



HSD Community Gathering

Glad you're here. Please use the chat to say who you are and where you are.

March 18, 2021

Nothing is intractable.



Welcome!

- ▶ We are recording!
- ▶ The Community Commons will carry news
- ▶ Engage in chat
- ▶ Bring your whole self
- ▶ In the chat . . .
 - ▶ Who are you?
 - ▶ Where are you?
 - ▶ How long have you been connected to HSD?





Vision

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

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

Simple Rules



la prosperidad llega cuando somos capaces de ver los patrones, deseamos (queremos, buscamos) entendernos y tenemos valor para actuar y transformar la inestabilidad y la incertidumbre en oportunidad (posibilidad).

Chacun, partout dans le monde, est capable de donner le meilleur de lui-même lorsqu'il est capable de voir clairement les patterns, De chercher à comprendre l'autre, Et d agir avec courage et discernement pour transformer turbulence et incertitude en potentiel , en possibilité, en opportunité

As pessoas em todos os lugares crescem e progredem porque veem padrões com clareza, buscam entender e agem com coragem para transformar a turbulência e a incerteza em possibilidades para todos.

当我们清楚看见模式寻求彼此了解 并带着勇气将混乱与未知转化成可能性 不管身处何处，人类都将繁盛

Человеческое благополучие, зависит от умения четко видеть тренды, стремления понять друг друга и готовности действовать смело, превращая хаос и неопределенность в возможности.

Ka tipu te iwi i nga wahi katoa ina kite tatou i nga tauira tino marama, te rapu ki te mohio ki a raatau, a ka mahi me te maia ki te te huri i te turbulence me te kore papaku

La gent a tot arreu prospera perquè veiem clarament els patrons, busquem entendre, i actuar amb valentia per transformar la turbulència i la incertesa en possibilitat per a tothom

至る所で人々が繁栄する パターンがはっきり見えるとき お互いを理解しよう そして勇気を持って行動する 乱流と不確実性を可能性

Menschen gedeihen überall weil wir Muster klar erkennen, uns um das Verstehen bemühen, und mit Mut handeln um Turbulenz und Unsicherheit in Möglichkeiten für alle zu entfalten.

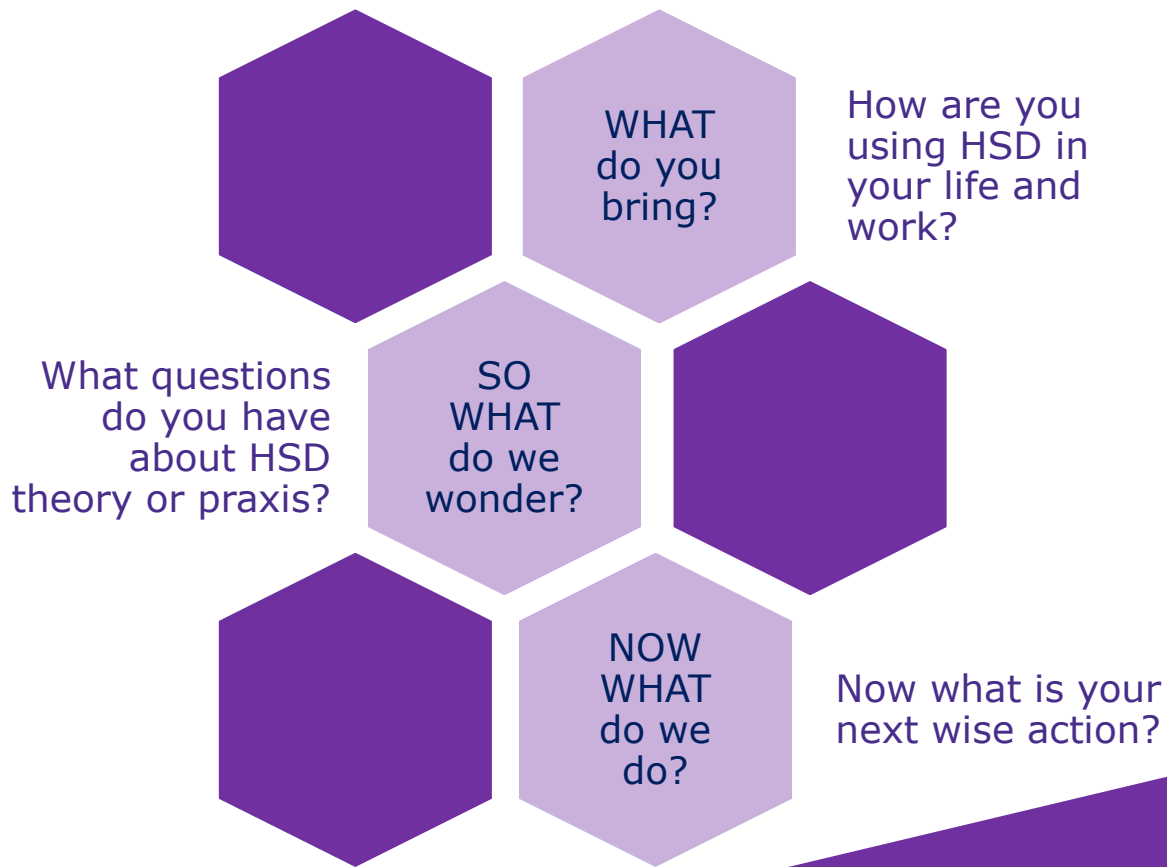
Oamenii de pretutindeni prosperă pentru că vedem clar tiparele, căutăm să înțelegem și să acționăm cu curaj pentru a transforma turbulența și incertitudinea în posibilități pentru toți

