



# Adaptive Capacity: Find Fit for Function

Live Virtual Workshop  
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**Nothing is intractable.**



# HSD Vision

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

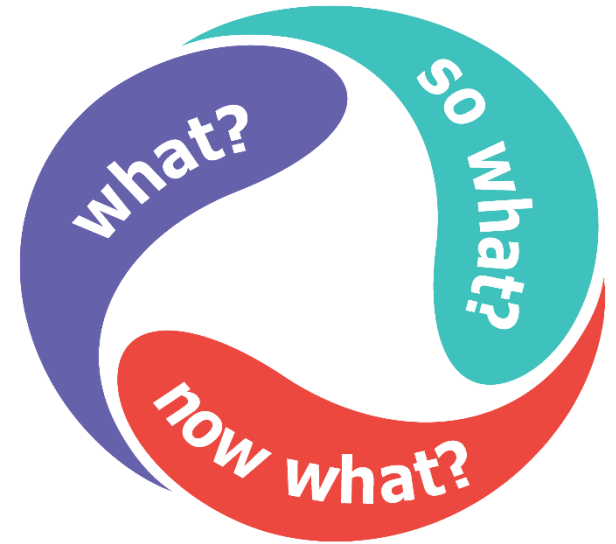
## HSD Simple Rules

- ▶ Stand in inquiry
  - ▷ Turn judgment into curiosity
  - ▷ Turn conflict into shared exploration
  - ▷ Turn defensiveness into self-reflection
  - ▷ Turn assumptions into questions
- ▶ Find the energy in difference
- ▶ Zoom in and zoom out
- ▶ Connect through stories and impacts
- ▶ Search for the true and useful
- ▶ Celebrate life



# Today's Adaptive Action

- ▶ **WHAT?**  
What is the necessity of Adaptive Capacity in complex systems?
- ▶ **SO WHAT?**  
So, what will build your Adaptive Capacity?
- ▶ **NOW WHAT?**  
Now what is your next wise action?



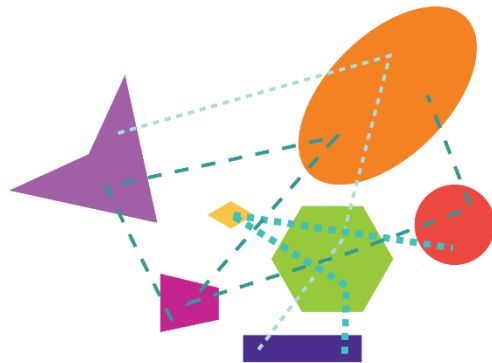


## **WHAT?**

What is the necessity for Adaptive Capacity in a complex system?



