Live Virtual Workshop
Build Adaptive Capacity: Seek Fit for Function
Chat Transcript 02JUN22

11:57:00 Hoffie Conradie: Most welcome!

11:59:58 Kate Webster: what makes it angelic, Donna?

12:01:05 Kate Webster: Anna, I am loving the bookshelves behind you... that's looks like a happy room to me

12:01:45 April Schnell: Hello everyone! I'm so glad to be here with you! I'm April Ft. Collins, Colorado USA

12:02:22 Annette Shaked: ...I'll be back in a nano sec

12:03:01 Stewart Mennin: Stewart in Sao Paulo

12:03:06 Jessica Novak (she/her): Jessica Novak, Tucson, AZ, USA

12:03:10 Jeannette Raymond She/her: Jeannette Raymond she/her - St. Paul MN

12:03:16 Sierra Woods: Located in Ottawa.

12:03:17 Roya (she/they) Damabi: Hi Edmonton, Canada in Treaty 6 Territory. It is mid-morning here :)

12:03:18 Barrie McClune: Barrie in Oakland, California USA. Nice to be here!

12:03:18 Kate Webster: Kate, at the cottage/cabin/camp on the shores of Lake Huron, near Goderich, Ontario, Canada..

12:03:21 Heather Oxman: Hi, Im in Lethbridge Alberta Canada

12:03:23 Miriam Hyman   (She/Her): Miriam in Southern Vermont East coast time

12:03:24 Anna Casas: Good afternoon, Anna Casas North East Spain

12:03:24 Ronda Zakocs (she/her) Insight for Action: Good morning Ronda Zakocs in Portland Oregon

12:03:25 Christine Capra - she/her: Christine in Mpls Mn

12:03:31 Royce Holladay: Welcome Circle Pines, MN, USA…It's.a beautiful spring-to-summer day here.

12:03:35 Bridget Kelly: Hi all, Bridget temporarily in Vienna, Austria but usually in Port Townsend, WA, USA

12:03:42 Olga Yiannakis: Good evening Cape Town, South Africa

12:04:28 Miriam: Hello. Miriam Volle in Lake Elsinore California

12:04:33 Donna Bivens: Donna in Boston (Roxbury) MA. Cloudy and a cool 63

12:04:57 Reinaldo Campos: Hi all, Reinaldo Campos São Paulo, Brazil

12:05:09 Hoffie Conradie: Hoffie Cape Town south Africa

12:12:07 Bridget Kelly: Go Cohort 63!

12:12:16 Royce Holladay: So many options for what can be agents…makes the world's complexity more foregrounded when I think about that.

12:12:29 Royce Holladay: Yes, Bridget…Cohort 63!

12:13:25 Olga Yiannakis: ... like a pebble in a pond... ripples everywhere

12:19:54 Miriam Bayes: I'll add agriculture

12:20:11 Kate Webster: this is what I am talking to my clients about all the time... not what they can do to "fix" their immediate problem, but how they can build capacity to respond to the waves of change thwey're faced with... love it!

12:20:12 Miriam Bayes: and natural resources management

12:20:20 Bridget Kelly: I am working in housing insecurity right now — many, many layered and interdependent complex adaptive systems…

12:20:36 Miriam Bayes: Learning is also a vry complex system

12:20:51 Kate Webster: yes, miriam!

12:20:53 Bridget Kelly: Definitely trying to encourage the mindset that is a pattern to shift not a problem to solve

12:21:11 Miriam Bayes: And yes, Kate!!

12:21:29 Donna Bivens: Me too, Bridget.

12:21:29 Stewart Mennin: Looking for patterns across multiple medical school practices and theories

12:22:43 Bridget Kelly: @Kate I love the idea of a gentle view

12:24:11 Reinaldo Campos: I'm in awe of all this, it is my first time here, unfortunately I have another appointment now and have to leave 🙁 Hope to catch up with you all very soon. Thanks for this amazing talk!

