

LVW Paradigm 07FEB2019

11:52:17 From Olga Yiannakis to All panelists : Hello Everyone!
11:53:07 From Sherry Johnson to All panelists : Hello from Sherry Johnson in Saint Paul! I've been researching complexity science for two years, and I've been exposing clients to it slowly and sneakily. ;)
11:53:17 From Mary : Hi all - Glenda and I can see all attendee names, but others need to say hi here to see who is here.
11:53:19 From Heather Oxman : Heather from Lethbridge, Alberta Canada. I am familiar with complexity science, HSD
11:53:23 From Linda Phillips to All panelists : Linda here hello all from Wales
11:53:32 From Hunter Corn to All panelists : Hunter Corn in Raleigh, North Carolina -- beginning with a series of seminars including readings from Meg Wheatley, Heifitz.Linksy, etc.
11:53:41 From Olga Yiannakis : Hi All, I'm Olga from Cape Town, South Africa. It's raining here today which makes us super excited as we've been having a drought!
11:53:54 From Mary : So please introduce yourself!
11:55:26 From Olga Yiannakis : I think I'm more familiar as someone who experiences complexity .. daily .. hourly! LOL!

I've been working with HSD, familiar with Cynefin... & have a passion for Systems Coaching

11:55:32 From Jennifer Jones-Patulli : Thanks Mary!
11:56:13 From Jennifer Jones-Patulli : Hello! I am on the FB feed
11:56:29 From Linda Phillips to All panelists : I know little about complexity but limited to what learned so far with HSD and a bit from strategic planning work
11:57:00 From Jennifer Jones-Patulli : I am ready!
11:57:10 From Michelle Krausher to All panelists : Good Morning Michelle from Surrey BC. This is my first time joining you all.
11:57:20 From Heather Oxman : Please don't be shy about posting in Chat. It's good to know your name and where you are from
11:57:47 From Jacob Cortez to All panelists : Jacob in Richardson, Texas, USA. I have experience from popping into these sessions over the years. Glad everyone is well.
11:57:54 From Chris Corrigan : Hi all...Chris Corrigan here on Bowen Island in Canada
11:58:04 From Jeanne Ronayne to All panelists : Good morning friends - Jeanne Ronayne here in St. Paul MN
11:58:08 From brenda Hardie : Good morning - Brenda Hardie from North Vancouver
11:58:17 From Jacob Cortez : Jacob in Richardson, Texas, USA. I have experience from popping into these sessions over the years. Glad everyone is well.
11:58:20 From Heather Oxman : Hello fellow Canadians
11:58:21 From Tina Smith : Hi all, Tina here.
11:58:22 From brenda Hardie : Me too!!!!
11:58:40 From Reed : Hey all. Here and focused now. Glad to be here!
11:58:56 From Izzy : Hi folks, Izzy here :)

