



How Close Is Close Enough

Use accuracy to make sense in uncertainty

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.

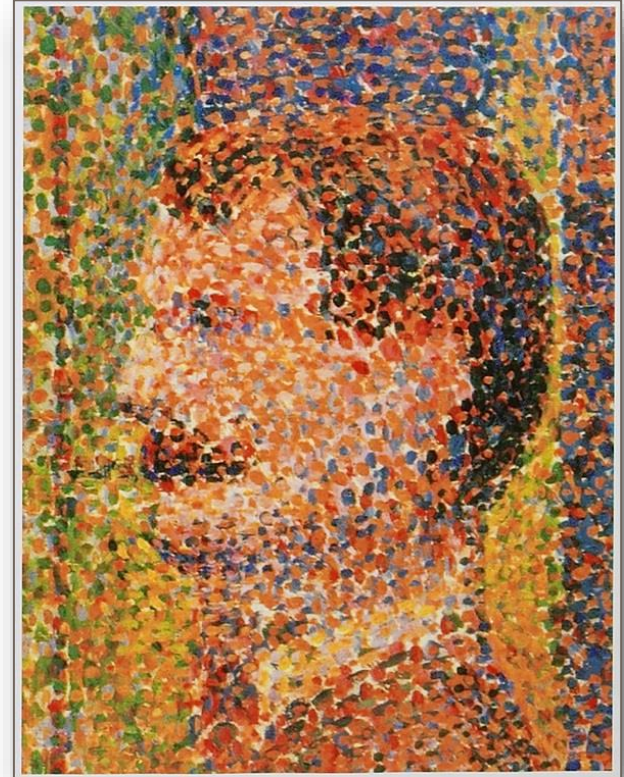
HSD Simple Rules

- ▶ 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 difference does it make?
- ▶ SO WHAT?
So, what can you do?
- ▶ NOW WHAT?
Now what is your accuracy approach?







Precise:
32.5% of employees are
engaged.



Precise:
32.5% of employees are
engaged.

Accurate:
Which ones and why?



Precise:
Google Analytics



Precise:
Google Analytics

Accurate:
Reputation in your
community



Precise:
Agenda with 5-min
intervals



Precise:
Agenda with 5-min
intervals

Accurate:
Did we accomplish what we
set out to do?

