

Live Virtual Workshop
Find Possibility in Difference: Leverage Differences into Energy
Chat Transcript 05MAY22

- 00:23:10 Royce Holladay (she/her): There be Dragons!
- 00:24:15 Royce Holladay (she/her): Dragons: Paradigm shifts we make to build resilience and adaptive capacity.
- 00:25:29 Royce Holladay (she/her): Potential for change from from the asymmetry and difference in the system. So to adapt with any resilience, we have to pay attention to the differences we experience in the system.
- 00:26:46 Royce Holladay (she/her): To move forward we have to see, understand, and act to change....differences.
- 00:27:09 Royce Holladay (she/her): Action and change happens only when we include the three different actions.
- 00:29:34 Royce Holladay (she/her): Articulation of the conditions for self-organizing—similarities, differences, connections—and the idea that it's a tree of life...the tree itself, the different parts that sustain it as "tree", and the connections that hold it to gather and allow the resource to flow throughout.
- 00:29:34 Charles Lee: Royce, you're reminding me of something I read: "something that is exactly like me, with no difference, cannot pull me out beyond who I am, i.e. I can't be transformed by it" - Hannah Scharmer
- 00:29:59 Royce Holladay (she/her): So I guess I didn't talk her out of it huh?
- 00:30:12 Christine Capra - she/her: :)
- 00:30:25 Olga Yiannakis: LOL!
- 00:30:27 Lindsey Alexander: Charles, I like that
- 00:30:57 Royce Holladay (she/her): Lovely
- 00:31:36 Royce Holladay (she/her): Charles.—difference is what creates the patterns...between the material and the dye, the wall and the texture, you and me
- 00:31:53 Royce Holladay (she/her): Thanks for sharing that
- 00:31:57 April Schnell: I always appreciate when Glenda gives physical system examples from chemistry and physics. Makes so much sense
- 00:32:17 Olga Yiannakis: & difference creates "more" energy -> Synergy where $1 + 1 = 3$

- 00:33:24 Royce Holladay (she/her): Good points, both April and Olga...It is nice to consider the basis of these ideas that match the natural world...where 1+1 can also equal 3.
- 00:33:57 Royce Holladay (she/her): I love the side of that canvas....I love art that is larger than life.
- 00:34:21 Charles Lee: Thinking about diversity in human systems, and the potential (and maybe discomfort) that brings.
- 00:34:25 April Schnell: Neurodiversity
- 00:34:35 Uta Langley (she/her): belief systems: the purists versus the pragmatists
- 00:34:36 Roya (she/they) Damabi: rebellious energy - from power differences
- 00:34:41 Miriam Bayes: multicultural working teams
- 00:34:50 Darlene Mattson: cultural differences
- 00:34:52 Ronda Zakocs (she/her) Insight for Action: Families
- 00:34:53 April Schnell: Economic diversity / affluence
- 00:35:03 April Schnell: Health status diversity
- 00:35:03 Jeannette She/her: world views and values
- 00:35:05 Lindsey Alexander: Differences in experiences — particularly generational.
- 00:35:08 Ana Maria Tamayo: Brain diseases dis- ease
- 00:35:13 Uta Langley (she/her): hierarchical differences/pay/power
- 00:35:13 Christine Capra - she/her: Different strategies
- 00:35:16 Mike Norbury: forest versus trees
- 00:35:17 JJ Glez - Switzerland: New Leader in my Organization - Totally different leadership style !
- 00:35:29 Mary Texer: Difference in backgrounds and experiences
- 00:35:34 Royce Holladay (she/her): Roya, I love that...energy of rebellion...at so many scales these days—starting with my 14 year old granddaughter and her mother, right?
- 00:35:34 Jeannette She/her: satisfaction and dissatisfaction with systems
- 00:36:05 Roya (she/they) Damabi: Yes, Royce! :)
- 00:36:08 Uta Langley (she/her): academis/non academic

- 00:36:39 Lindsey Alexander: So many good examples!
- 00:36:43 Jeannette She/her: differing expectations between internal and external stakeholders
- 00:36:53 Paula Downey: Extinction Rebellion vs Diplomacy
- 00:36:55 Bohdan Yarema: Theory vs practice
- 00:37:15 Janice Jaguszewski (she/her): Personal stories, often hidden, that have shaped who we are and make each of us unique
- 00:37:20 Olga Yiannakis: Differences in people at work & how if treated with humanity, builds a connection
- 00:38:15 Uta Langley (she/her): AI (Robots) versus humans
- 00:38:17 Royce Holladay (she/her): Releasing the energy in fossil fuels: Introducing destructive difference into the system
- 00:38:27 Royce Holladay (she/her): Yes, Uta.
- 00:39:01 Bohdan Yarema: Unorthodox national leaders and International arena
- 00:40:42 Olga Yiannakis: Stand in inquiry - not to control : I think quite a few managers tend to micro manage which "tightens" the system instead of harnessing it
- 00:40:52 Royce Holladay (she/her): It's an art, I think to maintain a healthy balance in the energy we experience when we consider the difference between where we are and where we want to be. If the difference is too big, the energy may be disappointment or frustration or grief. When we can keep that balance in a manageable level we generate the energy that fuels our action toward change....And that's different for each individual.
- 00:42:14 Charles Lee: There's are micro-macro (scales of the system) and temporal elements, aren't there? I'm reflecting on our use of self, and capacity to intervene in the moment, in the present.
- 00:42:51 Miriam Bayes: zooming and out
- 00:44:03 Royce Holladay (she/her): Good examples, Charles...and it's the unique nature of each person that experiences those differences in his/her own way...thanks for that thought.
- 00:44:37 markt.munger: exaggerate differences to stimulate inquiry, not regression
- 00:45:54 Ronda Zakocs (she/her) Insight for Action: For those of you interested in collaborative approaches for systems change and using stories/narratives as a tool for change see: [Narratives Guide](#)

00:51:59 Uta Langley (she/her): I don't understand structure and function

00:53:21 Charles Lee: @Uta, same. Are we looking for coherence and alignment?