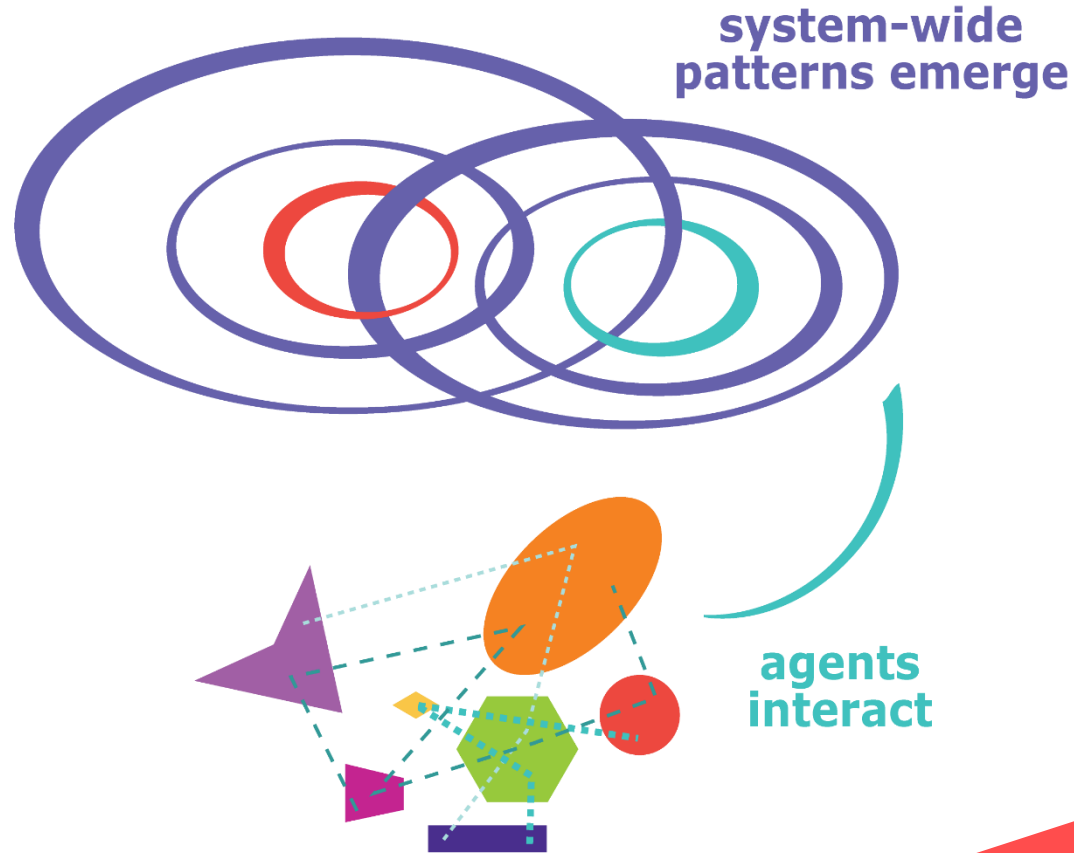
# — Complex Adaptive System (CAS) —



agents  
interact

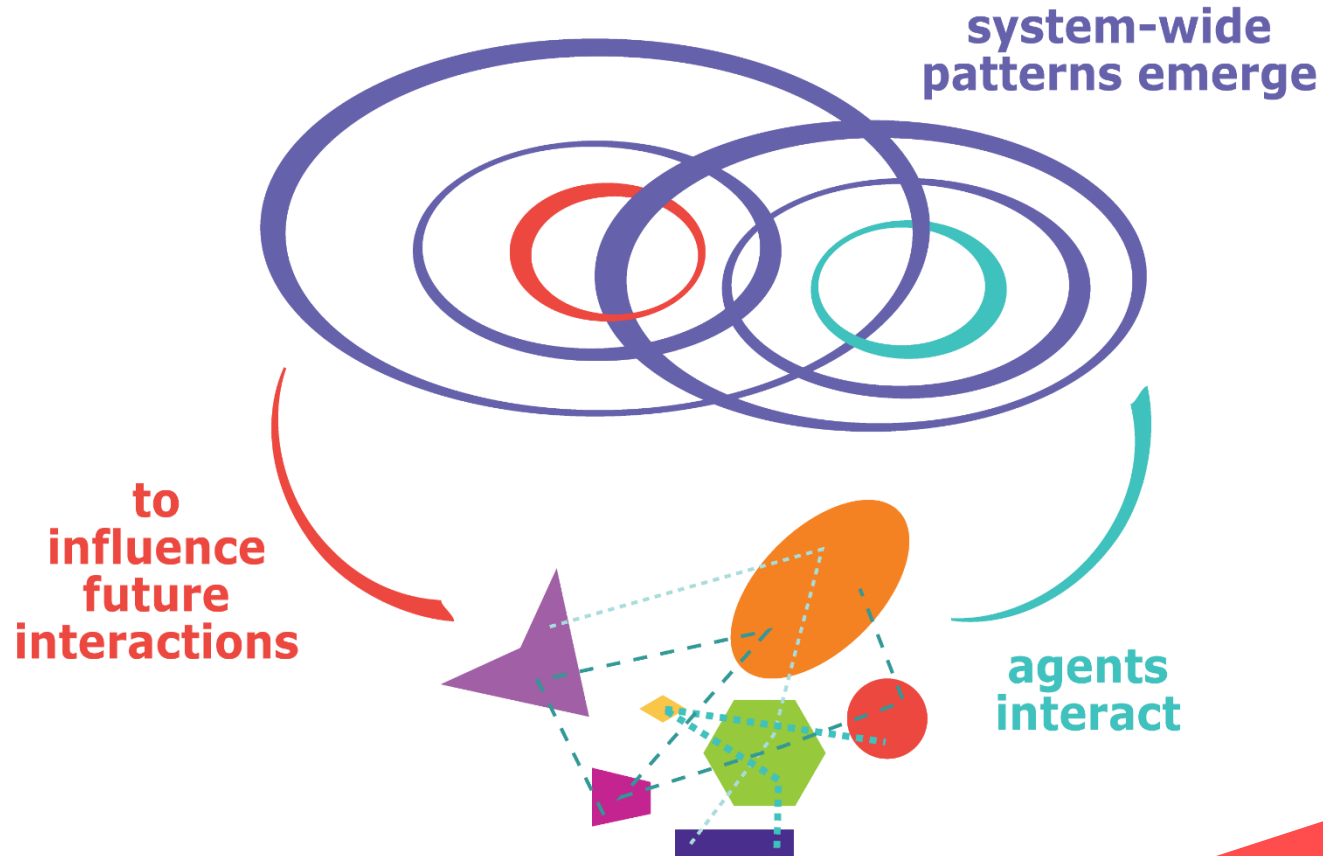


