

Live Virtual Workshop

HSD Simple Rule 3: Find the energy in difference

Chat Transcript 06JUN24

- 00:34:57 Curtis Miller: What gives me energy is the relief and joy I get from seeing people understand that their belonging is fundamental.
- 00:35:03 Mel: I just had an aha moment. I come into spaces that have a lot of energy, but not all of it is generative.
- 00:35:10 Marie Murtagh: Reacted to "I just had an aha mo..." with 👍
- 00:36:10 Mary Nations: great observations and thanks for sharing!
- 00:39:14 Elvira Booth: I get energy from the dynamics of cooperation - forming a kind of human ecosystem striving on different elements coming together. If we build a community on that energy, it helps to create even more generative energy and also helps the people in the system thrive
- 00:39:28 Mel: As a mental health practitioner, it's all about education and giving opportunities (through curiosity) to expand our mental maps... it helps shift the energy
- 00:39:31 Antonia Wilcoxon, EdD: Difference is sometimes perceived as tension, conflict. When we have learned, understood and with greater understanding we can connect, creativity, solidarity and transformation occurs.
- 00:39:59 Mary Nations: Reacted to "What gives me energy..." with 👍
- 00:40:05 Mary Nations: Reacted to "I just had an aha mo..." with 👍
- 00:40:13 Mary Nations: Reacted to "I get energy from th..." with 👍
- 00:40:20 Mary Nations: Reacted to "As a mental health p..." with 👍
- 00:40:28 Mary Nations: Reacted to "Difference is someti..." with 👍
- 00:42:25 Marie Murtagh: Fun!

- 00:43:05 Mel: Mind blown! Here's a way to explain how mental maps can be shifted through growth and change! I love the language here!
- 00:43:16 Marie Murtagh: Reacted to "Mind blown! Here's a..." with 👍
- 00:43:32 Mary Nations: Reacted to "Mind blown! Here's a..." with 👍
- 00:45:30 Donna Bivens: I'm late and didn't hear the explanation but it really describes my personal experience!
- 00:45:36 Elvira Booth: It feels like a fresh view on the yin and yang concept
- 00:45:38 Laura Slay: If difference didn't exist, I expect we would be stagnant; therefore, difference can be uncomfortable and necessary to work through the hard parts -
- 00:46:07 Mel: I think this ties in with stretch and fold too. I stretch when I'm emerging in theory and fold when I get to practice it.
- 00:46:27 Mary Nations: The slides and recording and chat will be available online likely by tomorrow
- 00:46:33 Donna Bivens: Replying to "I'm late and didn't ..."
i.e. love the picture!
- 00:47:06 Laura Slay: I think it is important, if I understand correctly, difference is not a judgement - neither good or bad,- the triangle resonates for me because it shows how new patterns can emerge from working through the "difference"
- 00:47:24 Nina Swanson: Reacted to "The slides and recor..." with 👍
- 00:47:31 Laura Williams: and they are spinning!
- 00:47:32 Mel: Reacted to I think it is import... with "💜"
- 00:48:49 Mel: Reacted to If difference didn't... with "💜"

- 00:50:13 Nina Swanson: My aha is how much in my work with leaders and orgs we don't want to discuss tension or difference - there is discomfort. But if paired with Standing in Inquiry - difference can be a true exploration. I now understand better why my OD foundations focused on common ground.
- 00:50:15 Laura Slay: Yes - I right in the midst of this - I agree - because I am teaching a doctoral course on complexity in education research - This course is a new experience for me so I am right in the midst of balancing theory and practice -
- 00:50:24 Mary Nations: Reacted to "and they are spinnin..." with 👍
- 00:50:32 Mary Nations: Reacted to "I think it is import..." with 👍
- 00:50:46 Mary Nations: Reacted to "I think this ties in..." with 👍
- 00:50:58 Mary Nations: Reacted to "If difference didn't..." with 👍
- 00:51:05 Mary Nations: Reacted to "It feels like a fres..." with 👍
- 00:51:35 Mary Nations: Reacted to "My aha is how much i..." with 👍
- 00:51:38 Mel: Reacted to My aha is how much i... with "👍"
- 00:51:52 Mary Nations: Reacted to "Yes - I right in the..." with 👍
- 00:51:55 Olia: Differences can significantly enrich both sides of the spectrum, as long as they don't lead to a desire for one side to completely eliminate the other.
- 00:53:54 Mary Nations: Replying to "Differences can sign..."

the classic us or them conflict, not finding generative energy
- 00:54:51 Marie Murtagh: I absolutely experience HSD community containers as described. Purposeful and heart-forward.
- 00:54:55 Olia: Replying to "Differences can sign..."