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11:59:23 From Griff Griffiths : Hello, Griff here, London, Disunited Kingdom.
11:59:39 From Rosa Zubizarreta : Hi all, Rosa here.
11:59:39 From David LeBlanc : David here from North Vancouver, Canada
11:59:45 From Heather Oxman : Im Heather from Alberta
11:59:54 From Stephen Bosacker : Greetings each of you, Stephen here.
12:00:08 From vee halliwell to All panelists : Hi, Vee here from West Sussex, UK
12:00:22 From Michelle Krausher : Michelle from Surrey BC is here
12:00:43 From Cathryn LeCorre : Good morning Everyone!
12:00:45 From Rich Ann to All panelists : Greetings from Washington, DC!
12:00:58 From Kay to All panelists : This is Kay from Minnesota! So grateful for this webinar!
12:01:02 From Rich Ann : Greetings from Washington, DC!
12:01:05 From Heli to All panelists : Hi all, greetings from Finland, Heli here
12:01:23 From Mary : Oh Griff...your location...
12:01:26 From Sarah Herd to All panelists : Hello from the UK
12:01:31 From Jennifer Jones-Patulli : All recordings are posted on the HSD website,
<https://www.hsdinstitute.org/resources/resource-listing.html?resourceTypes=virtualWorkshops>
12:01:55 From Mary : Be sure to choose "all panelists and attendees" if you want all to see your comments
12:02:03 From Sara Swords : Hi everyone. Great to be here
12:02:24 From vee halliwell : Hi, Vee here from West Sussex, UK
12:02:24 From lizgoold : HI all- great to be here too- hello Sara too!
12:02:33 From Rahim and Lisa B : can see the slide on full screen
12:02:42 From Anne Lemaire : Hello everyone. Greetings from windy Brussels
12:02:43 From janice to All panelists : Hi everyone. This is Janice Ryan from Chattanooga, TN.
12:02:44 From Mary to Kay, All Panelists : Hi Kay - so glad to see you here! and congrats on completing HSDP!
12:02:48 From Caitlin Frost to All panelists : Hello from bowen!
12:02:49 From Heli : Hi all, greetings from Finland, Heli here
12:02:52 From Gregoria Smith : Hi. Gregoria here from Raleigh.
12:02:55 From Rahim and Lisa B : ok, ID10T errir
12:03:00 From Anne Lemaire : Hi Vee!
12:03:03 From Rahim and Lisa B : working
12:03:23 From vee halliwell : Helllooooo Anne :-)
12:03:54 From Anne Lemaire : Glad to see you here, Vee :-)
12:04:35 From nathalieducrot : Helloooo Vee and Ann
12:04:53 From Anne Lemaire : Salut Nath!
12:05:36 From Stewart Mennin to All panelists : Hi, Stewart Mennin, Sao Paulo
12:06:23 From Hoffie Conradie : Hi from Hoffie from Cape Town, south Africa
12:07:05 From Anne Lemaire : Good evening, Hoffie
12:07:16 From Olga Yiannakis : Hello Hoffie! Hope you're enjoying the rain!

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12:07:17 From Mary : Great to see folks from many places on earth here today - thanks for sharing! What questions are coming up?

12:07:34 From Tina Smith : "ignoring reality" is commone in converntional evaluation practices and "scaling" interventions and programs

12:08:09 From Jean Richardson to All panelists : This is such important information for me right now! I've been reading Jeff Carreira's work on paradigm shifting. However, finding a new paradigm that works is really challenging!

12:08:24 From Stewart Mennin to All panelists : Hi Hoffee, Hi Mary, Anne Lemaire

12:08:24 From Sherry Johnson : Truth! Especially true in equity and inclusion work, Tina!

12:09:28 From Mary : if we ignore reality does it go away?? heh...

12:10:16 From Anne Lemaire : It seems that shifts in history took a long time ...

12:10:31 From Eileen : are you saying that all shifts are toward the simple?

12:10:32 From Jennifer Jones-Patulli to All panelists : no questions / comments on fb.

12:10:37 From Gregoria Smith : What is the role of language/ words in creating realities or in creating new paradigms?

12:10:45 From Tina Smith : So many of the signals you are describing are about "fit for function"

12:10:46 From nathalieducrot : When reality looks obvious, should we question it as if distorted?

12:10:48 From Karen to All panelists : Oh my, I am the embodiment of that... I feel like a microcosm of the whole, the macrocosm of our national and global challenge!

12:10:50 From Kay to All panelists : One thing that is standing out for me....is how do we know what our current paradigm is?

12:11:03 From Karen to All panelists : simple = entropic?

12:11:30 From Olga Yiannakis : Are there any HSD questions that we could use to explore if we are stuck in a paradigm?

How will know when we need to shift if we are cuaght up in our own biases? If we are not seeing the signs?

12:11:34 From Jean Richardson to All panelists : I think looking at paradigm shifting as a skill in aging well is important. How might we use paradigm shifting for vital aging?

12:11:36 From leila to All panelists : Good question about the language. I can't read Structure of Scientific Revolutions because the language is so sexist (exclusionary)

12:11:41 From janice to All panelists : In my world, the most common issue seems to be because Interdependent Pairs are seeing reality differently. Does that feel correct to you Glenda?