# — Complex Adaptive System (CAS) —





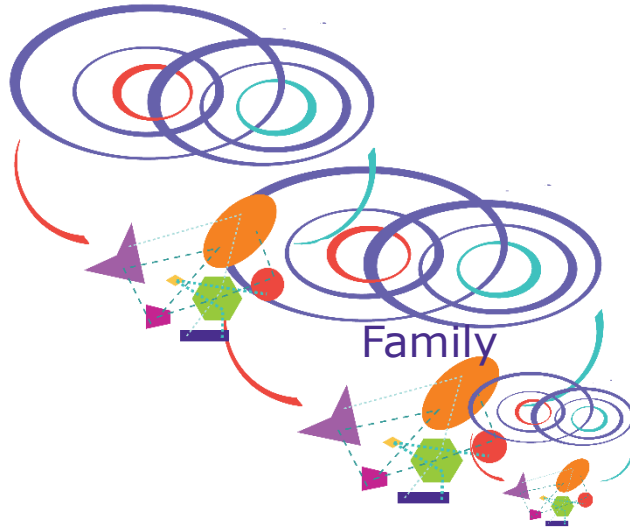
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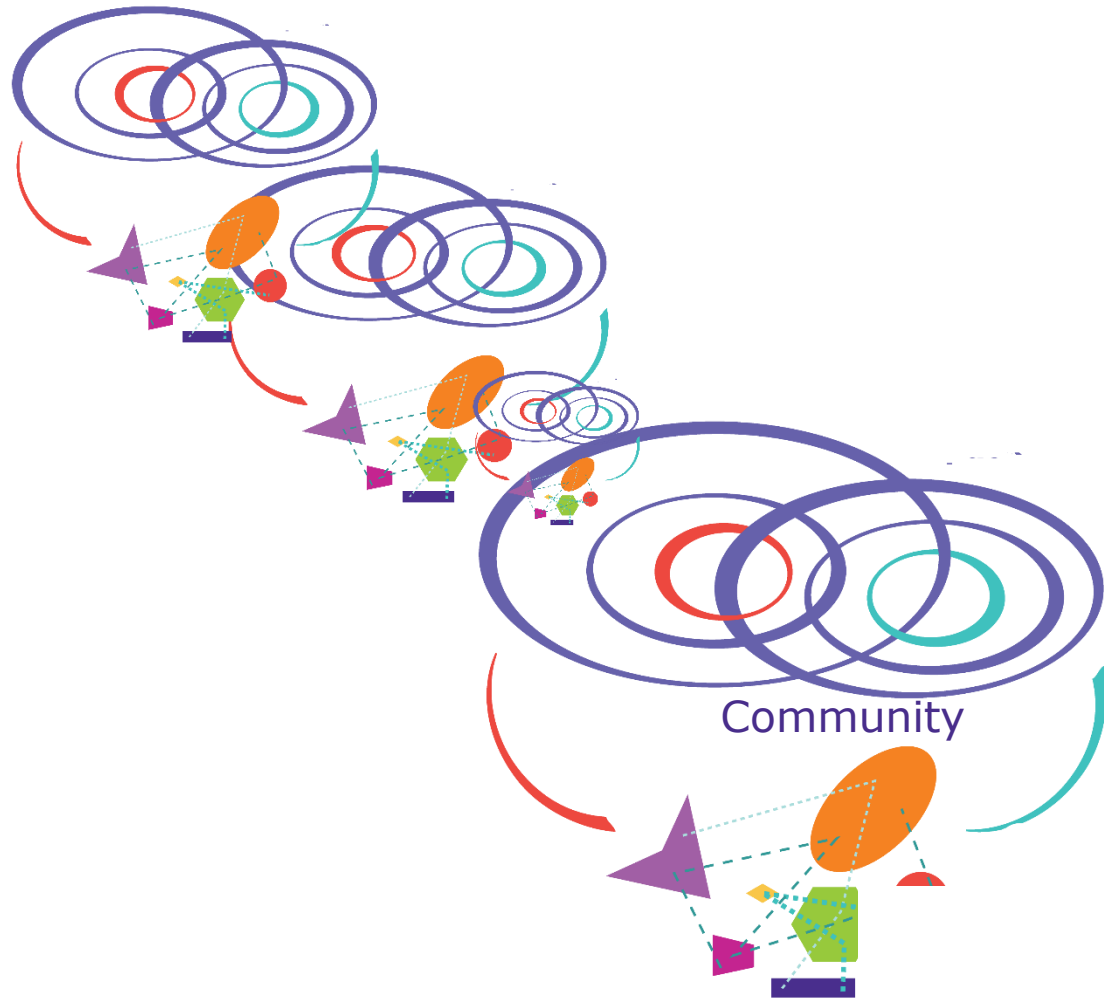


