



HUMAN SYSTEMS
DYNAMICS INSTITUTE

Scale Up: Innovate or Replicate

Live Virtual Workshop
November 2, 2017
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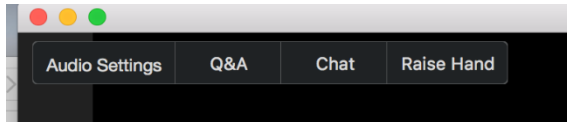
Nothing is intractable.



Welcome to our new webinar space!

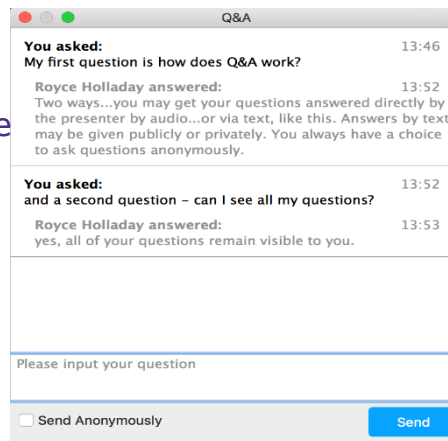
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You have four controls:



1 You can check your Audio (speaker) volume, *mics are only used by presenters, in general*

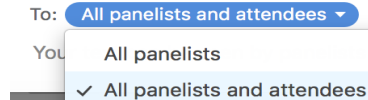
2 You can ask questions directly to the presenter or host



4

Or raise your hand!

3 You can chat with each other





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Nothing is intractable.



Today we will explore . . .

- ▶ **What** is the challenge of “going to scale” in a complex system?
- ▶ **So what** is HSD’s “scale-free dissemination”?
- ▶ **Now what** does this mean for your systemic change efforts?





What is the challenge of “going to scale” in a complex system?



Love all your children just the same





Cultivate a garden





Scale up a peace intervention





Resolve the urban/rural divide





Why do we think replication works?

- ▶ That is what we predict and control
- ▶ We ignore local differences
- ▶ We value fidelity
- ▶ We have had power to force replication in the past
- ▶ We think we discover answers
- ▶ We cannot think about massive diversity
- ▶ We don't evaluate consistently and meaningfully
- ▶ We have a colonial mentality
- ▶ We know how things "should" be
- ▶ We make promises for funders
- ▶ It is all we knew how to do . . .



If replication doesn't, what will?

Re-Innovation

- ▶ Anticipate and adapt
- ▶ Seek questions not answers
- ▶ Engage and influence, don't force
- ▶ Value local attention, intelligence, resources, power
- ▶ Listen for local variability
- ▶ Collect and learn from data
- ▶ Value "fit for function"
- ▶ Work from lessons learned
- ▶ Re-use what is essential
- ▶ Learn new ways to go to scale . . .



So what is HSD's "scale-free dissemination"?



Replicate to Go to Scale

Whatever works here should work there . . .





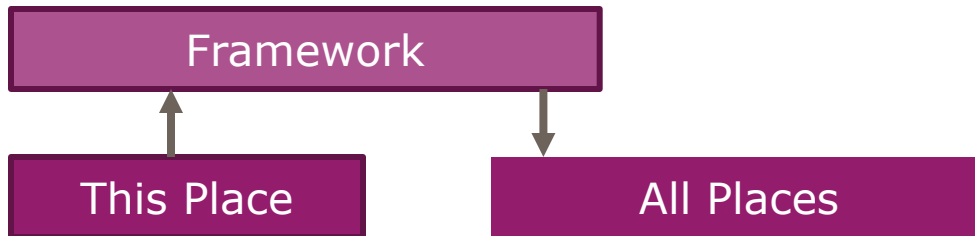
Frameworks and Going to Scale

Evidence-based

Logical

Easy to talk about and teach

When does it work?



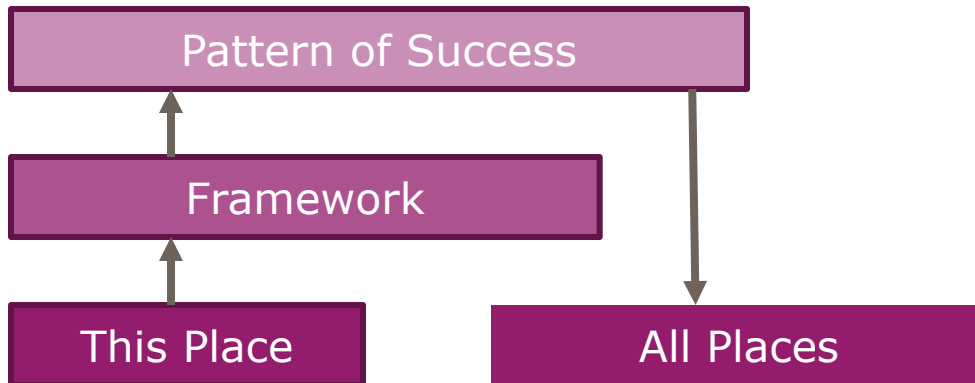


Pattern Logic and Going to Scale

What is same, different, connected?

