

00:57:30 Carla Blanquier: What does trust have to do with this?

00:57:44 Miriam Bayes: Cara, Robin, say it outloud

00:57:49 Robin Kilroy: Who else has had this challenge?

00:58:39 Robin Kilroy: What might future generations hope you did?

00:59:10 Becca Peterson: who benefits from keeping the situation the same

00:59:12 Robin Kilroy: What assumptions are you making?

00:59:41 Jan Berlage, Hamburg: what rules do not apply anymore?

01:00:43 Jan Berlage, Hamburg: where does the old meet the new?

01:01:10 Royce as Glenda: What are the major tensions you feel in the situation?  
Where do you feel the tension in your body?  
What is the story you want to tell about this situation in 5 years? 10 years?  
What children's story might represent this situation for you to learn from it?

If you were to consider the patterns you are seeing, what are 2-3 simple rules you would name that this individual/group is currently following? Are those rules working for them?

What does fear have to do with your story? Power?

What are the similarities and differences you see in the stories you have heard? What can you learn from those?

If this were a dance, what kind of dance would it be? Waltz? the Twist? Somba? Ballet? Jazz? other?

- 01:01:53 Miriam Bayes: What is the same and what is different now?  
How would you look into this problem if you'd do it through an amplifier? A window? The roof?  
How much does expectations influence your issue? External expectations? Your expectations?  
Where do you feel the issue in your body?  
What music are you dancing with this issue? Which one would you like to dance?  
How would you describe your issue now?  
What is complex and what is complicated?  
What is the small next step you can take to move forward?
- 01:01:56 Miriam Bayes: What have you learned?
- 01:02:04 Miriam Bayes: What has love to do with this?
- 01:02:14 Robin Kilroy: Open-ended, no advice
- 01:03:23 Miriam Bayes: Power of questions:  
<https://us02web.zoom.us/j/730382618?pwd=Vjc4cytxaVBFbFJXY0Q4L2RhOUZHZz09>
- 01:03:36 Miriam Bayes: The generosity of HD at work
- 01:04:03 Royce as Glenda: [www.hsdinstitute.org](http://www.hsdinstitute.org)
- 01:04:06 Robin Kilroy: Thank you, Miriam and Royce!!!!
- 01:04:09 Agnes Meneses: Thank you.
- 01:04:12 Royce as Glenda: [rholladay@hsdinstitute.org](mailto:rholladay@hsdinstitute.org)
- 01:04:15 Sierra Woods: Thank you!
- 01:04:32 Clare: Thank you for your time