Overall floreren mensen als we patronen duidelijk kunnen zien, en bereid zijn om te onderzoeken hoe we elkaar kunnen begrijpen, en lef tonen om in tijden van onzekerheid en turbulentie mogelijkheden zien en actie te ondernemen.

Благополуччя людей, залежить від спроможності чітко бачити тренди прагнення зрозуміти один одного та готовності діяти сміливо, перетворюючи хаос та невизначеність на можливості.

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

Mennesker trives allevegne, fordi vi ser mønstre tydeligt, stræber efter at forstå, og handler modigt for at forvandle turbulens og usikkerhed til muligheder for alle.





How are you using HSD
in your life and work?

Nothing is intractable.



Bathing in Birdsong

British Columbia, Canada

March 11, 2021

catherine@catherinenorthconsulting.com

www.catherinenorthconsulting.com

+1 604-375-3644



Power of Questions for Health Professionals

Public health workers

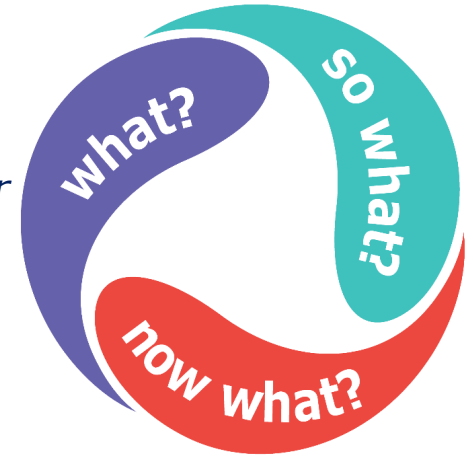
Managing through scrutiny and politicization

What responses and opportunities are available to us as our work becomes more politicized? How should we position ourselves to meet changing circumstances?

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?

Thursday, March 25, 1:00pm-1:30pm ET





Power of Questions for Health Professionals

Hosted by Stacy Becker, Bridget Kelly and Barrie McClune

Healthcare workers

COVID isn't the only healthcare need

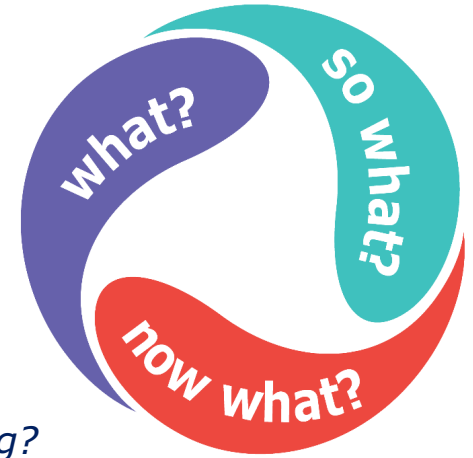
How can I sustain quality care for other important health needs while COVID continues to be predominant?

Dealing with unrelenting grief in the face of unrelenting work

How might I grieve and process the loss of COVID patients when the need to 'move on' to the next patient is unrelenting?

Family and caregiver involvement from afar

How can we involve family members and caregivers in the circle of care when they cannot be physically present due to COVID?





Questions Open the World

Power of Questions in Portuguese

Stewart Mennin





HSD and Teams

The HSD models and Adaptive Action have created impactful and sustainable change for teams around the world. We would like to hear your stories:

- How has HSD impacted your practice as you work with teams?
- What models have you used with teams? (and how have you used them?)
- What has been the impact on the teams you have worked with? How have they applied them, creating impactful and sustainable change?

We invite you to participate in the survey invitation included in the March 5th "HSD Community Commons" email blast.

You can also reach at to info@hsdinstitute.org for more details, or to have the survey link sent directly to you.



