Thumbs, Marbles, Real Estate:
Patterns as Possibility

Live Virtual Workshop

June 8, 2017

Glenda Eoyang
geoyang@hsdinstitute.org
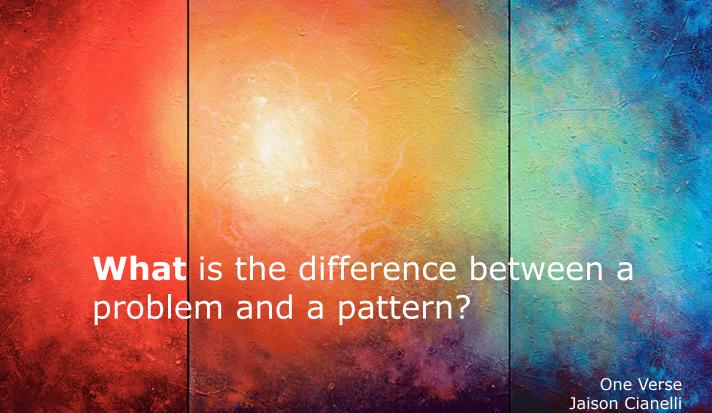
Nothing is intractable.

Today we will explore . . .

► **What** is the difference between a problem and a pattern?

► **So what** can you do to shift a pattern?

► **Now what** patterned possibilities will you explore?

What is the difference between a problem and a pattern?

One Verse
Jaison Cianelli

Problem	Pattern

Problem	Pattern
Begins and ends	Persists

Problem	Pattern
Begins and ends	Persists
Familiar	Novel

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable
Root cause	High dimension

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable
Root cause	High dimension
Power focused	Power dispersed

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable
Root cause	High dimension
Power focused	Power dispersed
Reversible	Irreversible

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable
Root cause	High dimension
Power focused	Power dispersed
Reversible	Irreversible
Cause and effect	Mutuality

Problem	Pattern
Begins and ends	Persists
Familiar	Novel
Single scale	Scale-free
Expertise wins	Inquiry wins
Solvable	Intractable
Root cause	High dimension
Power focused	Power dispersed
Reversible	Irreversible
Cause and effect	Mutuality
Single answer	Many possibilities

So what can you do to shift a pattern?

One Verse
Jaison Cianelli

CDE Model

► Options?
  ▷ Decrease constraint
  ▷ Increase constraint
► How?
  ▷ Containers
  ▷ Differences
  ▷ Exchanges

Shifting Containers

► Options:
  ▷ Decrease constraint
  ▷ Increase constraint
► How?
  ▷ Larger or smaller
  ▷ More transparent or less
  ▷ More permeable or less
  ▷ Multiple or single
  ▷ Flexible or fixed

CDE Model

container
difference

© 2016 Human Systems Dynamics Institute. Use with permission.

Shifting Differences

► Options:
  ▷ Decrease constraint
  ▷ Increase constraint
► How?
  ▷ More or fewer
  ▷ New or old
  ▷ Surprising or boring
  ▷ Outside or inside
  ▷ Stories and numbers

— CDE Model —

container
difference
exchange

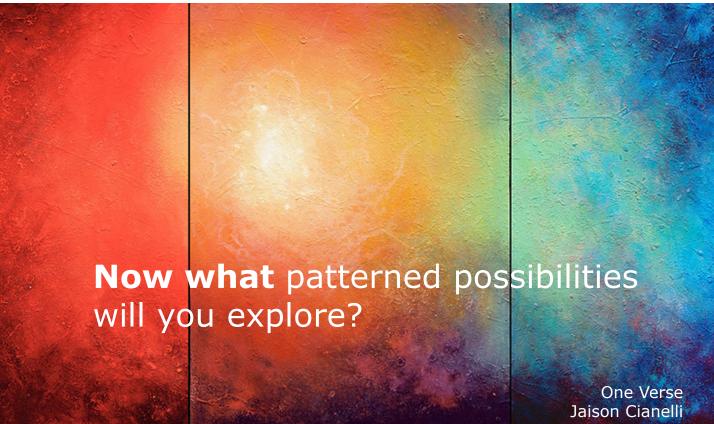© 2016 Human Systems Dynamics Institute. Use with permission.

Shifting Exchanges

► Options:
  ▷ Decrease constraint
  ▷ Increase constraint
► How?
  ▷ Looser or tighter
  ▷ Fewer or more
  ▷ Longer or shorter
  ▷ Wider or narrower
  ▷ Amplifying or damping

Now what patterned possibilities
will you explore?

One Verse
Jaison Cianelli

Today we explored . . .

► **What** is the difference between a problem and a pattern?

► **So what** can you do to shift a pattern?

► **Now what** patterned possibilities will you explore?

Join us for upcoming webinars:

Quarterly Mini-Conference • *Leslie Patterson - Creating a Deep Learning Ecology* • *Julian Chender - Using traditional OD tools in the context of an HSD-based foundation* • *Jennifer Jones-Patulli – A tool for inquiry in the Adaptive Action steps*	*June 15*
Live in Inquiry: Question Your Answers	*August 3*
Design When You Can't Decide: Find What's True and Useful	*September 7*

Learn more…

► Explore online at HSDInstitute.org – including **Resources** and how to **Take Action**

► Consider these upcoming Adaptive Action Labs:

Complex Competencies: Practical Tools to Assess Patterns of Performance	Association for Medical Education in Europe Annual Meeting - Helsinki, Finland	August 27
Learning Deep: Tools to Grow a Professional Learning Ecology	Public Adaptive Action Lab - Online	September 12-13, 19, 26 6p – 8p (Central time)
Build Your Resilience: Thrive in the Midst of Chaos	Public Adaptive Action Lab - Online	October 12-13, 19,26, 2017 11a – 1p (Central time)
Adaptive Action Coaching: Building Patterns for Success	Public Adaptive Action Lab - Online	November 1-3, 10, 17, December 1, 8 10a – 12 (Central time)
Custom Design Lab	Online or in person	You decide…

HSD Certification Programs

▶ Minneapolis, MN
   Aug 21 - Nov 15, 2017

▶ Roffey Park, London
   Sep 9 - Dec 13, 2017