

## **HSD Community Gathering Chat Transcript 18MAR21**

- 12:03:53 From Ahmed (in Tuscarora - now NC): The land where I am belonged to the Tuscarora/Skaruhreh: [Native Land](#)
- 12:04:26 From Royce Holladay: Welcome from warmer and sunnier Circle Pines, MN, USA
- 12:04:34 From stacy becker: Welcome everyone. So lovely to see you all. Stacy in New Jersey
- 12:04:53 From Janice Jaguszewski: So happy to be here with you all — Janice from Minneapolis, MN US
- 12:05:44 From Jayne Fleener: Jayne Fleener - Raleigh NC - good to see everyone!
- 12:06:04 From Meg Hargreaves: I am sorry to have to leave in 30 minutes.
- 12:06:30 From Tamela Handie: Hello from Kansas City, Missouri.
- 12:06:49 From Miriam Bayes Genis: Hi from a sunny Barcelona!
- 12:06:55 From Yianna Vovides: I am having lunch!
- 12:06:59 From Wendy C. Morris: Hello Human Systems Dynamics community! Wendy coming to you from Minneapolis, Minnesota – Dakota homeland / original name is Mnisóta Makhóche
- 12:07:35 From Janice Jaguszewski: Such a beautiful phot
- 12:07:56 From jim best: Social system mapper and CAS aficionado ... Berkeley Ca
- 12:07:57 From stacy becker: +1 Janice
- 12:08:19 From Valentina Aceros: Hello, I'm Valentina from Colombia / Public Innovation Team
- 12:08:59 From Bridget Kelly: Hello all! Bridget in Port Townsend, Washington. Thriving in the HSD community since the 60th (ish) daily PoQ session.
- 12:09:09 From Jenny: Hi all - I'm Jenny from Ottawa, Canada. I work for the Government of Canada and am currently doing the certification program.
- 12:09:40 From Rohan Agile Coach: [LinkedIn - Rohan Bhokardankar](#)
- 12:10:37 From Monica Leon: Hi, I am hailing from Auckland from New Zealand.
- 12:11:12 From Jean Richardson: @Glenda @Royce How nice to have such a close relationship between sisters!
- 12:11:29 From Mary Nations: Hi - Mary in the Raleigh, NC area on the look out for weird late winter turbulent weather today!

12:12:08 From Stephen Bosacker: Greetings! This is Stephen from Minnesota.

12:12:19 From Royce Holladay (she/her): @Jean, we do truly recognize the blessings we share.

12:12:44 From Meg Hargreaves: Greetings - this is Meg from Michigan

12:18:07 From Yianna Vovides: My dogs are concerned ;)

12:18:23 From Karen Robinson: Yianna haha!

12:18:54 From Mary Nations: I have a very big hawk listening in through the window!

12:19:23 From Miriam Bayes Genis: this is such an experience!!! Thanks1

12:19:43 From Meg Hargreaves: This birdsong reminds me of Boston's Logan airport! There is one elevator in the parking garage that plays bird song. So, you are bathed as you enter the elevator. This is always unexpected and wonderful! (This is an evaluator tucked away - not commonly used.)

12:20:39 From Royce Holladay (she/her): What a wonderful exchange (connection) that shifts my focus and mood...Lovely

12:20:52 From Ahmed (in Tuscarora - now NC): Never thought of bathing in bird songs as therapy. And with the added beautiful scenery. It's working

12:21:08 From Wendy C. Morris: I'm imagining how this body would feel if this was the environment I was walking in and these were sights I was seeing all around me.

12:21:15 From Janice Fingler: Glorious!

12:21:18 From Royce Holladay (she/her): Letting it wash over me....Lovely

12:21:23 From Miriam Bayes Genis: +1 Royce! and widens the container we're now

12:21:31 From Miriam Bayes Genis: Hola Monica!!

12:21:47 From Emma Pearson: wide open spaces...N. America at its best

12:22:48 From Donna Bivens: I live across the street from an elementary school and when school's in session, the birds and children sing a beautiful duet. Missing the students! They're coming back soon but the birds held it down!

12:24:10 From Jenny: @Donna - I love that!

12:25:38 From Jean Richardson: Do I understand correctly that Stacy works in a public health setting as opposed to a clinical caregiving setting?

12:26:42 From Glenda Eoyang: Stacy has a background in public policy. She can introduce herself in a moment.

