



Adaptive Action: *Design When You Can't Decide*

Live Virtual Workshop

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Nothing is intractable.



Today we will talk about

- ▶ **What** makes design necessary?
- ▶ **So what** is HSD's tool, path, and approach to design?
- ▶ **Now what** can you do to shift your own design work?



Consider a time when you . . .

- ▶ Initiated a system-wide change
- ▶ Tried to plan a large, complex event
- ▶ Worked with individuals / groups with diverse and rich traditions
- ▶ Else?



Type into the Chat Space:

- ▶ *My biggest barrier was . . .*
- ▶ *My greatest asset was . . .*



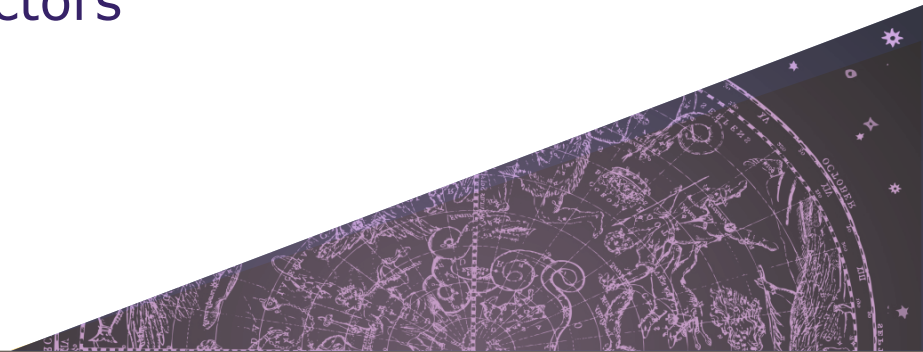
What can you decide?



When can we decide?

▶ **Static Change**

- ▶ Snapshot before and after
- ▶ Predictable/Control factors
- ▶ Yes/No answers





We can also decide when

▶ **Dynamic Change**

- ▶ Known arc of change
- ▶ Known/Understandable factors and impacts
- ▶ Standards/Checkpoints as answers



What do you do when you cannot decide?



When can we not decide?

▶ **Complex change**

- ▶ Every situation appears unique
- ▶ Forces/impacts unknown and unknowable
- ▶ Emergent answers



Design Benefits

- ▶ Allows you to see and understand current context
- ▶ Responds to that particular context
- ▶ Emergent locally
- ▶ Variable over time
- ▶ Allows for innovation