12:11:51 From Sara Swords : We do the splits as we seek to maintain the reality that we are used to and the emerging reality

12:12:00 From Chris Corrigan : Ignoring reality....complex systems produce so much data that we can't possible measure all of it, so we make a choice. Often what we choose to look at and what we choose to ignore is based on our own biases ad

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preferences. Check out www.equitableevaluation.com to see someone who is bringing equity specifically into evaluation practice

12:12:12 From vee halliwell : Four truths and reality?

12:12:31 From vee halliwell : Whose reality?

12:12:43 From tori craig : Do chaotic social moments signal an impending societal paradigm shift?

12:13:20 From Olga Yiannakis : Chris - is this the right site?

<https://www.equitableeval.org/>

12:13:34 From Martin to All panelists : Tori - good question and makes me ask is it cause or effect?

12:13:39 From Kay to All panelists : WOW! This is kind of mind blowing!

12:14:24 From Sherry Johnson : I love thinking on the push-and-resist paradigm

12:14:26 From Jean Richardson to All panelists : I'm also wondering about using paradigm shifting in economic development. I recently relocated to an area that has been depressed for some time now, and I see that this has affected how people see themselves and their possibilities in the world. Is anyone working on paradigm shifting and economic development?

12:16:32 From Lisa Bournelis : Was 'paradigm' defined at the start of the session? apologies, joining in a few mins late due to blizzard / travel challenges. I am going to assume paradigms are the normative truths that society holds...

12:18:53 From Rosa Zubizarreta : Karen O'Brien speaking on need for quantum social change in face of climate disruption...

<http://leveragepoints2019.leuphana.de/insights/>

12:21:42 From Martin to All panelists : is the unit size about the scale of measurement - how tall is Geoff V how tall is a human being?

12:22:35 From Gregoria Smith : The smaller the unit, the less meaning for us, ordinary people. For example "nutrinos", matter that supposedly mark the beginning of time or the Big Bang. For physicists, this is great, but for common people, it does nto mean much.

12:22:57 From Anne Lemaire : The tiny measures are true but not useful

12:23:06 From Martin to All panelists : but thatdepends on the question you

12:23:11 From Gregoria Smith : Precise but not much meaning.

12:23:24 From Martin to All panelists : sorry perhaps that depends on the question you hold?

12:23:34 From Tina Smith : Very challenging to discern patterns from smaller and smaller units

12:23:36 From Rosemary : Or are they true and useful and need translation or appropriate language for the "common person." :)

12:23:51 From Rosa Zubizarreta : Unless you are flying in an airplane, and your life depends on many very small measurements...

12:24:01 From Rosemary : I like the concept of many measures

12:24:01 From Anne Lemaire : or do the measures need to be 'holistic'?

12:24:12 From brenda Hardie : I suspect HSD is appealing to people who find this fits their own confirmation bias. I don't see too many precision/fine detail folks gravitating naturally to HSD

12:24:23 From Allison Titcomb to All panelists : So what about the

importance of equity? We are always asking for dis-aggregated data in order to reveal patterns that can be masked by the general data trends.

12:24:26 From Sherry Johnson : Flying a plane is largely in the complicated realm--not complex.

12:24:40 From Myron Lowe : You're saying there is detail complexity and dynamic complexity .

12:24:46 From Martin to All panelists : measuring the health of an individual to give specific advice v approaches to public health at the national level?

12:24:51 From lizgoold : iIm nterested to see how paradigms link to culture change in organisations. How paradigms develop, how they affect perception and meaning and in turn behaviour. And without paying attention to the underlying paradigm - things wont shift. I imagine the are linked to everyday interactions - how might these shift- and is this is where HSD can come in?

12:24:55 From jmeilleur@gmail.com to All panelists : I wonder how this applies to our public dialogue about climate change?

12:25:15 From Rosa Zubizarreta : Yes, of course. Granular measurements useful for complicated, not so much for complexity.

12:25:23 From jmeilleur@gmail.com : I wonder how this applies to our public dialogue about climate change?