- 12:27:37 From Royce Holladay (she/her): @Donna, what a wonderful way to think about the kids and birds singing a duet!
- 12:28:02 From Barbara Tuckner: Second time seeing... this is such phenomenal work.
- 12:28:07 From Royce Holladay (she/her): Lovely insight in that viewing.
- 12:28:30 From Janice Jaguszewski: What a gift you are giving!
- 12:28:39 From Emma Pearson: Tami!! Such a recognisable voice
- 12:28:51 From Laura Williams: Loved the questions you framed on your slide— these are themes I'm hearing too...and it was lovely to see the smile on the face of your participant.
- 12:29:12 From Bridget Kelly: Join our second session of the public health series.  
Thursday, March 25, 1:00pm ET: The public awakes to the importance of public health  
As COVID has made public health more visible, what opportunities are there to draw attention to other public health issues that have been systemically and historically overlooked?  
Register here: [Inquiry for Public Health Workers](#)
- 12:29:54 From Leslie Patterson: Amazing work, Stacy, Bridget, and Barrie!! Thanks for doing this. So important!.
- 12:30:01 From Laura Williams: Agreed!
- 12:30:18 From Miriam Bayes Genis: It was a touching experience! thank you Stacy, Bridget and Barrie
- 12:30:28 From Monica Leon: Love the work that you guys are doing!
- 12:31:20 From Karen Robinson: Is this session open only to people who work in public health?
- 12:31:28 From stacy becker: everyone is welcome
- 12:31:42 From Donna Bivens: Will the recording be available if you have a conflict?
- 12:31:46 From Karen Robinson: Thank you
- 12:32:37 From Bridget Kelly: Public health inquiry session - register here:  
[Inquiry for Public Health Workers](#)
- 12:32:54 From Jen Heeg: The general inquiries are still going daily as well?
- 12:33:33 From stacy becker: Video: [Power of Questions: Transforming Grief](#)
- 12:33:40 From stacy becker: hes Jen

12:33:42 From stacy becker: yes

12:33:57 From Jen Heeg: Thanks! I just registered for the daily ones:)

12:34:10 From Marie-Aude Plante, Val-des-Monts, Québec, PSPC: I unfortunately need to leave. Thank you! Always nice to learn more about HSD.

12:34:47 From Monica Leon: @Hi Stewart!

12:35:08 From Barbara Tuckner: Stewart--patterns you are seeing? similar to Inquiry is the Answer?

12:35:28 From Cathryn LeCorre: Congratulations! What a great way to engage community and support people in change

12:35:44 From Stewart Mennin: [menninsp@gmail.com](mailto:menninsp@gmail.com) for information

12:35:56 From Royce Holladay (she/her): Yes, Jen, and for others, we do a brief inquiry session daily at 10a - 10:30 CDT. Register here to receive recordings and future reminders: [Inquiry IS the Answer - US and Europe](#)

12:36:49 From Bridget Kelly: @Stewart have you heard any stories back about people taking inquiry into their regular work?

12:37:19 From Yianna Vovides: brb

12:37:30 From Miriam Bayes Genis: Steward, can you please send the invite for the portuguese?

12:37:54 From Miriam Bayes Genis: Monica, are you recording the ones in spanish in Latam?

12:38:14 From Monica Leon: Yes we are recording the ones in Spanish

12:39:10 From Stewart Mennin: yes, several people have taken this into their work, this, unfortunately I have not documented this. We have recorded the session and are translating the inquiries into English in relation to their wicked issue.

12:39:11 From Jean Richardson: A public health power of questions session sounds quite interesting!

12:39:13 From Leslie Patterson: What I think I've noticed is that the inquiry sessions are great "classrooms" for learning how to "do" HSD . . . over time, people catch on and begin using questions that focus on underlying tensions, Adaptive Action, CDE (not necessarily using the terms).

12:39:32 From Miriam Bayes Genis: @Monica: Can you share the link to the recordings? thank!

12:39:39 From stacy becker: +1 Leslie

12:39:51 From Miriam Bayes Genis: +1 Leslie!