What are Simple Rules? How can we re-innovate?

When does it work?





Conditions and Going to Scale





Replicate: Trauma-Informed Care

“I have done this before”

“We are experts”

“We have an evidence- based practice”





Frameworks: Trauma-Informed Care

Model of Care

Attachment

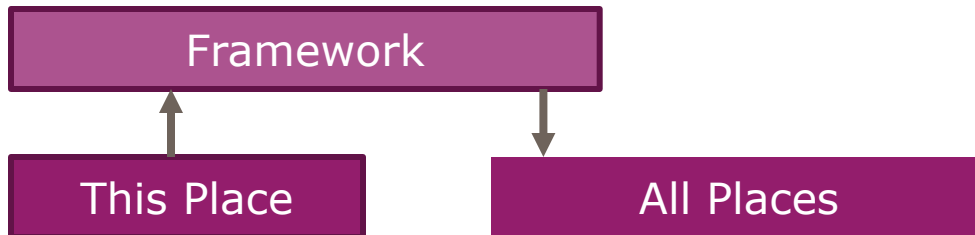
- Caregiver Affect Management
- Attunement
- Consistent Response

Regulation

- Identification
- Modulation
- Expression

Competency

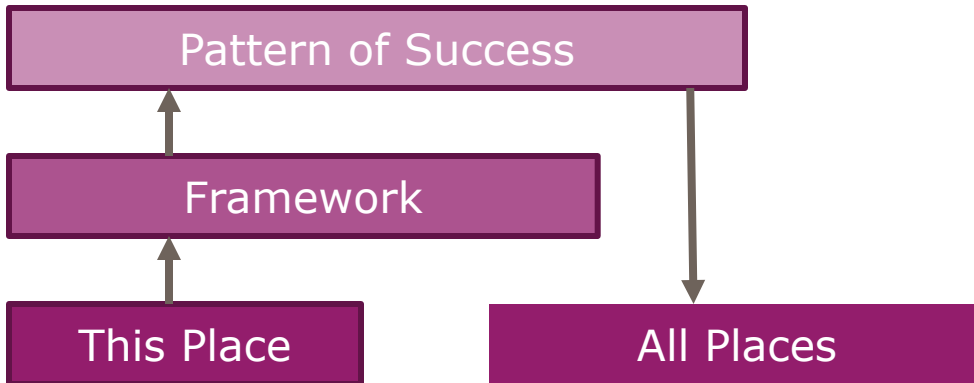
- Executive Functions
- Self Development





Pattern Logic: Trauma-Informed Care

Simple Rules: Consistently practice our model of care; Stand in inquiry; Use resources wisely, but liberally; Feel the future; Confirm that we do what we intend to do; Act as if each interaction makes a difference.





Conditions: Trauma-Informed Care

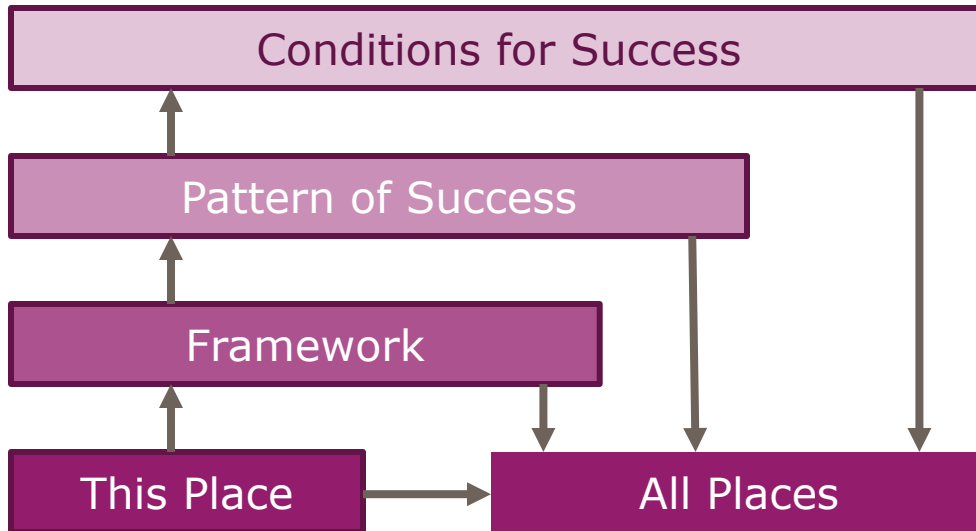




Now what does this mean for your
systemic change efforts?