HSD → System Resilience

Step into Uncertainty

What happens in systems is highly unpredictable. You constantly respond to turbulence and surprise. (**Inquiry**)

Turn Problems into Patterns

You face complex problems everywhere. Shift how you see complex problems—see the persistent patterns instead. (**Pattern Logic**)

Turn Barriers to Bridges

Many challenges you face come from perceived barriers and differences, in all areas of your life. (**Generative Engagement**)

Build Responsiveness and Agility

You respond to challenges, knowing they cannot just “put a band aid on it.” (**Adaptive Action**)

Strengthen Resilience

Resilient individuals and communities sustain their work because they have capacity to adapt to changing conditions. (**Adaptive Capacity**)

Current Sessions:

***Build Resilient Literacy
Communities***

Dates:

~~February 20 & 27~~

March 20 & 27

April 17 & 24

May 15 & 22

June 12 & 19

Cost:

*\$299 per individual session
(team discounts available)*

Register:

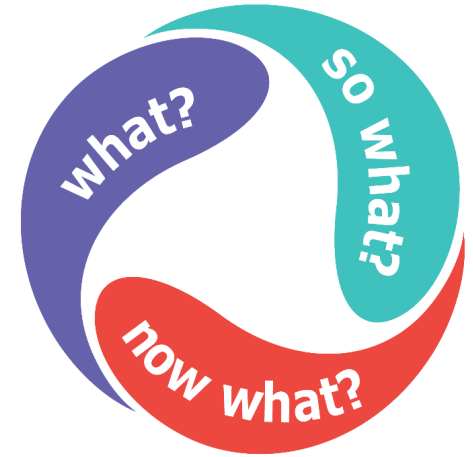
<https://bit.ly/3qHEOk6>

*scroll down to find the individual
labs and register to them
individually*



Power of Questions

- 1. WHAT?** Frame a wicked issue in 3 to 5 sentences
- 2. SO WHAT?** Listen to questions without answering. Questions are:
 - ▶ Open-ended
 - ▶ Not disguised advice
 - ▶ Beyond knowledge of the asker
- 3. NOW WHAT?** Consider a next wise action:
 - ▶ Within your control
 - ▶ Reasonable
 - ▶ Promising
 - ▶ Short-term response





Our Wicked Issue

We recognize the disproportionate whiteness of our community is an emergent pattern that reflects conditions set in the containers and exchanges that define HSD. We would like to explore how to shift those conditions.

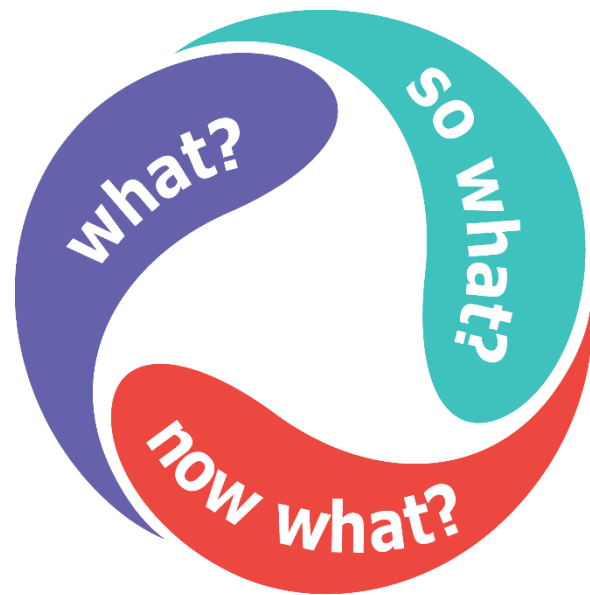


Inquiry IS the Answer Power of Questions

- ▶ 10 am CDT, same place, Mon- Fri
- ▶ Glenda Eoyang geoyang@hsdinstitute.org
- ▶ Stacy Becker stacyinnj@gmail.com

Register for future sessions
or invite others to:

<https://bit.ly/HSDINQ>





Monthly Forums

- ▶ Bringing the Inquiry IS group together in dialogue and learning
- ▶ 11:00 – 12:00 CDT (following Inquiry IS)
- ▶ Topics by month:
 - ▶ January: Constellations with Michael Spayd
 - ▶ February: Democracy with Glenda Eoyang
 - ▶ March 26: Agile Retrospectives with Enrico Teoti
 - ▶ April TBD: Risk in Exploration: Janice Fingler
 - ▶ May: Maybe you!



HSD meets Liberating Structures

Monica Leon

Celeste Benavides





What about you?





SO WHAT?
What are your questions
about HSD theory and praxis?

Nothing is intractable.



Three Kinds of Change

Dynamic Change

Static Change



<https://www.youtube.com/watch?v=GPEeZ6viNgY>



<https://www.youtube.com/watch?v=-jDKJT2dDZQ>



Complex Change

<https://www.youtube.com/watch?v=3YQdOR2MZX&t=5s>



NOW WHAT?
What is your NEXT WISE ACTION?

Nothing is intractable.



See you next time!
17 June, 2021

Nothing is intractable.