- 12:40:09 From Leslie Patterson: Nice, Janice! Love that idea!
- 12:40:20 From Monica Leon: @Miriam-- I will send it to you once Celeste is back from holiday. We are holding it in a different repository
- 12:40:26 From Barbara Tuckner: Oh Janice... sooooo cool!
- 12:40:39 From Bridget Kelly: Also happy to follow up and share our learnings from the health/public health one with anyone looking to try this: [bridget@burkekelly.com](mailto:bridget@burkekelly.com).
- 12:42:11 From Donna Bivens: Power of questions has been great to bring to my work. Courage and Renewal work also draws a lot on questions so I often frame this with their ways of learning to ask open and honest questions. Will put those in the chat. I find I really need it for groups that are not used to helping each other deepen their anti racism work collaboratively.
- 12:42:12 From Barbara Tuckner: I have done Action Learning groups and embedded HSD--worked very well.
- 12:42:14 From Royce Holladay (she/her): Love that picture...what a great representation of teaming in these days of uncertainty...
- 12:42:55 From Bridget Kelly: Catherine North is also doing some exploration about how her work with teams can be illuminated through the HSD lens!
- 12:43:35 From Oluf Nissen: Hi Ahmed!!
- 12:43:37 From stacy becker: Sorry... the daily sessions are Royce's link. The public health is Bridget's link. Wasn't sure which you meant
- 12:43:46 From Cathryn LeCorre: YES! Blending leadership development, team coaching and HSD is developing a new approach to change and dialogic Organizational Development
- 12:44:14 From stacy becker: that was meant for Jean, but I guess works for all :-)
- 12:44:27 From Karen Robinson: @bridget and @Cathryn where can we find out more about this? Sounds so relevant to my work
- 12:44:50 From Wendy C. Morris: @Donna - Courage & Renewal process + HSD + collaborating across racial differences = setting conditions for deep transformation. You've got my mind humming...
- 12:45:02 From Donna Bivens: DO:  
Ask questions that are open and honest and that aim to help the focus person access their own next steps

AVOID CAPE Questions:

Curiosity Questions - questions to satisfy your own curiosity, not to help

the focus person go deeper, i.e. "What happened next?" "When did that happen?"

Agenda Questions - questions that try to steer a person in the direction you think they should be going, i.e. "How about we take a look at your relationship with your mother?"

Problem-Solving Questions - questions that disguise a solution by adding a question mark, i.e. "Have you thought about leaving your job?"

Ego Questions - questions that try to make you look good, smart, or helpful, i.e. "Have you read [fill in the blank book] that addresses a problem like yours?"

12:45:05 From Donna Bivens: Adapted from Center for Courage and Renewal and HSD Institute

12:45:19 From Cathryn LeCorre: @karen, I am happy to share more, email me at [cat@cathrynlecorre.com](mailto:cat@cathrynlecorre.com)

12:45:20 From Ahmed (in Tuscarora - now NC): My email is [aavais@gmail.com](mailto:aavais@gmail.com)

12:45:26 From stacy becker: I have to leave... sorry to miss the rest.

12:45:29 From Ahmed (in Tuscarora - now NC): For HSD + Agile

12:45:31 From Janice Fingler: Same for mineral explorers!

12:45:32 From Laura Williams: Thanks @donna. Very useful

12:45:49 From Mary Nations: great, Donna!

12:46:04 From Jen Heeg: Love that, Donna!

12:46:08 From Karen Robinson: @cathryn thank you:)

12:47:07 From Bridget Kelly: Catherine couldn't be here today but she welcomes others to join her as she explores the relationships between resilience and performance in teams, starting with a C/D/E focused session on April 2. [catherine@catherinenorthconsulting.com](mailto:catherine@catherinenorthconsulting.com)

12:47:11 From Oluf Nissen: @Ahmed - I sent you an email (check spam - [oluf.nissen@gmail.com](mailto:oluf.nissen@gmail.com))

12:47:47 From Bridget Kelly: I have to go but thank you so much, love hearing all of these!

12:48:51 From Karen Robinson: @bridget thank you for this info

12:50:11 From Jean Richardson: What is meant by "individual session" in the pricing?

12:51:00 From Leslie Patterson: Jean — each session includes the two-weeks. One session per month

12:51:53 From Joe Lasley: I have to leave, it was nice being with you all though!

12:52:15 From Barbara Tuckner: Must run for a meeting--staff lunch in this time zone. Be well everyone!

12:55:46 From Royce Holladay (she/her): @Donna, I just now had time to read about your questions. Very helpful. Thanks for sharing.

12:55:55 From Jen Heeg: Have to tear myself away to prep for a meeting - will definitely check the recording. Thanks so much all!

12:56:13 From Stewart Mennin: I need to step out, thank you for sharing and connecting.

12:56:24 From Royce Holladay (she/her): Thanks, Jen and Stewart...Y'all have great days.