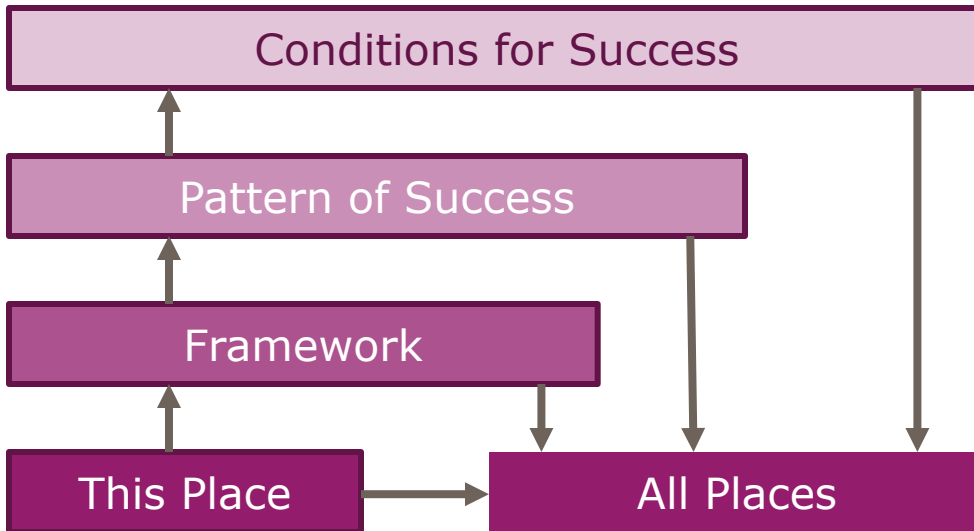


What is your current strategy?



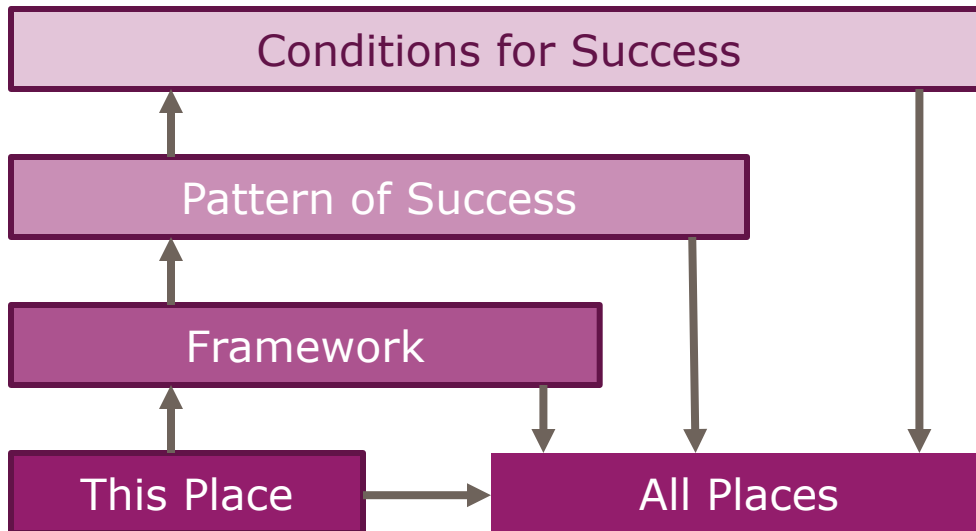


So what are the tensions?





Now what are your options?





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- ▶ **So what** is HSD’s “scale-free dissemination”?
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Join us for upcoming webinars:

Integrate: Find Your Fix that Fits	<i>December 7</i>
Quarterly Virtual Mini-Conference	<i>December 14</i>
Relieve Your Stress: The Creative Power of Tension	<i>February 1</i>



Learn more...

- ▶ Explore online at HSDInstitute.org – including **Resources** and how to **Take Action**
- ▶ Consider these upcoming Adaptive Action Labs in 2018:

HSD Professional Certification	March - May	South Africa
Leadership in Medical Education	February - March	Online
Public Adaptive Action Labs	January: Wellness February: Facilitation March: Conflict	Online