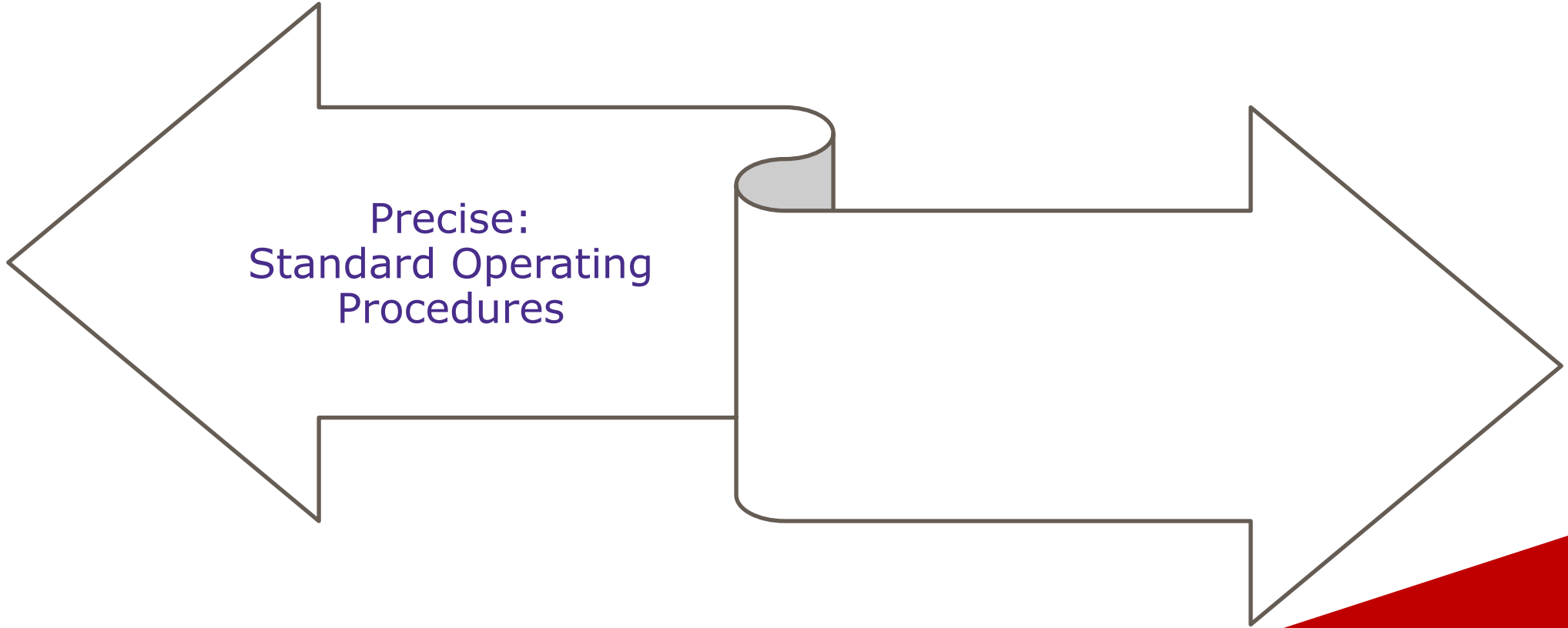


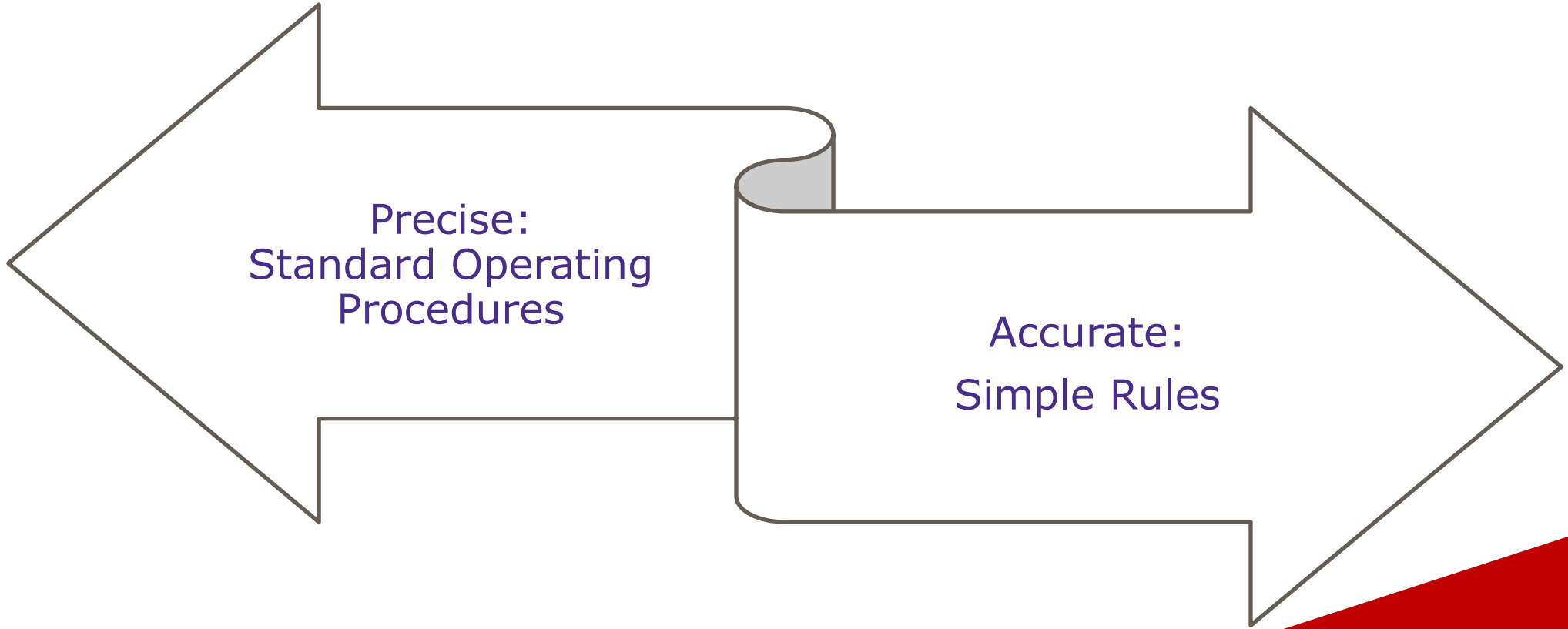
Precise:
Implementation plan



Precise:
Implementation plan

Accurate:
Humility and adaptability







Precise:
Quantitative