00:54:48 Royce Holladay (she/her): Uta, think how the chairs in an elementary school (small and sturdy structures) are designed to function well for small children. Is something designed (structured) in a way that matches the resin we have that thing (function). Does that help, Uta?

00:55:43 Royce Holladay (she/her): That's reason, not resin

00:55:51 Uta Langley (she/her): @Royce yes, but I can't relate to organisations at the moment (it is 5pm here...)

00:57:21 JJ Glez - Switzerland: So great to reconnect with this Amazing HSD Community. Thank you so much. I need to drop off - See you soon. Thanks for this space.

00:57:22 Royce Holladay (she/her): Consider the ways that you set conditions for powerful collaboration..What you do to reach out and schedule meetings and provide feedback (structures) feeds the purpose you want in connecting people and their work. Just an example...let me know and we can talk about this in email when it's not the end of a long day for you.

00:57:32 Royce Holladay (she/her): Thanks, JJ...bye

00:57:37 JJ Glez - Switzerland: :-)

00:58:54 Uta Langley (she/her): Thanks Royce..

00:59:41 Lindsey Alexander: Clear boundaries sometimes speak to dominant culture systems to me. It indicates a clear answer.

00:59:50 Lindsey Alexander: (Sometimes, not always.)

01:00:14 Uta Langley (she/her): I am trying to say when asked "what is the consistency with hybrid" that flexibility IS THE consistency (not sure all are buying into that yet..

01:00:17 Roya (she/they) Damabi: Reminds me of impact networks - having just enough structure. Enough clarity so things get done, fluid enough to enable possibility, like a scallfolding.

01:00:37 Jacqui (we/us): boundaries relate to self or community protection.

01:00:48 Janice Jaguszewski (she/her): Perhaps boundaries need to be intentionally broken down when you are trying to create something new

01:01:38 Lindsey Alexander: +1 @Janice

01:02:19 Royce Holladay (she/her): Sorry, Janice....I just breezed in there .Not ready...

01:02:57 Jacqui (we/us): can we have boundaries and remain open to the new

01:02:59 markt.munger: Sanskrit prober: self is the wall which keeps the creatures from breaking in.....

01:03:02 Janice Jaguszewski (she/her): Hah -- I named my business Janice J Consulting for a reason, Royce!

01:03:08 Christine Capra - she/her: When safety is an issue

01:03:08 Royce Holladay (she/her): Why we wear looser and more opaque clothing.

01:03:18 Uta Langley (she/her): neurodiversity conditions - people often choose not to share them

01:03:57 Royce Holladay (she/her): So true, Uta.

01:04:43 Lindsey Alexander: @Jacqui—provocative question. I love it.

01:04:51 Uta Langley (she/her): I never go to these

01:08:31 Ronda Zakocs (she/her) Insight for Action: This reminds me of Harry Truman's famous quote: If you can't convince them, confuse them.

01:08:57 Royce Holladay (she/her): I love that quote, Ronda, thanks for reminding meow it.

01:09:07 Sierra Woods: Are there any HSD resources that speak to this idea of understanding what differences to include in your story and where to insert or bring up these differences in a story to enable next wise actions?

01:10:07 Royce Holladay (she/her): Funny you should ask, Sierra. I was thinking about how to add that to the Narrative Adaptive Action Lab I am teaching this summer. I don't think we have written about that, but It'

01:10:28 Royce Holladay (she/her): Is in my brain now...What questions come up for you with that?

01:11:34 Royce Holladay (she/her): That's my inspiration from today's talk.

01:11:51 Sierra Woods: That is very interesting! I am wondering, what indicators or guide posts could someone creating the story use to know where to position or place differences to help a team act in a way that is informed by data about the complex system they operate in

01:12:52 Uta Langley (she/her): if you are wondering: do it = it is transformational..

01:13:03 Ronda Zakocs (she/her) Insight for Action: Thank you as always for sharing your insights!

01:13:08 Janice Jaguszewski (she/her): +1Uta!
01:13:10 Michelle Molina (she/her): Thank you!!
01:13:18 April Schnell: Thank you!
01:13:21 Roya (she/they) Damabi: Thank you Glenda, Royce, and all for another generative session :)
01:13:26 Olga Yiannakis: Thank you, Glenda & Royce
01:13:27 Christine Capra - she/her: Thank you Glenda & Royce!
01:13:37 Ana Maria Tamayo: Thank you very much Glenda and Royce. By now. Take care.
01:13:40 markt.munger: Thanks
01:13:43 Bridget Kelly: Thanks!
01:13:45 Uta Langley (she/her): Thank you!! Feeling reconnected to HSD..
01:13:48 Lindsey Alexander: Thank you all!
01:13:49 Antonella Pagliarani: Thank you!!
01:13:50 Paula Downey: Thanks...
01:13:54 Janice Jaguszewski (she/her): Great inspiration for an engagement I have next week!
01:13:58 Bohdan Yarema: Thank you!