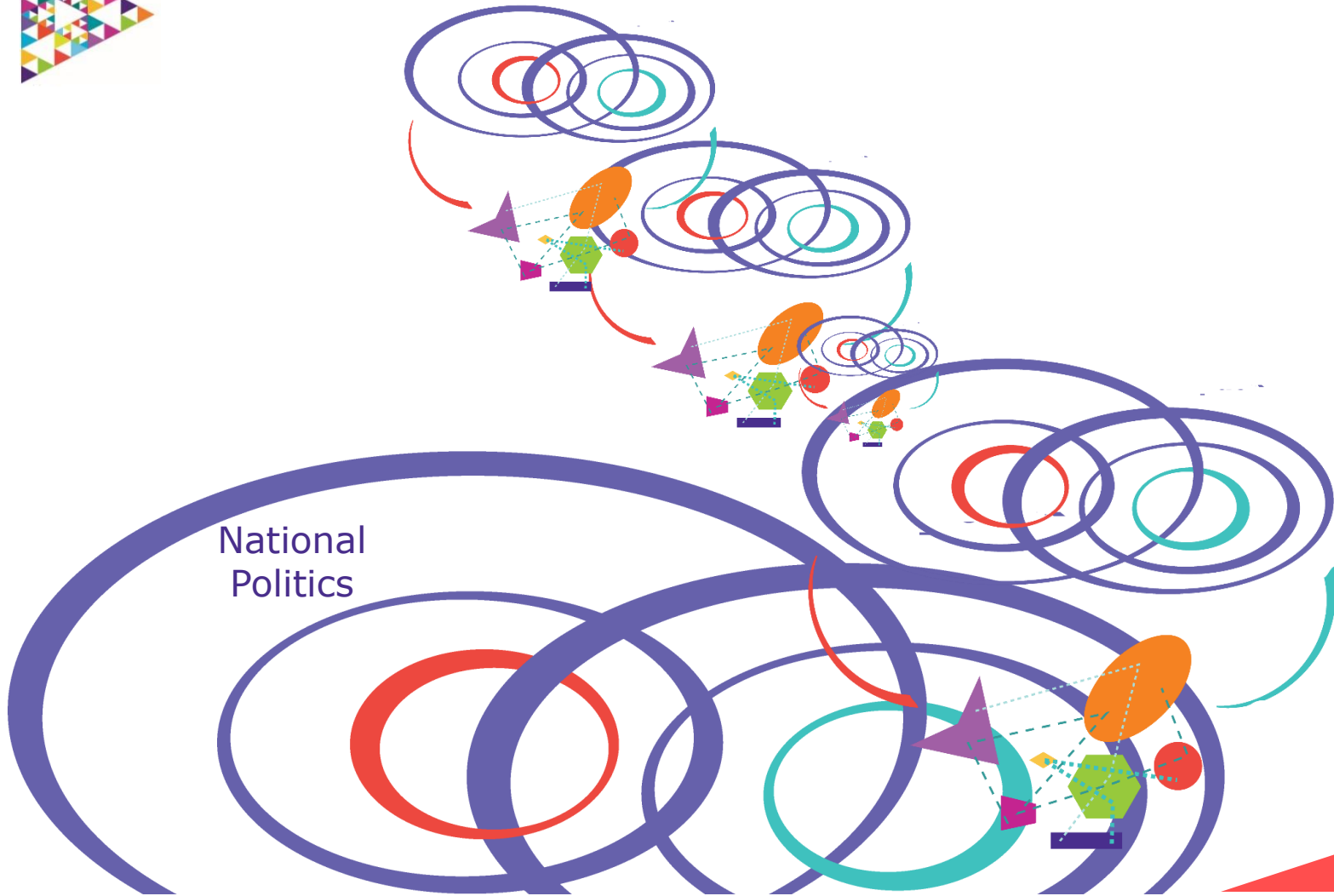




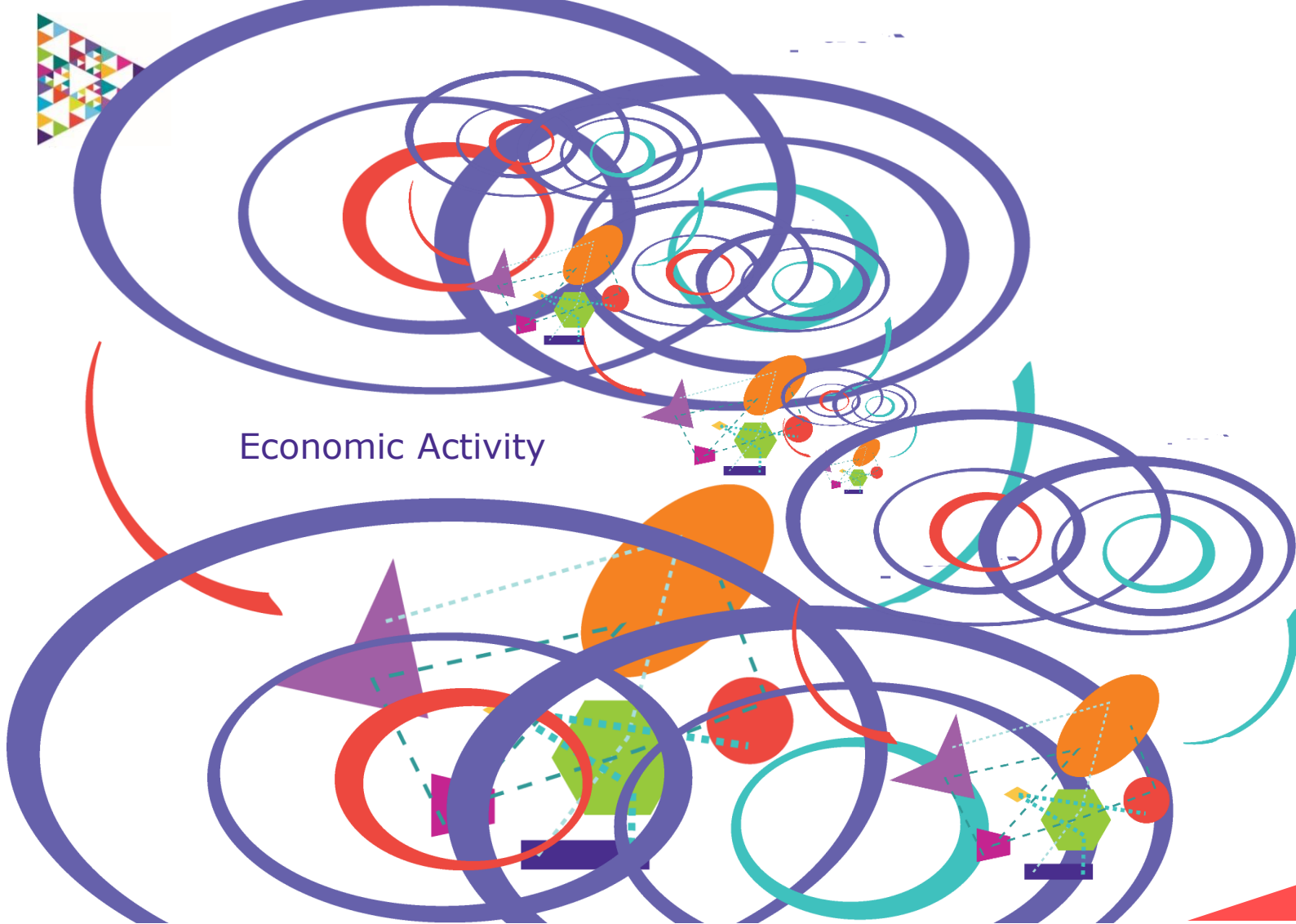








National  
Politics

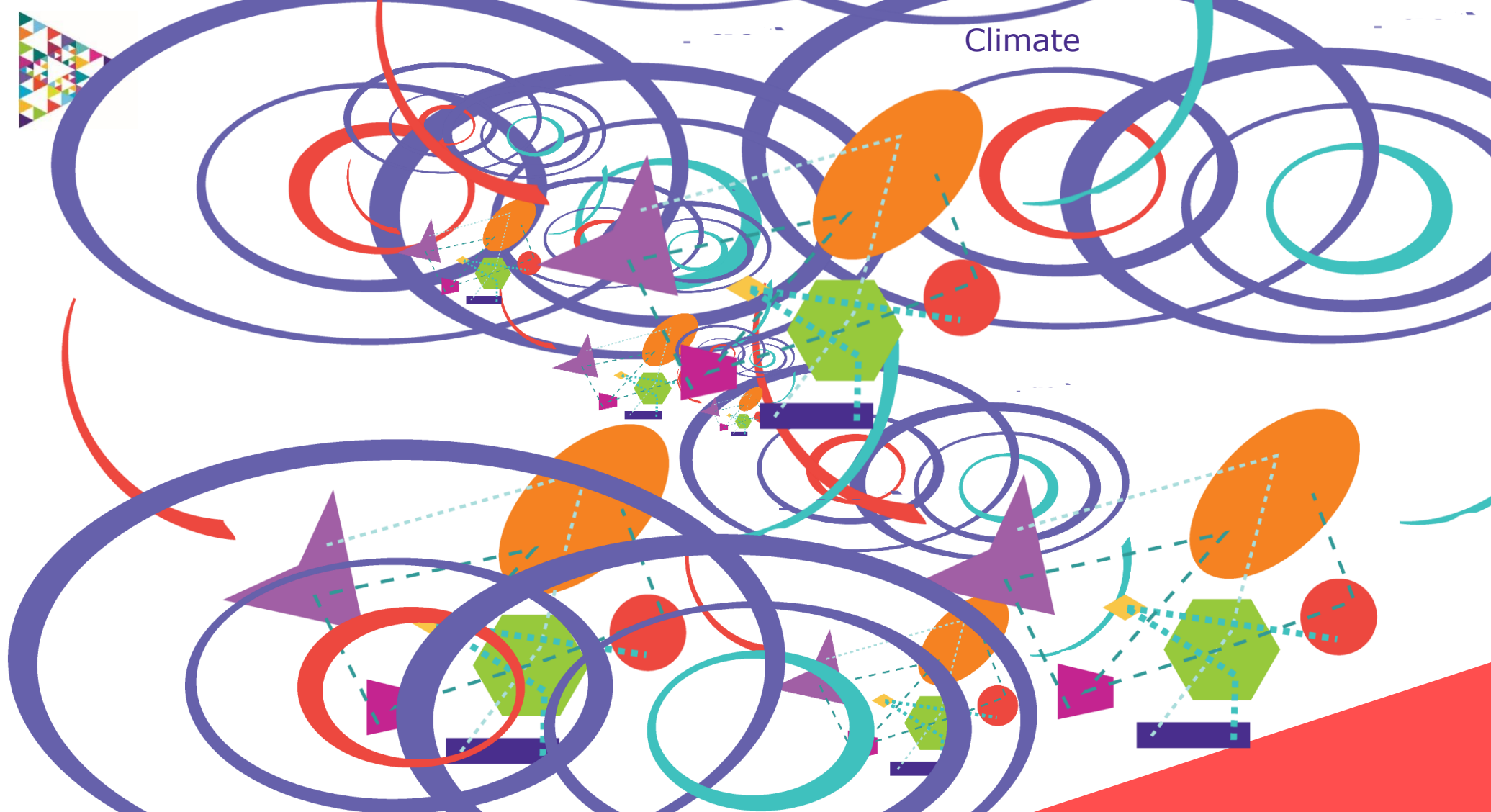


Economic Activity



Culture and Arts

Climate





**SO WHAT?**  
So, what will build your  
Adaptive Capacity?

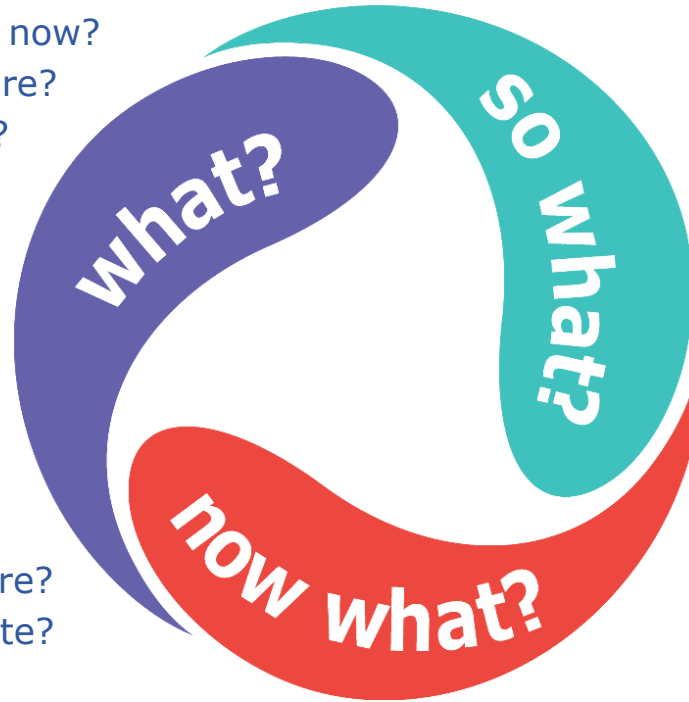




# Adaptive Action

- ▶ What is happening right now?
- ▶ What do we know for sure?
- ▶ What are people saying?
- ▶ What . . .

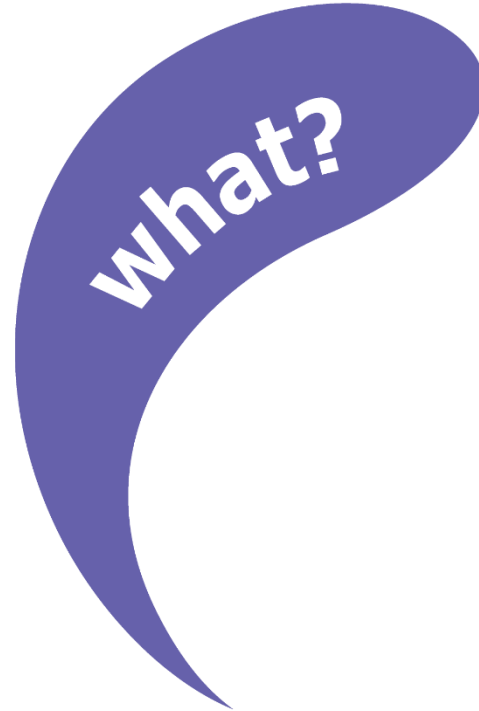
- ▶ Now what will we do?
- ▶ Now what will we measure?
- ▶ What will we communicate?
- ▶ Now what . . .



- ▶ So what patterns do we see?