data



Precise:
Quantitative
data

Accurate:
Stories and
impacts



Precise:
Rewards
and
recognitions



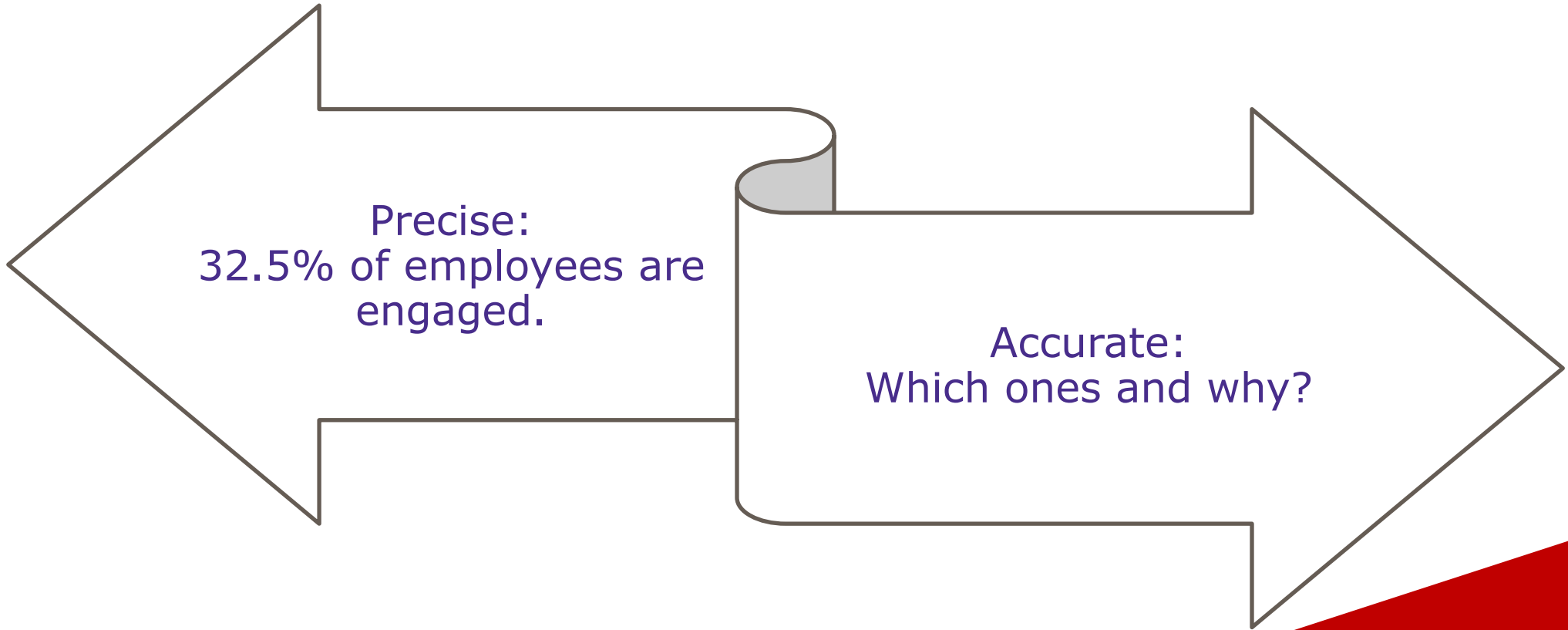
Precise:
Rewards
and
recognitions

Accurate:
Stories
and
