



Find Possibility in Difference: Leverage Differences into Energy

Live Virtual Workshop
April 2022

Glenda Eoyang, PhD
geoyang@hdsinstitute.org

Royce Holladay, MEd
rholladay@hdsinstitute.org

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.

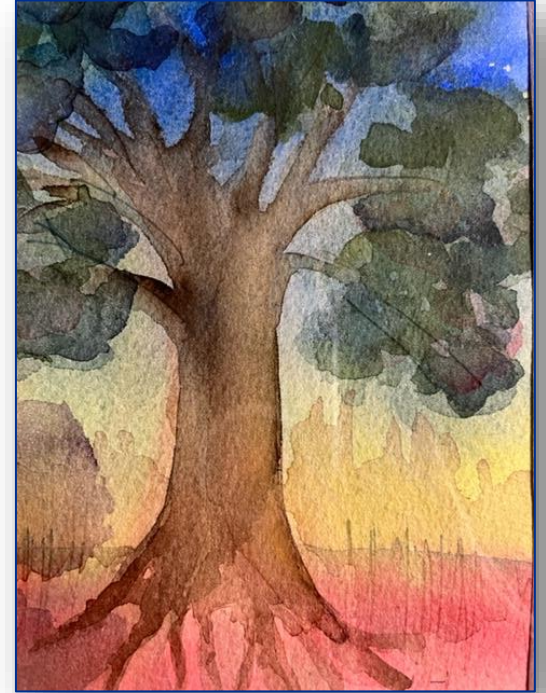
HSD Simple Rules

- ▶ 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

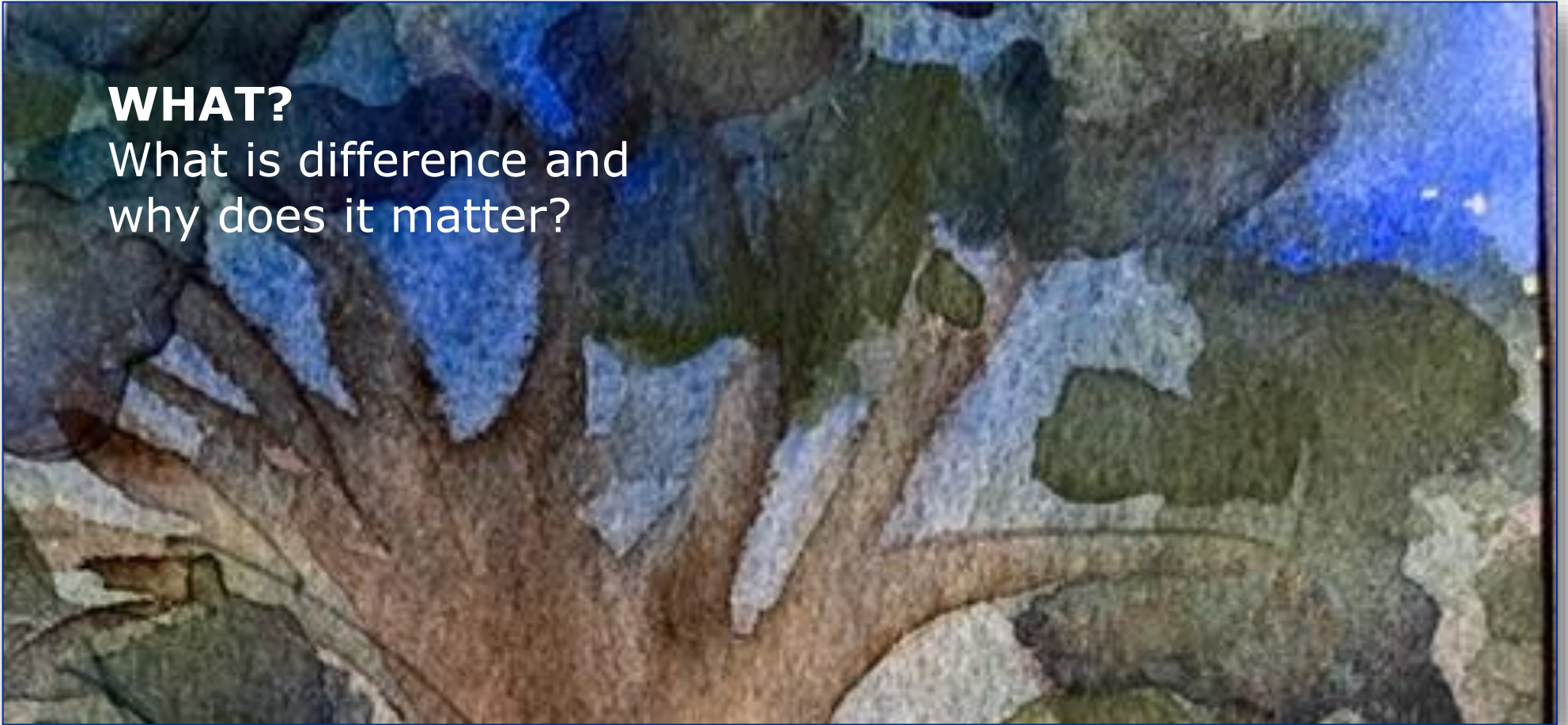
- ▶ **WHAT?**
What is difference and why does it matter?
- ▶ **SO WHAT?**
So, what are our options for leveraging energy of difference?
- ▶ **NOW WHAT?**
Now what will you do to find possibility in your complex systems?