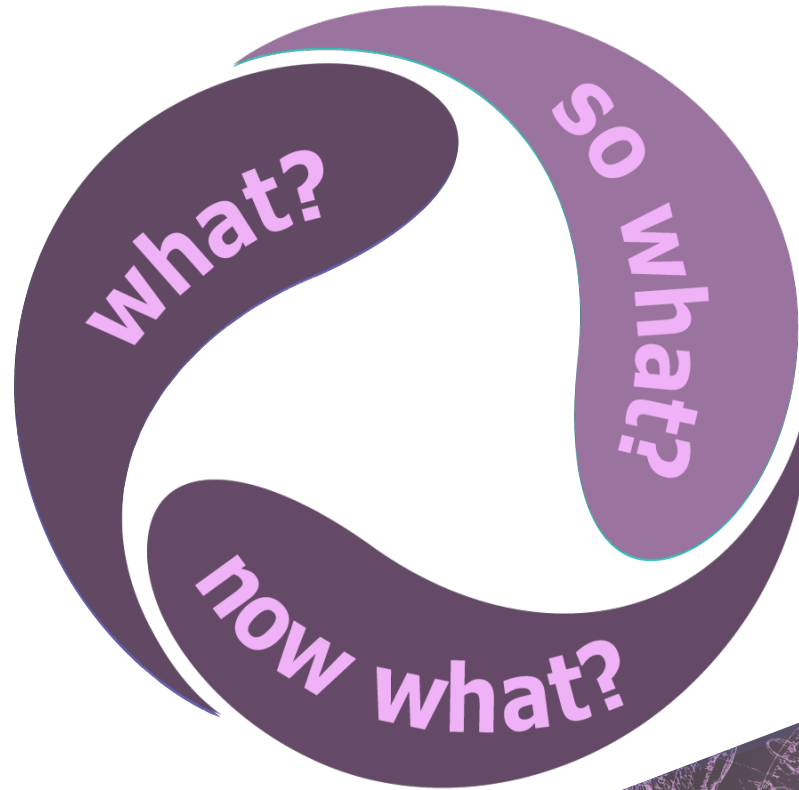


So what does HSD offer for design?

- ▶ Tool
- ▶ Path
- ▶ Approach



HSD's Tool for Design

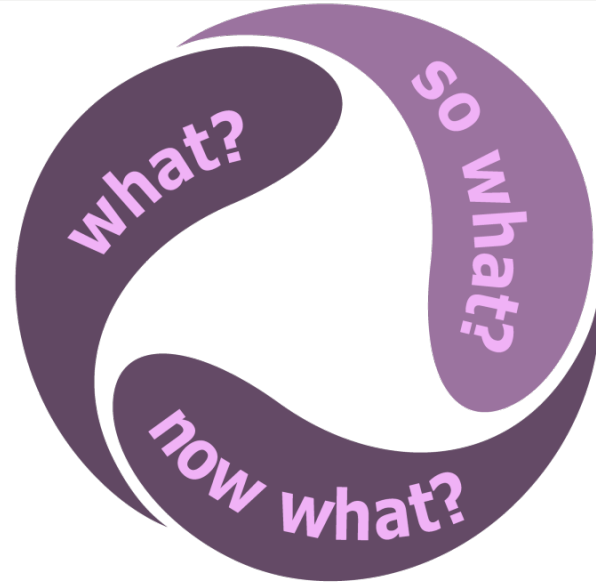




HSD's Tool for Design

What?

- ▶ Patterns do I see?
- ▶ Patterns do I want?
- ▶ Does the data tell me?
- ▶ Does my "gut" tell me?
- ▶ Who's saying what?

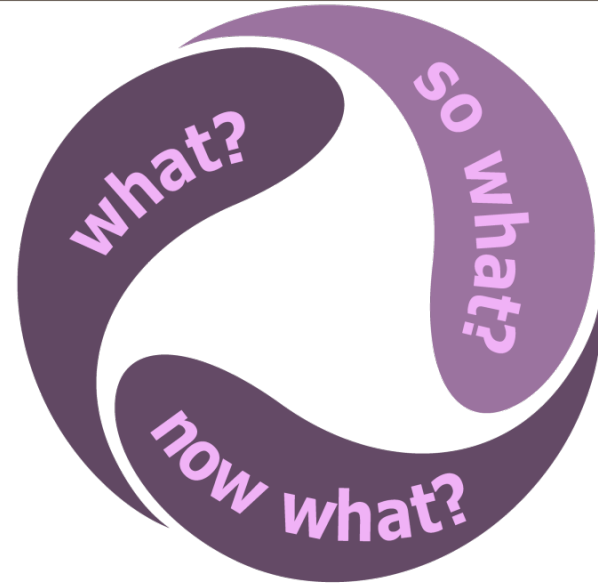




HSD's Tool for Design

So What?

- ▶ Does this mean here?
- ▶ Does this mean now?
- ▶ Differences matter?
- ▶ What is in my reach?
- ▶ What if I . . . ?
- ▶ How would I . . . ?
- ▶ Who can I . . . ?