12:56:37 From Glenda Eoyang: You're welcome. Thanks. Stewart

12:56:50 From Glenda Eoyang: See you jen

12:57:08 From Karen Robinson: This sounds INCREDIBLE

12:57:52 From Glenda Eoyang: It is incredible, indeed.

12:58:14 From Jean Richardson: This is such a fantastic session overall!

12:58:36 From Royce Holladay (she/her): Jean, I am so pleased that you are enjoying it.

12:58:38 From Glenda Eoyang: Thanks, Jean. This is a really gifted community and they are generous beyond imagination

12:58:53 From Jean Richardson: Is it possible to get this specific slide deck to review and consider offline? There's a lot here.

12:59:30 From Donna Bivens: I agree. Would really appreciate having these slides.

12:59:47 From Glenda Eoyang: Yes the deck will be distributed with the recording.

13:00:27 From Leslie Patterson: Wendy, thanks so much for doing this. Lovely!

13:00:36 From Michael K. Spayd: Good guarantee!!

13:00:37 From Karen Robinson: Hugely excited @wendy !

13:00:48 From Emma Pearson: Europe-friendly time zone? ;)

13:00:50 From Ahmed (in Tuscarora - now NC): Great work!

13:00:58 From Kirsten Harwood: sounds fantastic

13:01:03 From Jean Richardson: This reminds me of the creation of /Theory U Essentials/.

13:01:18 From Rhonda St Croix: 2

13:01:19 From Oluf Nissen: 2  
13:01:19 From Janice Fingler: 2  
13:01:20 From Tamela Handie: #2  
13:01:22 From Kris Morton: 2  
13:01:24 From Glenda Eoyang: 2  
13:01:26 From Cathryn LeCorre: 2  
13:01:26 From Rich Ann: 2  
13:01:26 From Stephen Bosacker: 2  
13:01:28 From Michael K. Spayd: 1  
13:01:29 From Jean Richardson: 2  
13:01:30 From Julie Crabtree: 1  
13:01:30 From Ahmed (in Tuscarora - now NC): 2  
13:01:32 From Janice Jaguszewski: I1  
13:01:34 From Laura Williams: 1  
13:01:35 From Yianna Vovides: 2  
13:01:36 From Christine Capra: 2  
13:01:36 From Kirsten Harwood: 2  
13:01:37 From Alice Kubicek: 1  
13:01:39 From Leslie Patterson: 2  
13:01:40 From Jayne Fleener: 1  
13:01:42 From Marisa Sanchez: 2  
13:01:43 From Julie Crabtree: title1, tagline 2  
13:01:45 From Amanda Selvadurai: 2  
13:01:46 From Rohan Agile Coach: 2  
13:01:46 From Jean Richardson: (#1 sounds too much like the tag line for Wardly Mapping.)  
13:01:47 From Miriam Bayes Genis: 2  
13:01:48 From Emma Pearson: 1 but with Your  
13:01:54 From David Persky: 2  
13:01:55 From Karen Robinson: Please flick back and forth again



13:02:05 From Leslie Patterson: I agree with Julie — Title 1; tagline 2

13:02:11 From Jenny: 2

13:02:12 From Karen Robinson: Title 1 tagline 2

13:02:15 From Christine Capra: + title 1, tagline 2

13:02:23 From Michael K. Spayd: Yes, Title 1, tagline 2

13:02:41 From Donna Bivens: Saame as Christine and Michael

13:02:46 From Miriam Bayes Genis: is is great work!

13:02:59 From Donna Bivens: Title 1, Tag 2

13:04:57 From Laura Williams: Wohoo! Yes, thank you! And, so exciting Wendy and Monica!

13:05:06 From Karen Robinson: Please share your email addresses:)

13:05:19 From Tamela Handie: This sounds like an amazing offering!

13:05:23 From Alice Kubicek: I would love to review those slides!

13:05:33 From Janice Jaguszewski: What a wonderful session for me today. I need to run - thank you!!

13:05:49 From Royce Holladay (she/her): Thanks, Janice...

13:06:01 From Cathryn LeCorre: Thank you for the connection. I feel inspired, excited and so grateful to be part of this community!

13:06:06 From Wendy C. Morris: @Alice - end us your contact info and we'll get slides to you

13:06:16 From Ahmed (in Tuscarora - now NC): I have to drop - 5 mins late for a meeting. So lovely to see you all - Grateful to this community

13:06:21 From Ahmed (in Tuscarora - now NC): Thank you!