WHAT?

What is difference and why does it matter?





Difference stores energy!





Energy in human systems





Unleash stored energy

You can harness the locked-in energy in human systems if you:

- ▶ See patterns of difference clearly
- ▶ Seek to understand their power and connections
- ▶ Take action to transform the stored into active energy

This is not very different than what:

- ▶ Stanley did with steam energy
- ▶ Prometheus did with fire energy
- ▶ Manhattan Project did with nuclear energy
- ▶ Many are doing with solar and wind energy



SO WHAT?

So, what are our options for leveraging energy?

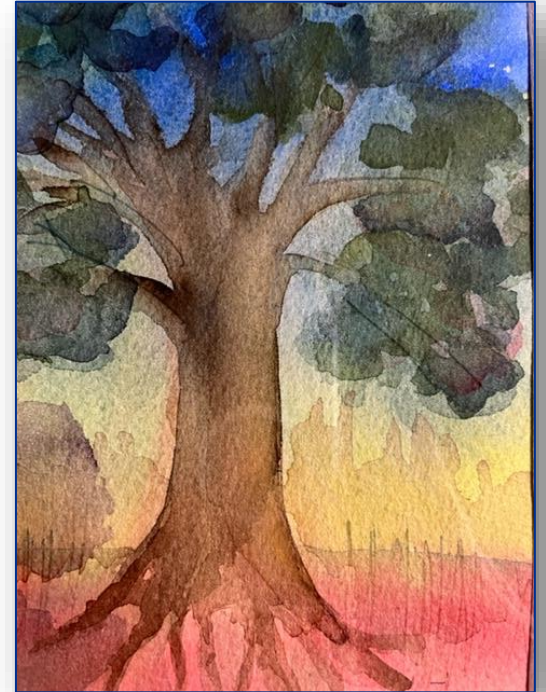




Guides for transforming difference into possibility

Focus on the edges:

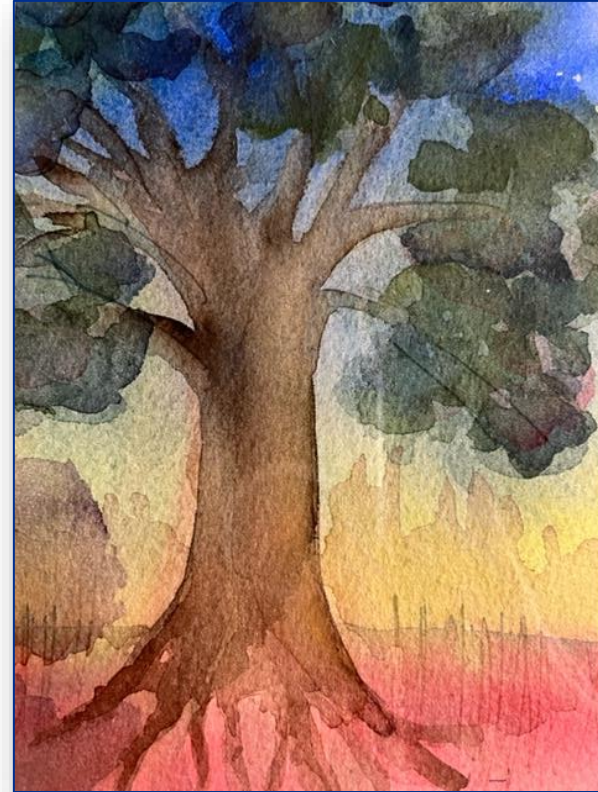
- ▶ Tell a story
- ▶ Look for structure and function
- ▶ Flip them
- ▶ Make them clear and narrow
- ▶ Make them wide and fuzzy
- ▶ Hide them
- ▶ Extend them
- ▶ Cross them
- ▶ Give them meaning or make them mysterious
- ▶ Layer them