- ▶ So what resources are untapped?
- ▶ So what stories have we heard about what works?
- ▶ So what do we wonder?
- ▶ So what options do we have?
- ▶ So what does success look like now?
- ▶ So what . . .



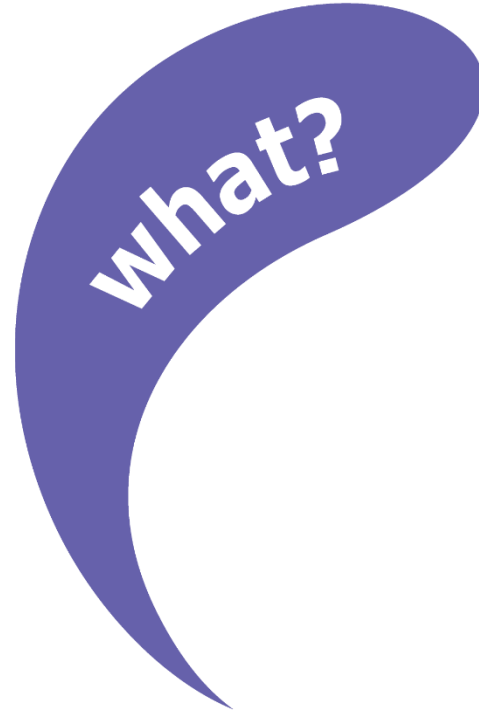
- ▶ What tools do you use for WHAT?
  - ▷ Surveys
  - ▷ Interviews
  - ▷ Big data
  - ▷ Observation
  - ▷ Journal articles
  - ▷ Expert voices
  - ▷ And . . .
- ▶ HSD tools for WHAT?
  - ▷ Pattern Spotters
  - ▷ The Buckets





# Pattern Spotters

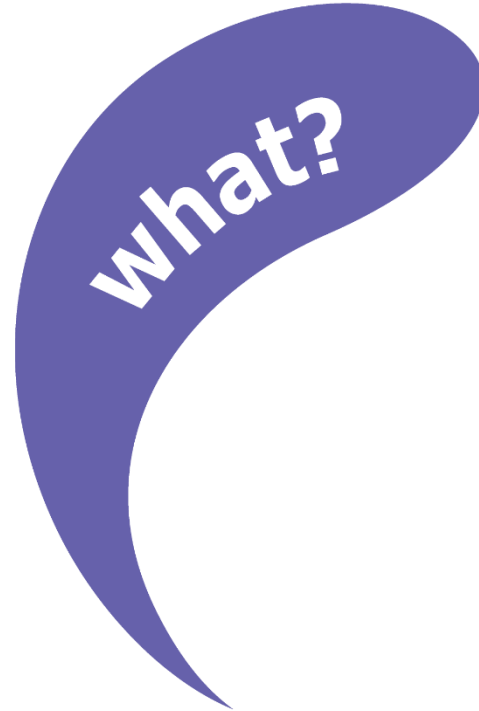
- ▶ In general . . .
- ▶ On one hand, . . . , on the other . . .
- ▶ Surprises . . .
- ▶ Wonderings . . .