12:25:27 From Allison Titcomb to All panelists : Also, from my background in research-- it's also about replication. So what might be "confusing" in a one-shot study, might become clear patterns over time.

12:25:39 From Chris Corrigan : Differences that make a difference and measurements that matter.

12:25:41 From Kay to All panelists : One of the things that is standing out for me is the difficulty in figuring out how to weigh many points of data against each other to understand what the larger picture is telling us?

Does the precision of the question you are asking of the data matter?

12:26:05 From Martin to All panelists : +1 to that Chris

12:26:21 From Jennifer Jones-Patulli : Beautifully said Mary

12:26:23 From kimbraidwood : Definitely supports being and getting multiple Diverse perspectives eg The Global Reporting Initiative reports on gender, race, environmental, financial impact both internally and external impacts of an Organization.

12:26:39 From Gregoria Smith : The small measures re MARY Nation's example of the Methodist Church would be individual stories, experiences of real people...

12:26:44 From Sherry Johnson : Re: inclusion: Minority opinions, narratives, and points of view lose significance as they're drowned in the cacophony of majority voices.

12:27:06 From Jeannette Raymond to All panelists : Minnesota Department of Health supported local partners to conduct health data analyses. We can quantify the difference in health outcomes and health behaviors in particular groups - but this does not answer the question of why there are those differences and what are the underlying conditions and causes. And we cannot get to the conditions and causes unless we engage those most impacted. This has led to a changed understanding for ourselves and our community partners,

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12:27:15 From Michelle Krausher : Looking through a health care lens, I see how the challenges faced become impossible obstacles if you don't keep the big picture in focus.

12:27:18 From Sherry Johnson : Small unit=each Brexit vote!

12:28:26 From janice to All panelists : As an Associate who is involved in trying to change the Methodist Church, I will say that the backward basin of attraction is so powerful that change is taking a frustratingly long time.

12:30:11 From Gregoria Smith : Rather than linear, boxes within boxes within boxes like the Russian Doll, each carrying the DNA of all.

12:31:09 From Rosa Zubizarreta : "cause is a network"... love it!

12:32:30 From Rosa Zubizarreta : "transcend and include"...

12:33:09 From lizgoold : AND -'doesnt dig a hole in a new place'- like that! what was to what might be...

12:33:26 From Lisa Bournelis : I see this as particularly relevant to issues like obesity...

12:34:08 From Lisa Bournelis : Sherry Johnson... ha ha ha (nice Brexit joke)

12:34:24 From Sherry Johnson : Thank you, Lisa. ;)

12:34:44 From Anne Lemaire : You're doing well, Mary :-)

12:34:59 From Michelle Krausher : I love the picture of the network.. life is complex so our our thoughts and issues. So many influences

12:35:05 From Stewart Mennin to All panelists : when you cover the content the whole is obscured, when you uncover the content the network is visible

12:35:09 From Chris Corrigan : Small stories provide grains of evidence that illuminate patterns. We see all those tendrils in a network and the patterns emerge from them.

12:35:31 From Kay to All panelists : What practice tools can we use to unpack causal networks

12:35:35 From Chris Corrigan : If we just look at one of those tendrils, it tells us nothing about the whole. Emergent patterns aren't reducible.

12:36:40 From Tina Smith : Please say more about Making and Breaking Connections

12:37:17 From Stewart Mennin to All panelists : The brain as an unstable network that depends on the present to interactions and interdependencies. A single neuron doesn't tell us about the whole, groups of neurons make patterns

12:37:37 From Anne Lemaire : in sameness we connect, in differences we grow

12:37:40 From lizgoold : more recent approaches to OD see holding and working with difference- as key. Dialogic OD etc

12:37:44 From kimbraidwood : creative tension

12:38:20 From Olga Yiannakis : I love that take on differences ... I'm going to try play with that more - change my paradigms

12:38:24 From David LeBlanc : Makes me think of current Canadian govt situation...the old is feeling threatened by the new, the shift etc...as a result it is all about blame vs. Embracing as an opportunity to see what paradigm shifts we can identify and move into

12:38:32 From Martin to All panelists : Anne that sounds like an interdependent pair to me :-)

12:38:38 From Rosa Zubizarreta : polarity management

12:38:58 From Jean Richardson to All panelists : Will the chat be available

after the presentation?