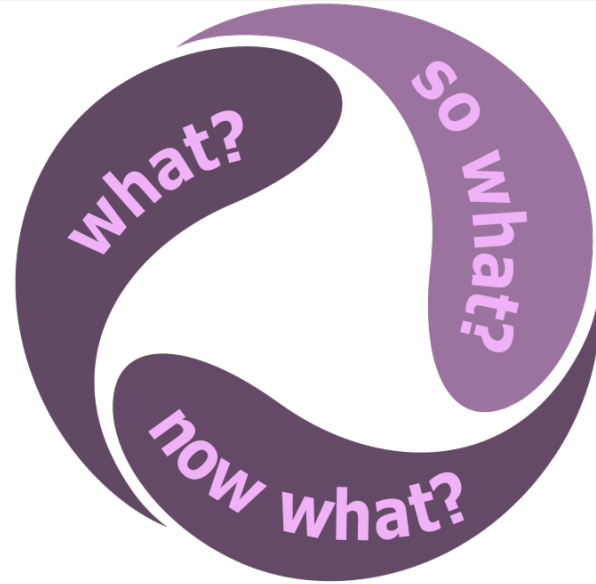




HSD's Tool for Design

Now What?

- ▶ Will I do to bring change?
- ▶ Who will help me?
- ▶ When will I be done?
- ▶ How will I know if it "worked"?