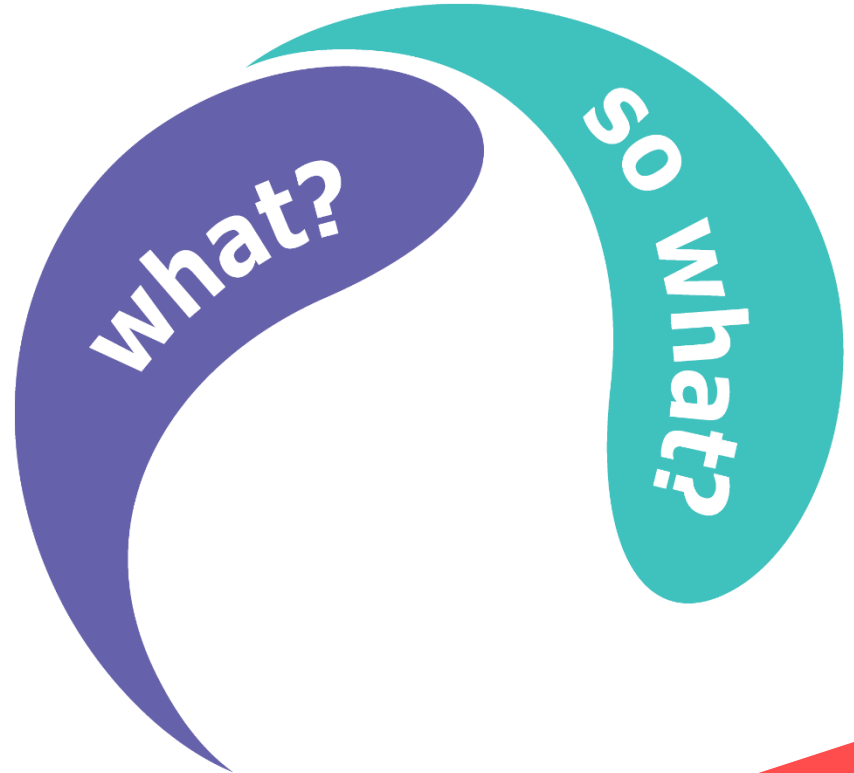
# The Buckets

- ▶ Known . . .
- ▶ Unknown yet . . .
- ▶ Unknowable . . .





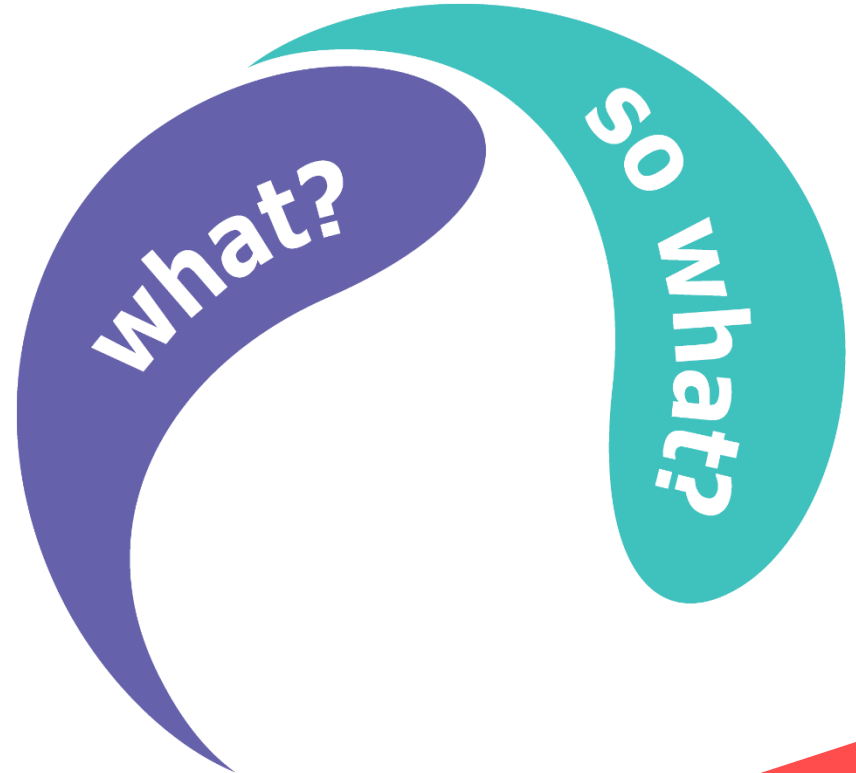
- ▶ What tools do you use for SO WHAT?
  - ▷ Statistics
  - ▷ Dialogue
  - ▷ Data analysis tools
  - ▷ Sensemaking apps
  - ▷ And . . .
- ▶ HSD tools for SO WHAT?
  - ▷ Interdependent Pairs
  - ▷ Difference Matrix





## Interdependent Pairs

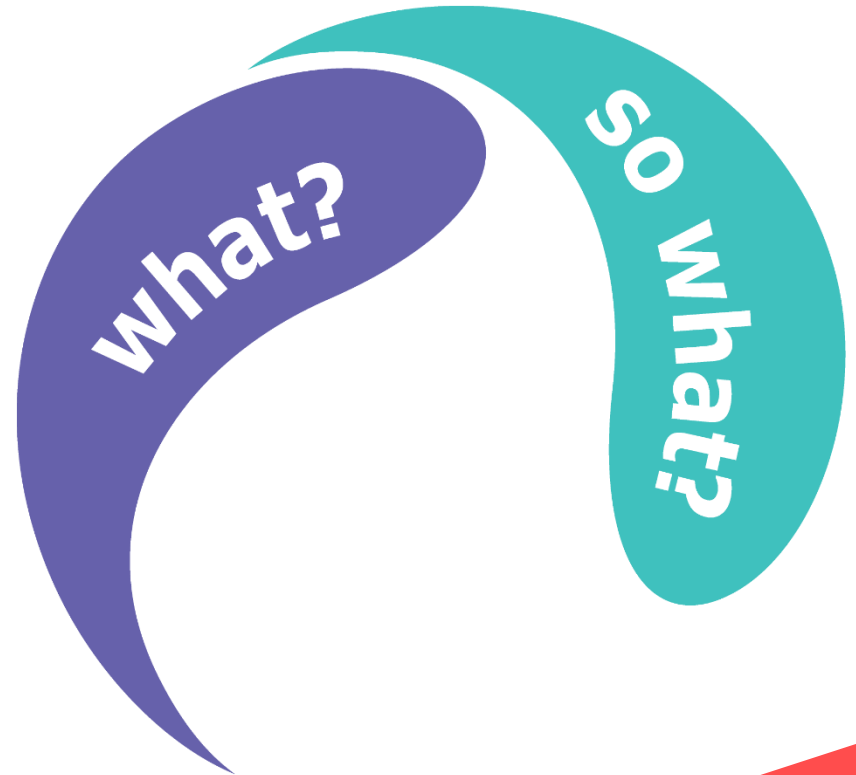
- ▶ Tensions
- ▶ Competing goods
- ▶ Trade-offs
- ▶ Not either/or but which, how much, when?
- ▶ Examples:
  - ▷ Fast and cheap
  - ▷ Controlled and distributed
  - ▷ Freedom and equality
  - ▷ Autonomy and safety
  - ▷ Tradition and innovation
  - ▷ And . . .