12:39:17 From Chris Corrigan : It's so easy to find similarities. I love having groups work hard to find differences. It sometimes means that they have to break the connection they have around their similarities, and that's okay. Too much similarity creates homogeneity and that is usually dangerous in a complex system.

12:39:30 From Mary : Yes - the chat will be included with a link to the recording and slide deck

12:39:40 From Rahim and Lisa B : The challenge is how do you navigate and build from that difference. Things get triggered when difference, tensions arise....so i think it takes some skill in how one navigates those conversations.....

12:39:45 From Olga Yiannakis : I'm thinking about conflict - how differences create it ... now I'm gong to look at how can I use it to be generative...

12:40:08 From Mary : Yes, Olga!

12:40:15 From kimbraidwood : homogeneity can lead to entropy

12:40:20 From Rosemary : Chris I totally agree, but it depends on who you are working with. Teams in dysfunction often can only see difference and have to work hard to see similarities.

12:40:26 From Anne Lemaire : when there's conflict, there might be too many differences ...

12:40:36 From Jeannette Raymond to All panelists : how about the difference of race matters and race does not matter

12:40:57 From David LeBlanc : Agreed Chris, we need a good balance of homogeneity and differentiation...too much on either side will weaken the system over time

12:40:57 From Anne Lemaire : I agree Rosemary . Tx for adding the nuance

12:41:06 From Rosa Zubizarreta : Deep democracy a good way to work generatively with differences...

12:41:15 From Sherry Johnson : I like to downplay seeing similarities...I like working with seeing value in difference.

12:41:20 From Anne Lemaire : When there's tension/conflict people can only 'see' the differences

12:41:29 From David LeBlanc : Same in my experience...teams so caught up in difference cannot find a common ground

12:41:49 From Anne Lemaire : Indeed, Rosa - I've heard that too about deep democracy wrok

12:41:56 From Sherry Johnson : I feel like helping diversent groups see similarities ends up being more about oversimplifying difference.

12:42:09 From Mary : What are our current paradigms about difference and how do work with it?

12:42:16 From Kay to All panelists : How do we know if a difference is generative

12:43:00 From Olga Yiannakis : Thank you for always challenging my thinking. #appreciation #gratitude

12:43:17 From Stephen Bosacker : Certain stabilizing features of the system are critical to life, familiy, business, community. Should we pay attention to what affects these adversely. Or could pressure on some of these stable features allow for new ways of living and working?