12:24:31 Miriam Hyman   (She/Her): Cynefin - being in multiple places conc urrently -

12:24:32 Donna Bivens: 'Ive been using a particular fractal picture the HSD course. But sometimes it confuses me about how you really create something different!

12:25:01 Bridget Kelly: I am grappling with the question of what of and to what extent the interdependent CASs need to align to be able to produce a coherent direction

12:25:22 Kate Webster: @Donna... a tiny little step at a time? 😊

12:27:54 Royce Holladay: It's a great question, Bridget. Do they have to align with each other, or is it only in your connection to them that you need to align? And if you need to be better aligned, how can you work there—and still stay connected to others who may not be connected to each other?

12:29:46 Royce Holladay: @ Donna, I agree with Kate…tiny cycles of AA that move you one place to another on the fractal image…Remember that the different colors, the smoothness of the edges, the proximity of the parts of the fractal are all indicative of conditions in the system..what differences can you work on? What exchanges can you have? Inside that container?

12:30:03 Roya (she/they) Damabi: Too much what...no scope, boundaries

12:30:30 Miriam Bayes: over analysis -paralysis for analysis

12:30:43 Donna Bivens: I think I just got an answer and it's to move to another fractal. I don't have to stay in the same one.

12:30:47 Kate Webster: more engagement surveys!!

12:30:53 Anna Casas: language

12:31:01 Bridget Kelly: and stuck in the quixotic quest for the 'perfect' data

12:31:25 Miriam Bayes: constant brainstorming

12:32:14 Bridget Kelly: Not just you — I have observed this a lot too!

12:33:10 Royce Holladay: @Donna, that's interesting…what kind of narrative can help you communicate this…

12:33:11 Kate Webster: the idea of agile and rapid prototyping can be a challenge to staying in So What space

12:34:03 April Schnell: Meditation

12:34:06 Christine Capra - she/her: a Social System Map :)

12:34:09 Stewart Mennin: creating categories and naming them

12:34:15 Miriam Bayes: whats similar and different

12:34:19 Jeannette Raymond She/her: document review

12:34:22 Kate Webster: assessment

12:34:42 Bridget Kelly: This is a back-and-forth with so what, but figuring out which voices are missing and finding ways to bring those in

12:35:20 Annette Shaked: Key projects/initiatives

12:35:47 Miriam Bayes: Scientific experiments

12:36:10 Kate Webster: @April... I do that too, but less mindfully... I call it "Stewing" ... often cooking away while I do other things.. amazing what pops through!

12:36:32 Charles Lee: April, et. al.: JASC - About the Journal

12:37:12 Royce Holladay: Thanks for that reference, Charles.

12:37:20 Kate Webster: you know…Bob in NZ!! 😂

12:37:31 Donna Bivens: I was going to say shifting channels which I think is connected to what April's pointing to. For example, a politics look at interactions to an art channel.

12:37:48 Royce Holladay: Or Donna, one fractal to another, right?

12:38:16 Donna Bivens: Right!

12:40:00 Kate Webster: I use them in the learning space… great reflective questions…

12:40:55 Olga Yiannakis: I like that, close the meeting with pattern spotters so we have starting point when we come back again

12:40:59 Kate Webster: Nice overlay, miriam!

12:41:53 Miriam Bayes: :)

12:43:25 Royce Holladay: I used this on the first day of a three day team building, planning experience with a group…the next day one of the people showed up with three really buckets, all labeled and put them at the front of the room. Then she invited people to put them into their buckets.

12:44:18 Miriam Bayes: So what: sharing stories, narratives & 4 truths

12:44:19 Kate Webster: Wish I could stay, but have to jump to a client call about differences... will look to help them find the energy in them! Will check back for recording later... thanks, all…

12:44:33 Royce Holladay: Thanks for being here Kate…take care

12:45:22 Christine Capra - she/her: We use the diff matrix in Social System Mapping & find it very helpful!

12:45:32 Bridget Kelly: @Miriam — yes on the Four Truths, I find I almost always need to keep it mind

12:45:51 Bridget Kelly: and it is so tied to narrative!