Tell a story

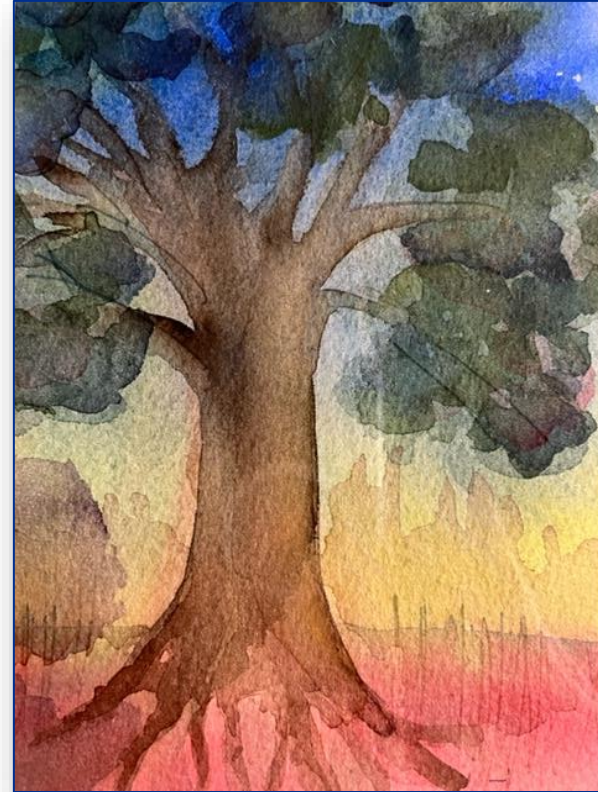
Tree of Knowledge and
the Tree of Life





Look for structure and function

- ▶ Organization design
- ▶ Human computer interface
- ▶ Customization
- ▶ Collaboration





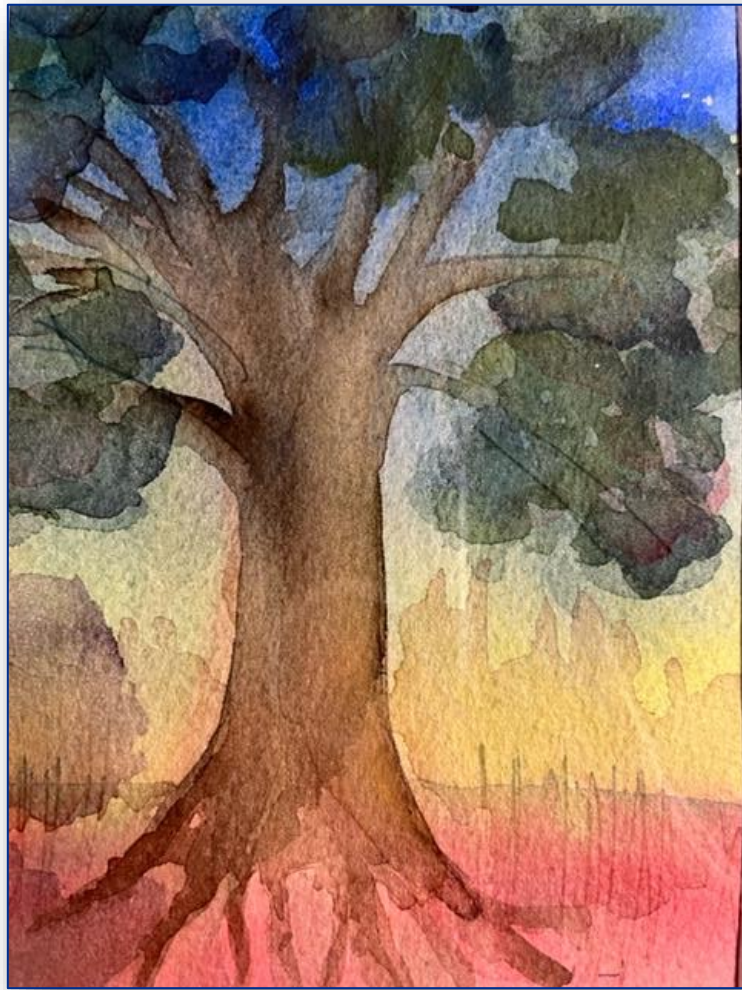
Flip them

Servant leader

The last shall be first

Empowerment

Revolution





Clarify—or not!