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- 12:43:22 From Gregoria Smith : Current paradigms : " Political base" of 25% of population to determine national policies?
- 12:43:55 From Chris Corrigan : What makes differences hard is that people often identify "difference" with "conflict." They are different things. How you THINK a difference matters is very very important. And that is often what needs to be changed: our VIEW of difference.
- 12:43:56 From Rosa Zubizarreta : both sides of the polarity are "true"
- 12:44:07 From Rosa Zubizarreta : new paradigm includes going beyond old logic
- 12:44:16 From Rosa Zubizarreta : opposites are both true
- 12:44:18 From brenda Hardie : the matters/doesn't matter isn't really an interdependent pair. just opposites
- 12:44:21 From Gregoria Smith : Small groups chosen to represent the whole. We're stuck with this PResident of USA who operates in this apradigm.
- 12:45:08 From Gregoria Smith : Something is generative when it gives birth to "bubbles" as in Prigogine's boiling water experiment in Chemistry...
- 12:45:28 From Rosa Zubizarreta : love it! "Set conditions for differences to become generative"
- 12:46:03 From janice to All panelists : I spend a lot of my time trying to dampen differences that I see as generative and others see as dangerous. Fear is a powerful backward system attractor right now
- 12:46:04 From Gregoria Smith : The women's movement was paradigm shifting Still is.
- 12:46:06 From Hunter Corn : "Enter with inquiry" -- pretty much sums it up
- 12:47:00 From karen ribeiro to All panelists : yes! acknowledging that each relational situation is dynamic and the more curiously the differences can be viewed the more easeful the potential outcomes can be.
- 12:47:06 From Mary : yes, Hunter!
- 12:47:54 From lizgoold : 'what's a question that you could ask that cuts across that boundary that could give you something new?' Great question!
- 12:48:23 From Gregoria Smith : Something happened between beforew and after!
- 12:48:43 From Rahim and Lisa B : With reference to the USA above, i think there are multiple paradigms for folks that see things differently. My immediate thought on this is unit of measure or info that is informing this paradigm. So it seems in one case the unit of measure is very narrow, understand the world in simple difference, us and them, jobs, no jobs. But if you zoom out and add multiple measures or perspectives, this may shift paradigm. Big challenge is how folks can generate that awareness ..
- 12:49:03 From Elva Castaneda de Hall : Thank you, Glenda and team!
- 12:50:10 From Mary : I like that question, Rahim
- 12:50:52 From Sherry Johnson : How is this different from traditional visioning?
- 12:51:09 From Mary : I love how so many questions are coming up, we can't answer them all (as if there are answers anyway) but we can sit with the questions for new thinking ;)
- 12:51:24 From brenda Hardie : Oh dear - that one hits kind of close to home. I love solving puzzles, problem-solving...
- 12:51:57 From Gregoria Smith : History is made by events happening now,

noted through comments by others afterwards. We can get attached to these people, places, events that happened, we can get unattached, or as TS Elliott said in Little Gidding, be indifferent.

12:52:42 From vee halliwell : Really helpful personally to be reminded that no difference is ever permanent. We are always in state of impermanence.

12:52:54 From Janice Fingler to All panelists : Why would we develop mines when we can't really ever know exactly what amount of metal we'll get out of the rock extracted ?

12:53:25 From David LeBlanc : Thanks everyone...have to sign off couple mins early to prep for another call

12:54:07 From Mary : Vee - maybe it is how similarities and differences are in tension, causing that state of impermanence

12:54:30 From Rosa Zubizarreta : multiple problem definitions, multiple solutions, can tap into everyone's love of puzzles, transform it into a collaborative and creative place where differences are welcome...

12:54:58 From Eileen : there are some problems that fall into the "simple or complicated" categories where there would be solutions.

12:54:59 From karen ribeiro : the capacity for curiosity is one of the most challenging tensions I experience

12:55:29 From vee halliwell : Love that Mary - yes!

12:55:33 From Ashok to All panelists : The infinity symbol is a nice representation of the back and forth (through the point of presencing).

12:55:52 From Rosa Zubizarreta : simple or complicated have single solutions. Complex has whole ecosystem of "solutions"...

12:55:57 From Martin to All panelists : before and after matter - I think this is profoundly important when we think about Brexit where there is such a focus on 'getting over the line' but how to help people overcome the urge for closure?

12:56:24 From Stewart Mennin to All panelists : I wonder if health professional burnout is related to seeing too many problems (even if they're solved-not) and not enough patterns (health)

12:56:31 From bartonk1 : loving the idea of movement in all of this. Somehow feels empowering rather than frightening. Also a challenge when working with people who look for the "right" place, the "right" next step . . . working with the tension of starting vs waiting until it is right . .

12:57:29 From Linda Phillips to All panelists : Can we say that visioning is a moving horizon with infinite possibilities then?

12:57:37 From Gregoria Smith : Issue of Populism. Intractable movement because the media is controlled by powerful people who shape the way people think?

12:58:06 From Eileen : i think for me this is causing me to rethink how to assess organizations

12:58:30 From Mary : As we come closer to the end of this session, I hope you will have a chance to give feedback to us via this survey (which will also come to you via email later) <https://www.surveymonkey.com/r/LVW-Mar2019>

12:58:32 From Reed : What better way would there be than to spend International Women's Day than with Mary and Glenda at the helm of H.M.S. H.S.D., journeying in a sea of complexity? Huzzah, and thank you, ladies. Gotta run.