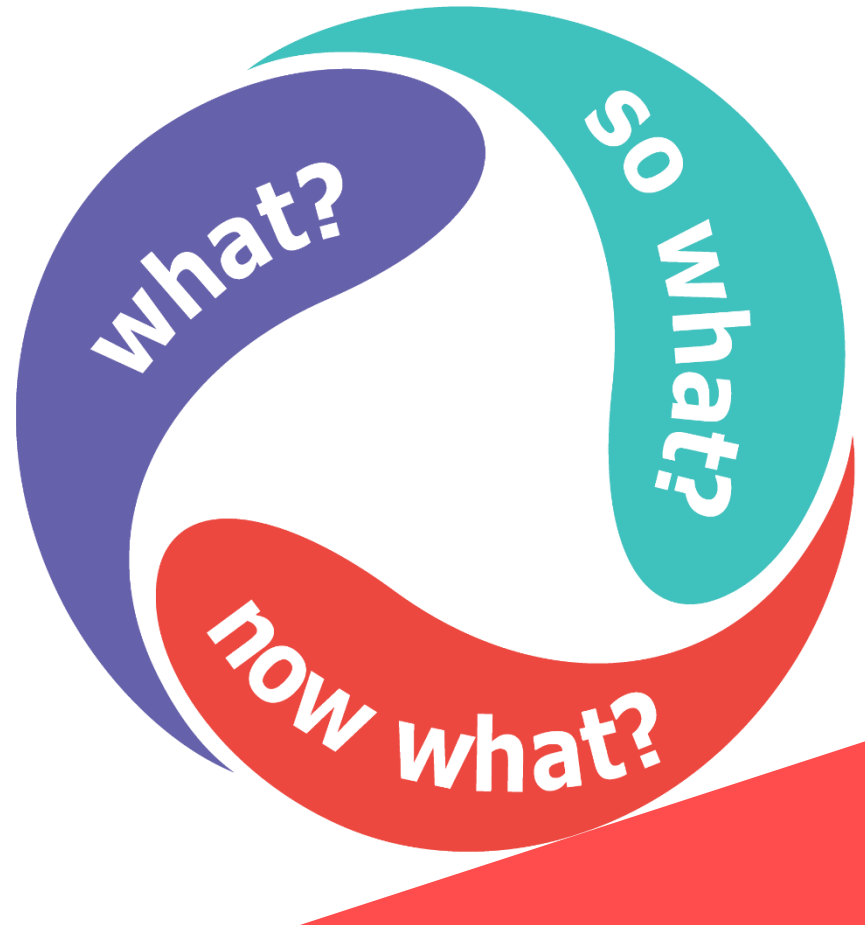
## Options for Action

- ▶ Shift the pattern:
  - ▷ Boundaries
  - ▷ Differences
  - ▷ Connections
- ▶ Tighter or looser
- ▶ Risks and benefits
- ▶ Resources and constraints
- ▶ Pick what is easiest, fastest, lowest risk, and most fun!





- ▶ What tools do you use for NOW WHAT?
  - ▷ Comms plan
  - ▷ Project management
  - ▷ Task list
  - ▷ Monitor and feedback
  - ▷ Contracts and commitment
  - ▷ And . . .
- ▶ HSD tools for NOW WHAT?
  - ▷ Agency
  - ▷ Scales of space and time