12:46:18 Annette Shaked: Barry Johnson's work on Polarity Mgmt is a great resource in this arena

12:49:00 Royce Holladay: It's also about the identity —what forces define "who I am"

12:49:05 Bridget Kelly: IPs are so useful! I find a lot that people are already thinking of tensions/tradeoffs pretty clearly so you can nudge a big shift by bringing in the reframing either/or to which/to what extent/when. Opens up a sense of possibility

12:51:15 Royce Holladay: For more info about the Inquiry sessions, use this link: [Inquiry IS the Answer](#) and ….To register (just so you will get the daily invitation) go here: [Register for Inquiry IS the Answer](#)

12:52:36 Royce Holladay: Remember that Adaptive action is an iterative process of learning, so any cycle can be almost instantaneous, or the cycle may take more times…

12:53:25 Royce Holladay: YOU CANNOT DO SOMEONE ELSE'S ACTION….SO if you need someone else to do something…then you can become an advocate , but you can't to that person's work.

12:53:55 Hoffie Conradie: Thanks so much for such a useful discussion. I am going to miss my plane!

12:54:26 Sierra Woods: Can you unpack scales of pace and time a bit more?

12:54:35 Miriam Bayes: Inquiry space in Spanish: register here [La indagación como respuesta un espacio para explorar posibilidades](#)

12:54:47 Miriam Bayes: hursdays at 16.30h Spain time

12:58:24 Sierra Woods: Thank you everyone! I have to head out but this was so helpful!

12:58:47 Christine Capra - she/her: That last bit was great, Glenda!

12:58:58 Royce Holladay: Now what are you going to do? For you?

12:58:59 Miriam Bayes: This ahs been a certification course in one hour!! Thank you!

12:59:13 Anna Casas: Thank you very much! Very interesting this way of approaching

12:59:17 Anna Casas: be more direct

12:59:19 Roya (she/they) Damabi: Think out loud in patterns not problems or challenges.

12:59:24 Ronda Zakocs (she/her) Insight for Action: I'm going to check out the Difference Matrix as I wasn't aware of that tool and see how it may be useful to my So What facilitation

12:59:35 Olga Yiannakis: Use pattern spotters more

12:59:36 Ronda Zakocs (she/her) Insight for Action: Thank you! Got to run

12:59:48 Myron Lowe: Notice multiplicity and multiplexity.

12:59:50 Miriam: Adapt how I approach a project

12:59:56 Stewart Mennin: Review how to form simple rules for the work I'm doing

12:59:59 Holly Daniels (she/her): I'm going to print out the list of adaptive action questions the HSD website and try them on my friends when they're stuck.

13:00:07 Christine Capra - she/her: I've BEEN pushing on Adaptive Action in our CoP, I'm going to share your last little screed about why we can't be patient with implicit, intuitive adaptive capacity - and continue to push on using it explicitly in all we do.

13:00:11 Bridget Kelly: I am going to keep experimenting with the interdependencies among multiple CASs and which tools serve that complexity of complexities

13:00:16 Olga Yiannakis: "Swiss army knife of change" - HSD

13:00:16 Donna Bivens: Review the difference matrix as well as the tools I use a lot like interdependent pairs.

13:00:19 Shoko Masuda: I will revisit what I learned today; and identify where I can use it with my clients.

13:00:19 Miriam Hyman   (She/Her): change an inquiry that I am having with a client and look at how I am looking for patterns. WOW my first call and would like to further inquire. thanks to all of you

13:00:26 Heather Oxman: Apply Adaptive Capacity model more comprehensively to my personal coaching practice. Use the overlapping CAS as a model for clients.

13:00:27 Shoko Masuda: Thank you so much!

13:00:47 Roya (she/they) Damabi: Thank you Glenda and Royce for another useful session! Thanks everyone for sharing your insights :)

13:00:53 Olga Yiannakis: Thank you, Glenda, Royce, Mary & attendees

13:00:54 Annette Shaked: Appreciation!