Clear and distinct

- ▶ Roles and responsibilities
- ▶ Contracts
- ▶ Laws

Intentionally fuzzy

- ▶ Community identity
- ▶ Empathy
- ▶ Diversity and inclusion





Hide them

- ▶ Data privacy
- ▶ Confidentiality





Extend them

- ▶ Diaspora
- ▶ Trauma
- ▶ Memory





Cross them

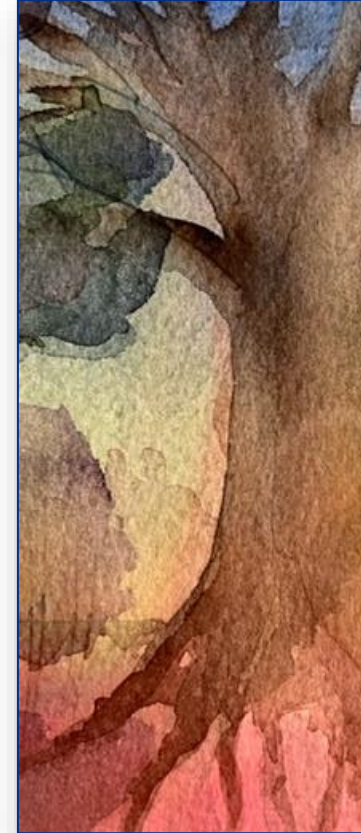
- ▶ Negotiations
- ▶ Collaboration
- ▶ Invitation
- ▶ Exploration
- ▶ Inquiry





Give them meaning or make them mysterious

- ▶ Obfuscation
- ▶ Confusion
- ▶ Misdirection
- ▶ Protection





Layer them

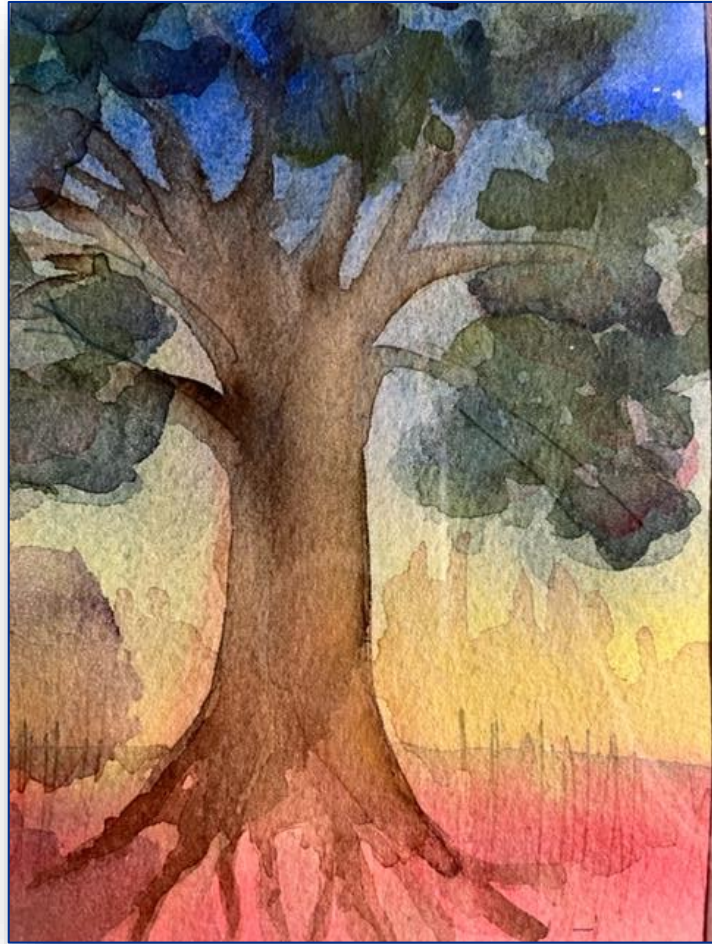
- ▶ Intersectionality
- ▶ Cross-functional teams
- ▶ Multiculturalism
- ▶ Cuisine and fusion





NOW WHAT?

Now what will you do to
find possibility in your
complex systems?

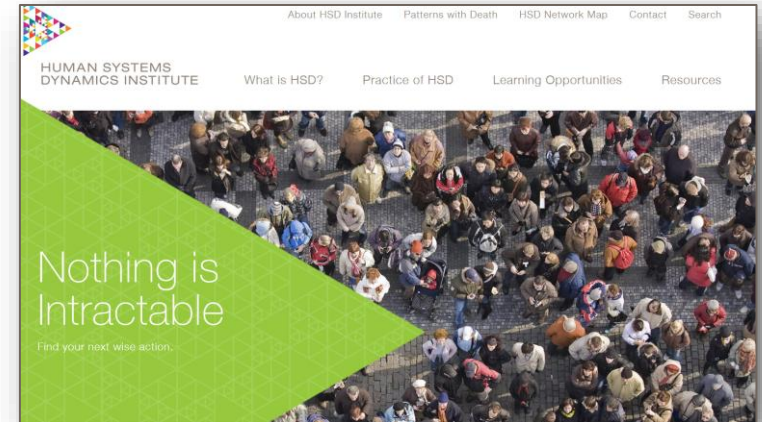




Want to learn more?

- ▶ 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





Our Adaptive Action