HSD's Path for Design

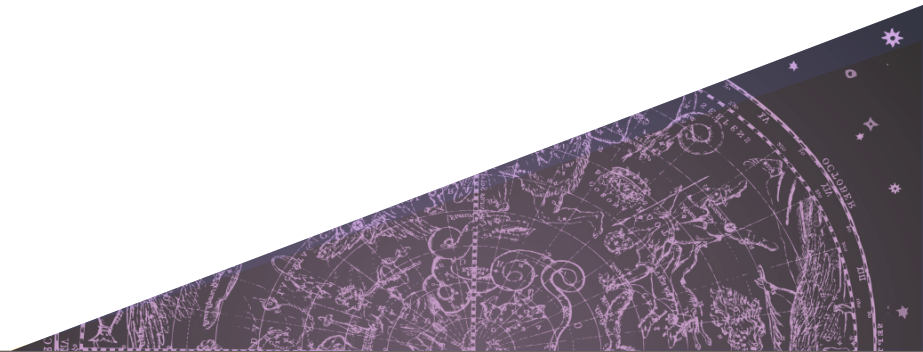




HSD's Approach for Design

Inquiry

- ▶ turn judgment into curiosity





Inquiry

- ▶ turn judgment into curiosity
- ▶ turn disagreement into shared exploration



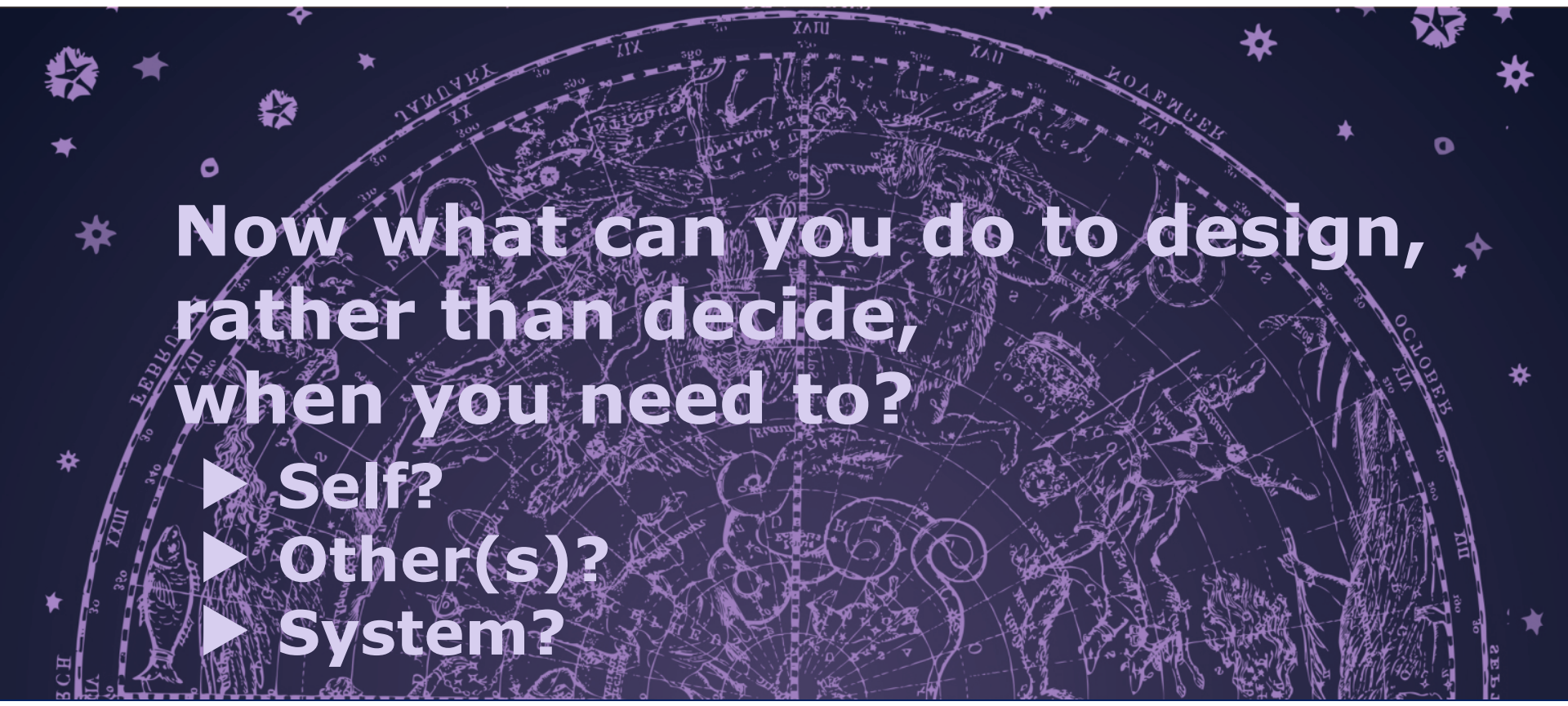
Inquiry

- ▶ turn judgment into curiosity
- ▶ turn disagreement into shared exploration
- ▶ turn defensiveness into self-reflection



Inquiry

- ▶ turn judgment into curiosity
- ▶ turn disagreement into shared exploration
- ▶ turn defensiveness into self-reflection
- ▶ turn assumptions into questions



**Now what can you do to design,
rather than decide,
when you need to?**

- ▶ **Self?**
- ▶ **Other(s)?**
- ▶ **System?**



Today we explored:

- ▶ **What** makes design possible?
- ▶ **So what** is HSD's tool, path, and approach to design?
- ▶ **Now what** can you do to shift your own design work?



Future Learning Opportunities

Quarterly Virtual Mini-Conference ▶ <i>Build Regional HSD Learning Groups</i> ▶ <i>Prepare Leadership Through HSD</i> ▶ <i>Conflict and Resilience</i>	<i>Sep 21</i>
Build Resilience: See Potential in Paradox	<i>Oct 5</i>
Scale Up: Innovate or Replicate	<i>Nov 2</i>



Learn more...

- ▶ Explore online at HSDInstitute.org (*Resources and Take Action*)
- ▶ Consider these upcoming Adaptive Action Labs:

HSD Professional Certification	October-January	Minnesota UK South Africa
Leadership in Medical Education	September-October February-March	Online
Public Adaptive Action Labs	Many topics Many times	Online



Adaptive Action Labs

- ▶ Learn Deep: Tools to Grow a Professional Learning Ecology
Launches September 12
- ▶ Build Your Resilience: Thrive in the Midst of Chaos
Launches October 19
- ▶ Adaptive Action Coaching
Launches November 1
- ▶ Conflict: Dialogue Across Difference
Launches November 1