13:06:29 From Royce Holladay (she/her): Thanks Ahmed.

13:06:32 From Miriam Bayes Genis: +1 Cathryn! an excellent session today and a great community to be part of!

13:07:00 From Royce Holladay (she/her): The entire slide deck will be shared with the recording later today or tomorrow, as well.

13:07:20 From Miriam Bayes Genis: coongratulations, Monica and Wendy, this is very powerful!

13:07:39 From jim best: How to bring my whole leaderly self into service of BIPOC-led org leadership?

- 13:07:46 From Monica Leon: Many thanks @Miriam
- 13:08:50 From Royce Holladay (she/her): That's a great wicked issue, Jim. Similar to this question...Beyond that, please bring your wicked issue to the morning sessions we host. We'd love to have you there.
- 13:09:03 From jim best: will do!
- 13:09:07 From Tamela Handie: What have you done thus far to shift those conditions and what were the results?
- 13:09:11 From Wendy C. Morris: To connect about HSD essentials:  
[Monica@nurturingchoicefulness.co.nz](mailto:Monica@nurturingchoicefulness.co.nz) and [wendy@wendycmorris.com](mailto:wendy@wendycmorris.com)
- 13:09:17 From Karen Robinson: When this disproportionate whiteness came into your awareness, how did you feel?
- 13:09:59 From Miriam Bayes Genis: what are the similarities between the "white" community and other communities? What would be the difference that mke a difference and allows the growth of a greater diversity?
- 13:09:59 From Marisa Sanchez: How do people learn about this community now?
- 13:10:21 From Tamela Handie: What prompted this focus?
- 13:10:36 From Jen Steen: How could real connections in your world in Circle Pines, MN serve to shift this pattern?
- 13:10:52 From Mary Nations: what are norms here that may hold this pattern in place?
- 13:10:56 From Rohan Agile Coach: what is impact of the most painful thing
- 13:10:59 From Wendy C. Morris: Where has HSD been effectively used to advance racial equity and what is same /different for those communities and this community?
- 13:11:05 From Rhonda St Croix: What are the containers you spend the most time in?
- 13:11:06 From Karen Robinson: How have you honoured Black and Indigenous People of Colour in the building of this body of work?
- 13:11:12 From Leslie Patterson: Are there spaces or times where/when you have shifted the pattern in a different direction? What conditions were present?
- 13:11:13 From Miriam Bayes Genis: what exchanges would bring the attention to other communities?
- 13:11:31 From Jenny: Are there other identity factors that intersect with this whiteness?

- 13:11:31 From Stephen Bosacker: What ways have people learned and mastered HSD ways of thinking and acting and how do these relate to other groups around the world?
- 13:11:42 From Davi Lemos: What are the containers and exchanges that define HSD? Which ones would we want to define HSD?
- 13:11:53 From Tamela Handie: What are your limits or boundaries around shifting this pattern or are there any?
- 13:12:31 From Emma Pearson: What other differences make a difference (aside from colour) that might be connected?
- 13:12:44 From jim best: What people of color are we each in relationship with that we have shared our excitement with?
- 13:13:15 From Miriam Bayes Genis: what truth will be common to all?
- 13:13:32 From Karen Robinson: Where would you start with a client who posed this wicked issue to you?
- 13:13:40 From Kris Morton: What can you learn from the non-white HSD community about this?
- 13:13:52 From David Persky: What is the work that white people need to do? What does transferring power look like? Feel like?
- 13:13:52 From Leslie Patterson: Does it help to frame this issue as the HSD container being over-constrained?
- 13:13:54 From Donna Bivens: What do you mean by whiteness? How and where do you see it showing up?
- 13:14:00 From Karen Robinson: What do you specifically want to achieve by shifting this pattern?
- 13:14:06 From Valentina Aceros: How do people feel when they reach HSD? is there any implicit invitation to learn and act?
- 13:14:11 From Donna Bivens: I am a slow questioner. Loved hearing this.
- 13:14:18 From Leslie Patterson: How can you shift your individual patterns that might influence HSD patterns?
- 13:14:26 From Shayer: How do we invite members?
- 13:14:56 From Karen Robinson: How much power are you prepared to relinquish in the pursuit of this change?
- 13:15:02 From Wendy C. Morris: How do patterns of whiteness show up different from "white people"?
- 13:15:32 From Leslie Patterson: +1 Wendy