memories



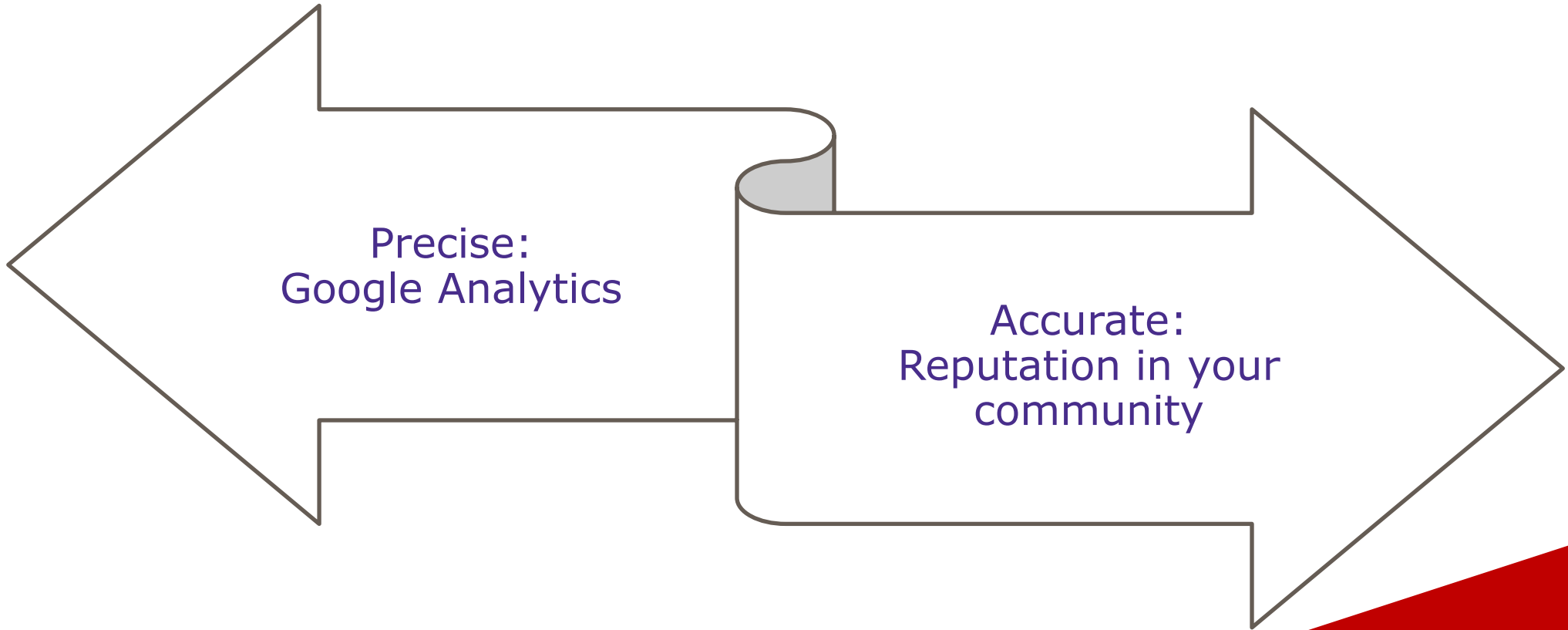


Zoom in





Zoom out





Find differences that make a difference

Precise:
Agenda with 5-min
intervals

Accurate:
Did we accomplish what we
set out to do?