12:58:43 From Rosa Zubizarreta : Great presentation! Thank you so much.

12:58:51 From Mary : ah thanks, Reed!

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12:59:01 From brenda Hardie : a lot of food for thought today! Thanks!
12:59:02 From Gregoria Smith : Before there was freedom of thinking,
allowing journalsits, critics to speak. Now increasing tendency to close minds by
changing media exposure f the masses. Limiting knowledge...
12:59:03 From bartonk1 : Thank you - super inspiring
12:59:14 From Mary : and thanks all for being with us on the good ship HSD!
12:59:20 From Kay to All panelists : So grateful for this webinar! Thank you
so much!
12:59:22 From janice to All panelists : Very hopeful presentation. Thank you
Glenda and Mary.
12:59:23 From John N Murray : Haha - "how do you know when your old paradigm
is worn out and needs to be expanded?" - when you keep coming up with the same
answer and it's not working :)
12:59:26 From lizgoold : perfect timing, Glenda!- thank you so much! and
mary too- and to all the HSD gang!
12:59:27 From Sara Swords : Thanks. Great. Lots to be curious about
12:59:42 From Steve Trivett : Great talk. More that I can take in. Will it
be repeated? Many thanks. Steve
12:59:46 From Ashok to All panelists : Maintaining patience and coherence of
pattern while absorbing new input while sense-making through the multiple contexts
and scales of social-ecological model is an eternal learning loop ...thank you again
for a very timely webinar!
12:59:50 From Mary : that survey link again is
<https://www.surveymonkey.com/r/LVW-Mar2019>
12:59:51 From Gregoria Smith : Paradigm has changed if you no longer laugh
at my jokes...
12:59:52 From Eileen : Always get great value out of this work! Thank you
so much...
12:59:56 From Rahim and Lisa B : have to log-off to transition to another
meeting/call
13:00:02 From Martin to All panelists : thank you Glenda, Mary and team for
a great thought provoking session
13:00:04 From Anne Lemaire : Tx to the great women who've inspired us today
:- Happy women's day to all tomorrow!
13:00:27 From Michelle.Archuleta to All panelists : So Happy to reconnect
back with HSD! We Got this!
13:00:31 From Sarah Herd : Thanks everyone
13:00:40 From Ricky to All panelists : Thank you Glenda and Mary!!
13:00:42 From Ted : How much of "traditional reality" is a social
confabulation and not a part reality at all?
13:00:47 From Michelle Krausher : Thank you!
13:00:50 From Gregoria Smith : Big thank you to Glenda, Mary, and all who
came into our session.
13:00:52 From nathalieducrot : Happy women's rights Da, dear great HSD tribe
13:00:53 From kimbraidwood : Thank you!
13:00:54 From Janice Fingler to All panelists : Thank you !
13:00:55 From Myron Lowe : Cosmic and useful. Thank you!!!
13:00:55 From vee halliwell : Thank you :-)

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13:01:05 From John N Murray to All panelists : Sorry I was only able to join late - glad to hop on even if just for a moment. Much love to you Glenda, Mary, and Jen

13:01:06 From Rich Ann : Thank you!

13:01:07 From Stewart Mennin to All panelists : excellent thank you so much

13:01:15 From Stephen Bosacker : Rich and enlightening! Thank you!

13:01:19 From Olga Yiannakis : Thank you & bye!

13:01:19 From Karen to All panelists : thanks!

13:01:19 From Griff Griffiths : Thank you. Cheerio!

13:01:31 From Karen HG : thank you!

13:01:32 From Clare.Wills to All panelists : tyvm :-)

13:01:33 From Heather Oxman : Great session Glenda, Mary.

13:01:39 From Jean Richardson to All panelists : Thank you so much!

13:01:40 From Heather Oxman : Have a great month

13:01:57 From John N Murray : Glad to join for a short time - best to all
from St Paul

13:02:00 From Jennifer Jones-Patulli to All panelists : That was fabulous!

13:02:17 From Chris Corrigan : Cheers all...thanks Gelnda