- 13:15:48 From Jen Steen: How can HSD address basic needs theory...?
- 13:15:49 From Mary Nations: what shared identity could this community hold?
- 13:16:00 From Donna Bivens: What patterns in HSD already challenge whiteness?
- 13:16:06 From Mary Nations: how does this community share power and voice?
- 13:16:18 From Miriam Bayes Genis: +1Mary
- 13:16:38 From Laura Williams: Deep thinking....
- 13:16:46 From jim best: How might the journey Food Solutions New England took to address a similar question 5 years ago relate to this one?
- 13:16:53 From David Persky: +1Donna
- 13:16:54 From Tamela Handie: I really appreciate you taking on this big and wicked issue.
- 13:16:58 From Leslie Patterson: Thanks....to Glenda, Royce, and all!
- 13:17:07 From Jayne Fleener: The "so what" questions were really tough - as tough as the wicked question!
- 13:17:08 From Donna Bivens: I so trust the HSD way. I think you have great resources to work on this.
- 13:17:09 From Royce Holladay (she/her): Info for the brief inquiry session daily at 10a - 10:30 CDT. Register here to receive recordings and future reminders. [Inquiry IS the Answer - US and Europe](#)
- 13:18:46 From Royce Holladay (she/her): Great point, Jayne...that's how Adaptive Action works...we keep getting more and more meaningful questions...Thanks for noticing that.
- 13:21:35 From Laura Williams: I need to leave now....will catch the end of this on the recording if possible. Thanks so very much everyone for sharing your work!
- 13:21:57 From Karen Robinson: I'm noticing a similarity between this session and my experience of sport.. (Context - newbie to HSD still doing my qualification). When I learned basketball, I noticed that after I'd been learning for a while, it helped to play informally with players more experienced than me. I'm having a similar experience now.. that being around people who are more experienced is leading me to new realisations.
- 13:21:58 From Royce Holladay (she/her): Thanks, Laura...See ya.
- 13:22:03 From Emma Pearson: what time is the session on 26th March? And where do I find the dates/times for future sessions?

- 13:23:10 From Royce Holladay (she/her): @Karen, I love that ....I loved playing basketball...and your comment Reminds me of how much I loved playing with and against the high school players when I was in middle school at summer practices.
- 13:23:55 From Karen Robinson: @Royce - lovely to know I have a fellow baller here in the group:)
- 13:24:29 From Royce Holladay (she/her): Emma, the session on the 26th is at 11am-12pm CDT. The dates are in the Community Commons newsletter because the presenter chooses the presentation date/time.
- 13:25:38 From Leslie Patterson: @Karen! Thanks for that sports analogy. I think that's the best way for learning to happen!
- 13:25:41 From Monica Leon: [Applied Complexity Talks: How it started for me?](#)
- 13:25:59 From Monica Leon:  
28 March  
[Meeting Registration - La indagación es la respuesta - Sesión 2](#)  
11 April  
[Meeting Registration - La indagación es la respuesta - Sesión 3](#)  
25 April  
[Meeting Registration - La indagación es la respuesta - Sesión 4](#)
- 13:26:05 From Royce Holladay (she/her): @Karen...yeh...Did you play full court with 5 players? I am so old that we played with 6 players with half-court boundaries for defense and offense.
- 13:26:30 From Karen Robinson: @Leslie me too - and I recall a time when I recognised that this has to be carefully. When I played with VERY good players I felt useless, I needed to play with people who were better than me but not too expert that I couldn't cope.
- 13:26:50 From Karen Robinson: @Royce yes but the 19 yr olds were too fast for me!
- 13:27:04 From jim best: exactly the right amount of adaptive tension! Flow.
- 13:27:15 From Karen Robinson: @Jim yes good point
- 13:27:17 From Royce Holladay (she/her): @Karen...that stretch for learning is important...Adaptive flow, as Jim says.
- 13:28:06 From Janice Fingler: Thanks everyone!
- 13:28:12 From Jayne Fleener: Great job, everyone! I always learn a lot from you!
- 13:28:17 From Karen Robinson: Thank you everyone
- 13:28:20 From Miriam Bayes Genis: thank you for a wonderful session!

13:28:32 From Leslie Patterson: Cheers, all!

13:28:35 From Wendy C. Morris: Exciting to see how much is blossoming!

13:28:36 From Yianna Vovides: Thank you all!

13:28:43 From Eugene Nkomba: Thanks

13:29:30 From Renato Dias: Thank you!

13:29:31 From Stephen Bosacker: Thank you!