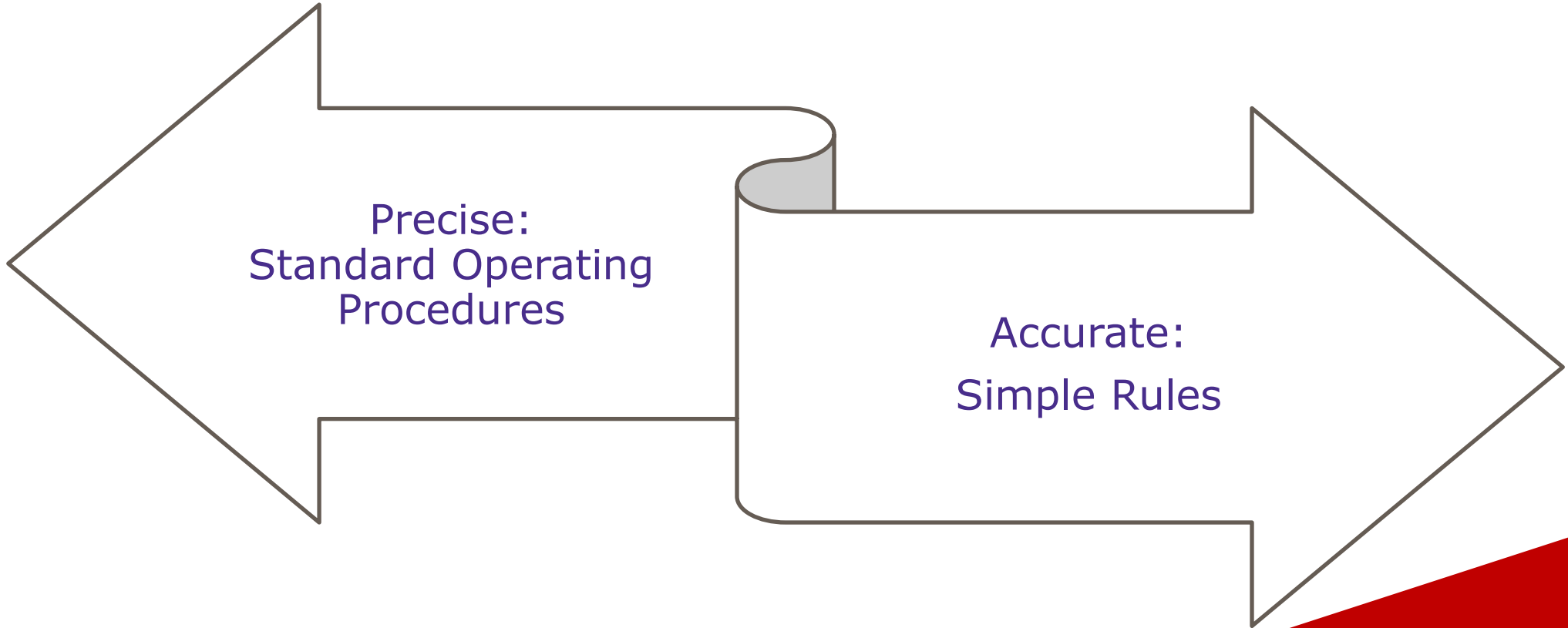
Stand in inquiry

Precise:
Implementation plan

Accurate:
Humility and adaptability



Search for what is true and useful





Connect with stories and impacts

Precise:
Quantitative
data

Accurate:
Stories and
impacts



Celebrate Life!

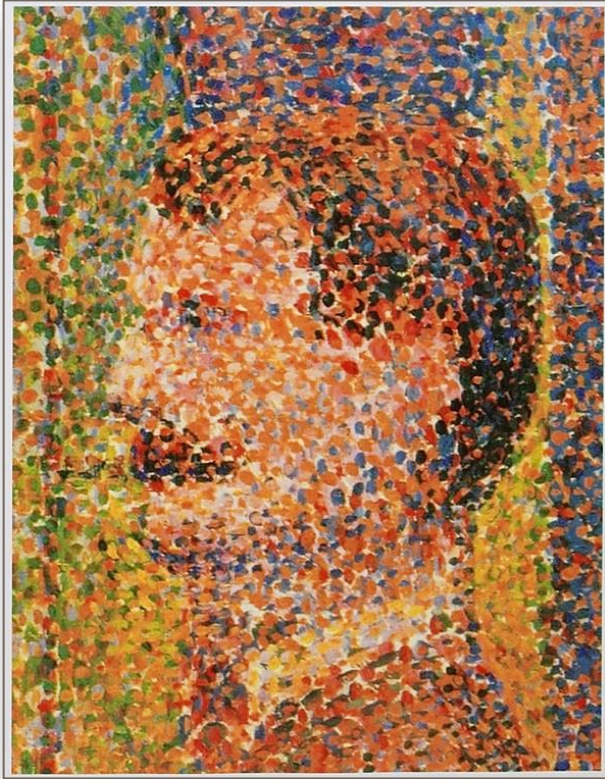
Precise:
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Which, when, and to what degree?

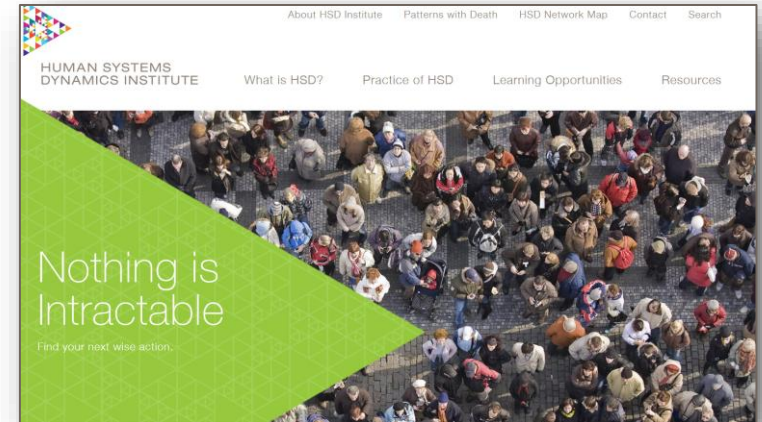




Want to learn more?

- ▶ 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