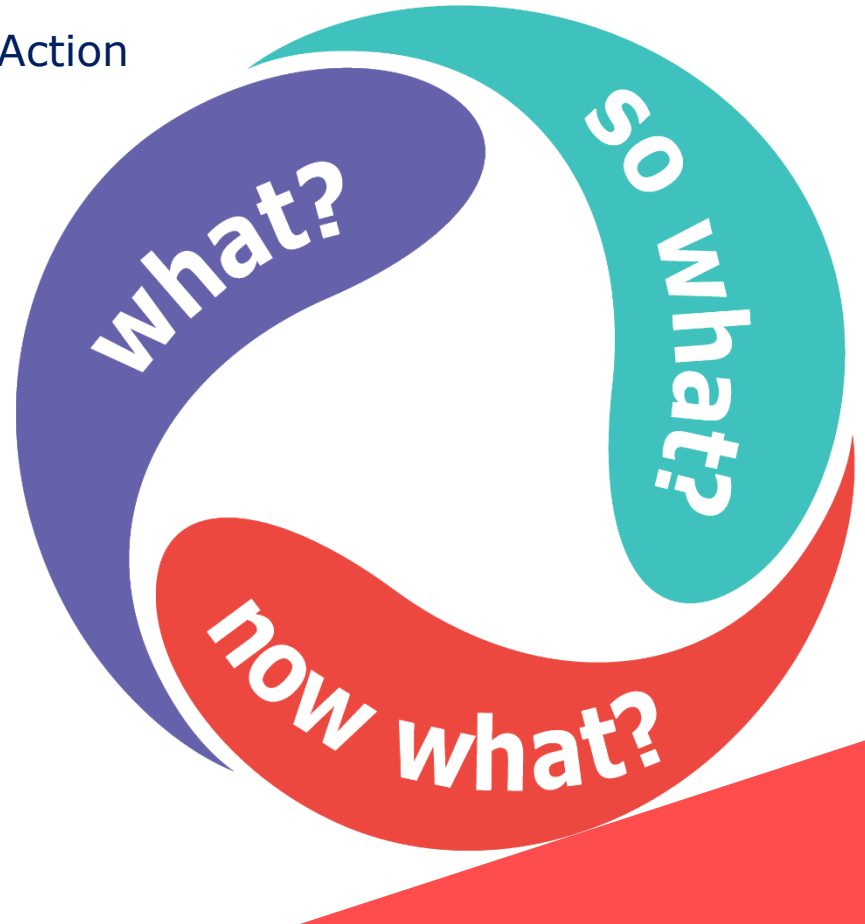






# Agency

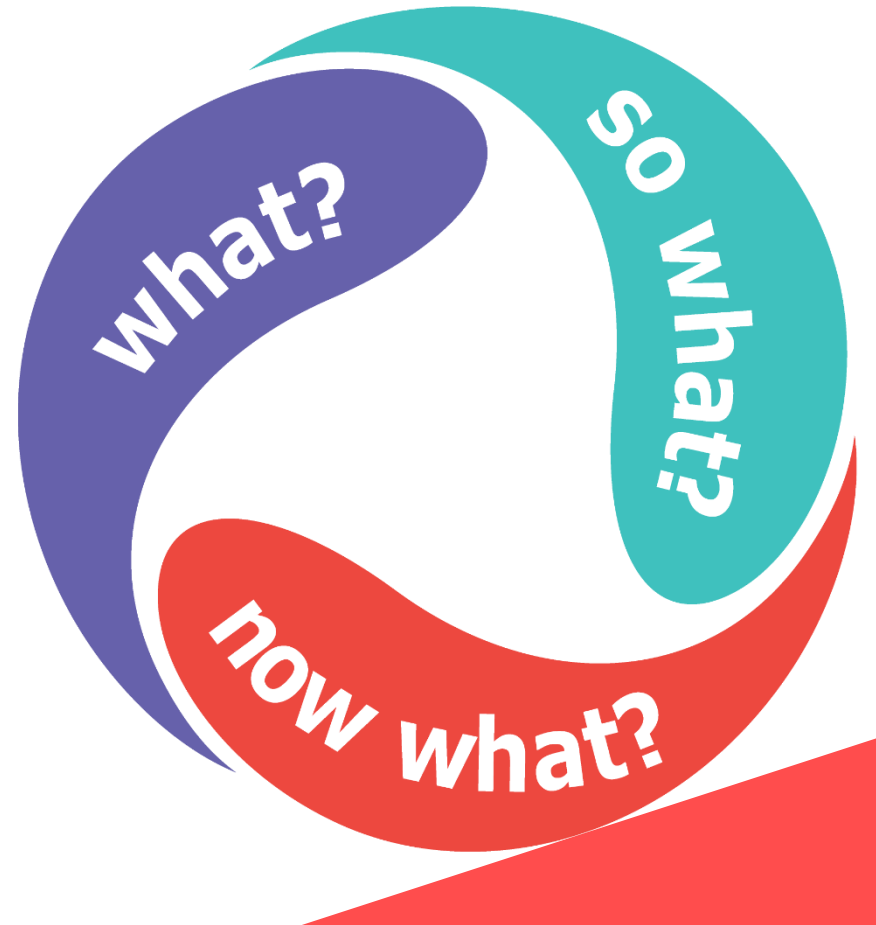
- ▶ You cannot do some one else's Adaptive Action
- ▶ What is within your sphere of influence?
- ▶ Where do you have:
  - ▷ Control
  - ▷ Concern
  - ▷ Interest





# Scales in Space and Time

- ▶ Time horizons
- ▶ Memory and imagination
- ▶ Present forward
- ▶ Part, whole, greater whole
- ▶ Move one up or one down
- ▶ Zoom in and zoom out
- ▶ And . . .





## **NOW WHAT?**

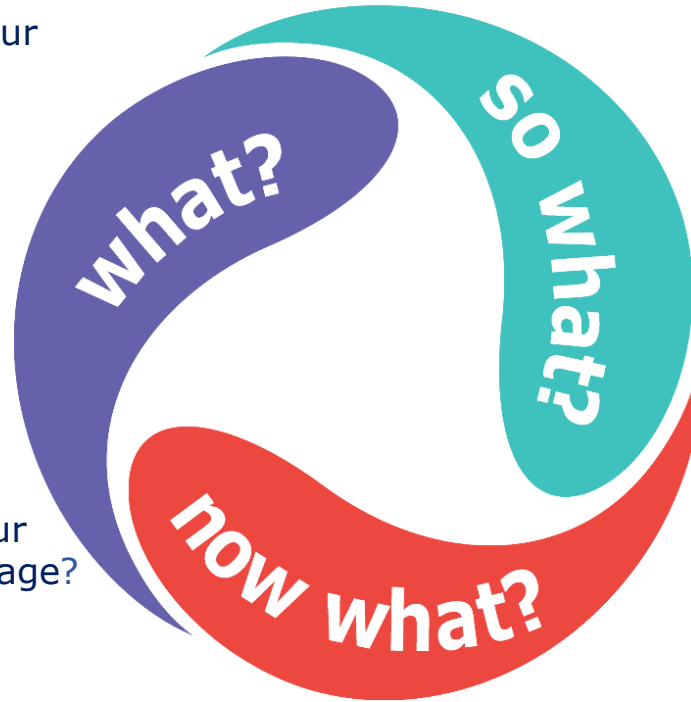
Now, what is your next wise action?



# Adaptive Capacity: Transform turbulence into possibility

- ▶ How will you develop your capacity to see?

- ▶ How will you develop your capacity to act with courage?



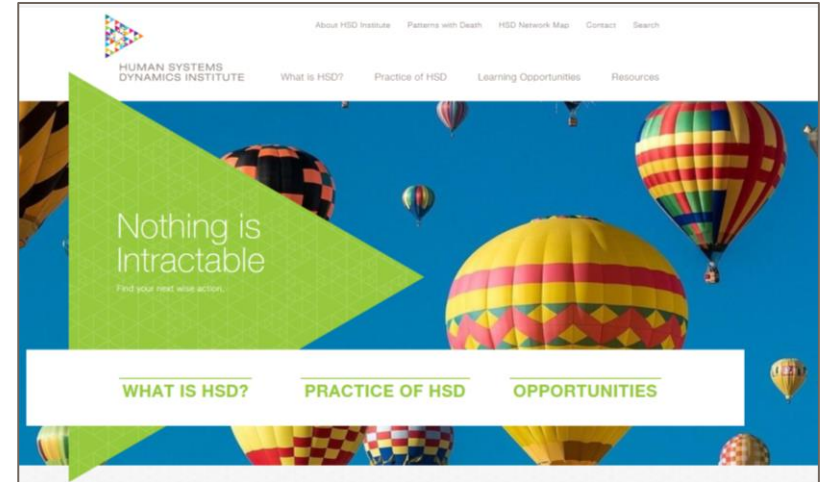
- ▶ How will you develop your capacity to understand?



## Want to learn more?

- ▶ Daily Power of Questions
- ▶ Free, monthly webinars
- ▶ Blog posts and event announcements
- ▶ Adaptive Action Labs  
(2, 3-hour sessions on relevant topics)
- ▶ HSDP Certification  
(on-line and face-to-face)
- ▶ Website with many resources
- ▶ Books and more!

**[www.hsdinstitute.org](http://www.hsdinstitute.org)**





# Our Adaptive Action