@Mary Nations so how would you consider Russian aggression toward Ukraine?

- 00:55:09 Laura Williams: Reacted to "I absolutely experie..." with 👍
- 00:55:24 Laura Williams: I agree...
- 00:56:10 Antonia Wilcoxon, EdD: Containers are diverse: some in it are welcoming and warm, or aloof. It is a group of diverse perspectives, mental models, ways of being in the world
- 00:57:02 Mel: I live on the spectrum, so containers really help me stay present with the groups I'm in while still appreciating the larger containers within which we are in (part of the whole). HSD gave me language that allows me to show my appreciation of the differences that exist.
- 00:57:08 Mel: Reacted to I absolutely experie... with "👍"
- 00:57:20 Laura Slay: My container has been in the literature - the HSD books - I share the vision communicated in the literature - I expect my understanding and growth is permeable and I'm learning how to communicate about CAS effectively and in ways that are useful to my students.
- 00:57:40 Mel: Reacted to Containers are diver... with "👍"
- 00:57:44 Elvira Booth: I experience HSD as a container for people who are determined to join a counterculture in respect to what we still experience as the mainstream in organizations worldwide, and are determined to change that state of affaires
- 00:58:04 Marie Murtagh: Reacted to "I experience HSD as ..." with 👍
- 00:58:07 (JJ) Juan Jose Gonzalez Roman: Always so great to reconnect with the HSD and Glenda - I need to drop off now, thanks for the Invitation ☐
- 01:00:04 Mary Nations: Replying to "Differences can sign..."

Such destruction is a horror

01:00:44 Donna Bivens: or HSD are difference and conflict interchangeable? If not, what are the distinctions?

01:02:49 Olia: Replying to "Differences can sign..."

@Mary Nations so... does it mean that your theory falls short under these circumstances?

01:03:43 Curtis Miller: I see the tension created by differences and the necessary give and take (exchange) as a fundamental structural component of belonging.

01:07:57 Mary Nations: Replying to "Differences can sign..."

There are many choices: to be generative or to be destructive, to 'other' a group rather than find connection, etc

01:08:21 Olia: Reacted to "There are many choic..." with 😂

01:09:12 Olia: Replying to "Differences can sign..."

@Mary Nations funny. thanks

01:09:24 Mel: Thank you for speaking, @Andréa!

01:09:54 Marie Murtagh: Nice, Andrea!

01:10:06 Donna Bivens: so agree, Andrea. Can you put your contact info in the chat?

01:10:23 Antonia Wilcoxon, EdD: Agreed, thank you, Andrea!

01:11:56 Mary Nations: Replying to "Differences can sign..."

This chat space is not adequate for a satisfying exploration of your question on a complex matter. I did not intend to provoke laughter.

01:12:02 Laura Williams: Reminds me of a young man who was interviewing me at one point...and as I was sharing a different point of view on something....his response was "I feel myself getting really angry right

now." I was quite surprised, but I appreciated his statement—before he acted on it in any way. It allowed me to participate in the cooling off.....I think my thoughts were too challenging to his at the moment praxis challenge

01:13:05 Elvira Booth: Reacted to "Reminds me of a youn..." with 👍

01:14:03 Antonia Wilcoxon, EdD: Fascinating exchange! Thank you both!

01:14:32 Olia: Replying to "Differences can sign..."

@Mary Nations thanks. you provided me with a chance to see the theory in action

01:15:08 Donna Bivens: I'd like to recommend a book that's really helped me and my work . It's called Dissolving Conflict from Within by Henry Yampolsky

01:15:42 Laura Williams: Replying to "Differences can sign..."

Olia—I'm confused about what theory you are referencing? What theory are you seeing in action?

01:16:15 Laura Williams: Thanks Donna!

01:16:16 Mary Nations: Replying to "I'd like to recommen..."

Thanks Donna

01:17:10 Donna Bivens: Replying to "I'd like to recommen..."

This discussion really helped me! I love the picture and then that discussion really helped me as well!

01:17:27 Andréa : Reacted to "I so agree, Andrea. ..." with 🙏

01:19:22 Laura Slay: Thank you!