



Immigrants and Refugees:

Leverage the Human Dynamics of Place

7 November 2019

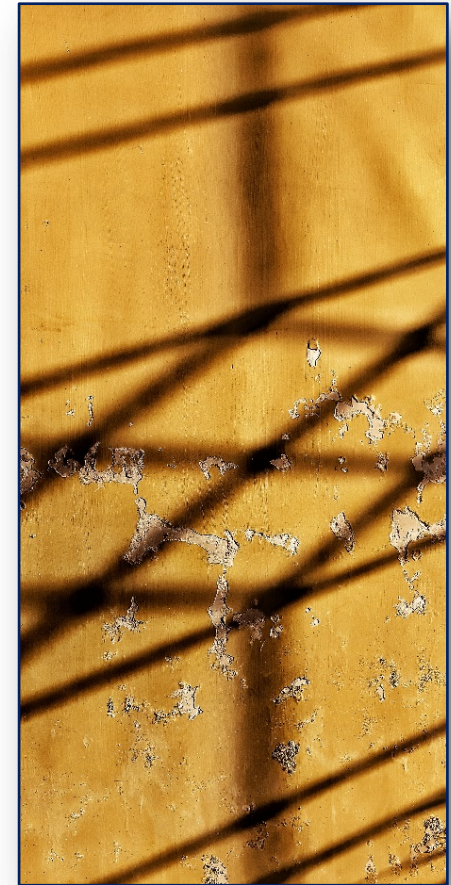
Glenda Eoyang, PhD
Executive Director
Human Systems Dynamics Institute
Circle Pines, Minnesota USA
geoyang@hdsinstitute.org

Nothing is intractable.



Today We Will Explore . . .

- ▶ WHAT is a border in a complex system?
- ▶ SO WHAT does it mean to cross borders?
- ▶ NOW WHAT can we do to help ourselves and each other when we're displaced?





WHAT
is a border in a complex system?



At a Border: Same Meets Different





Borders Separate



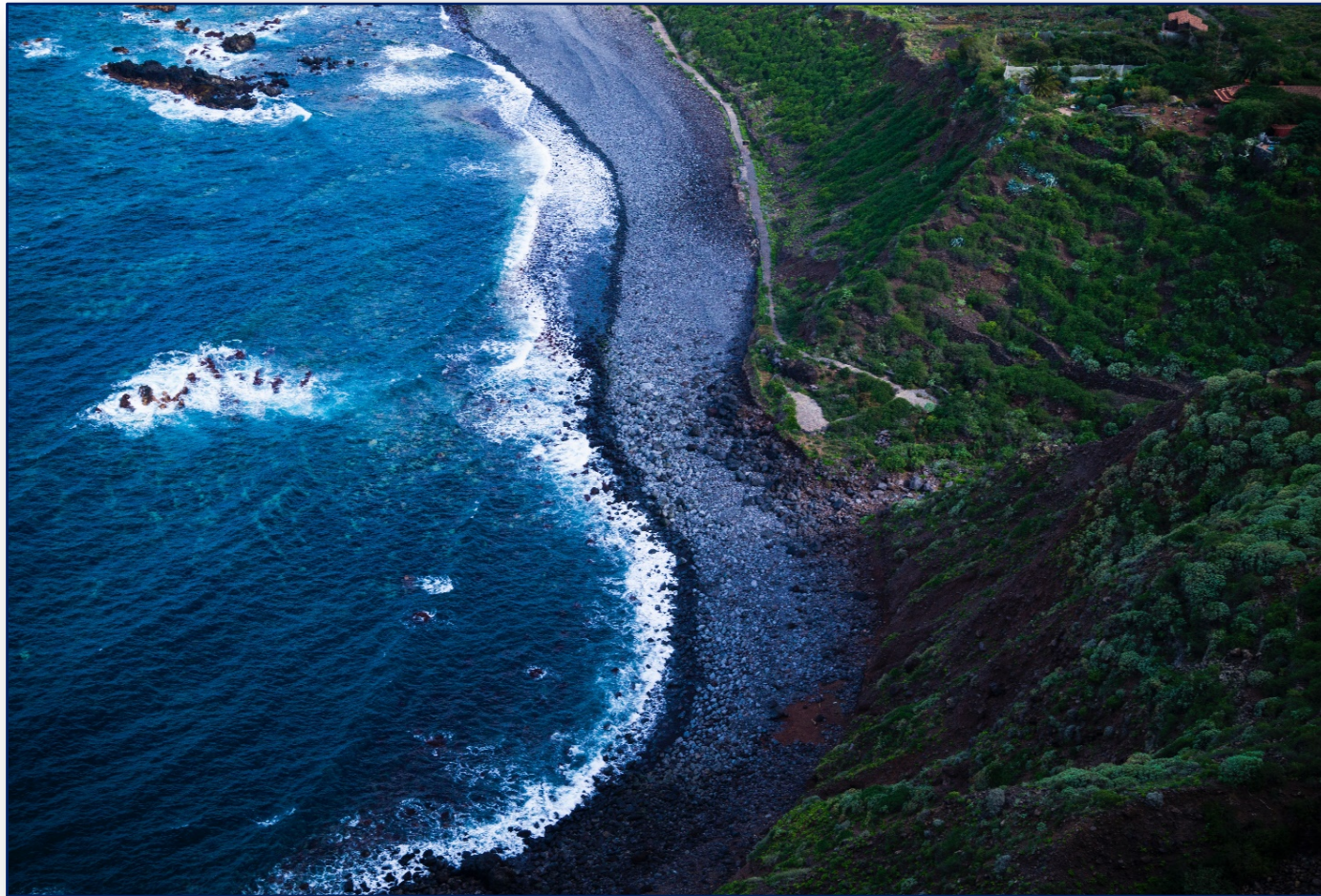


Borders Distort



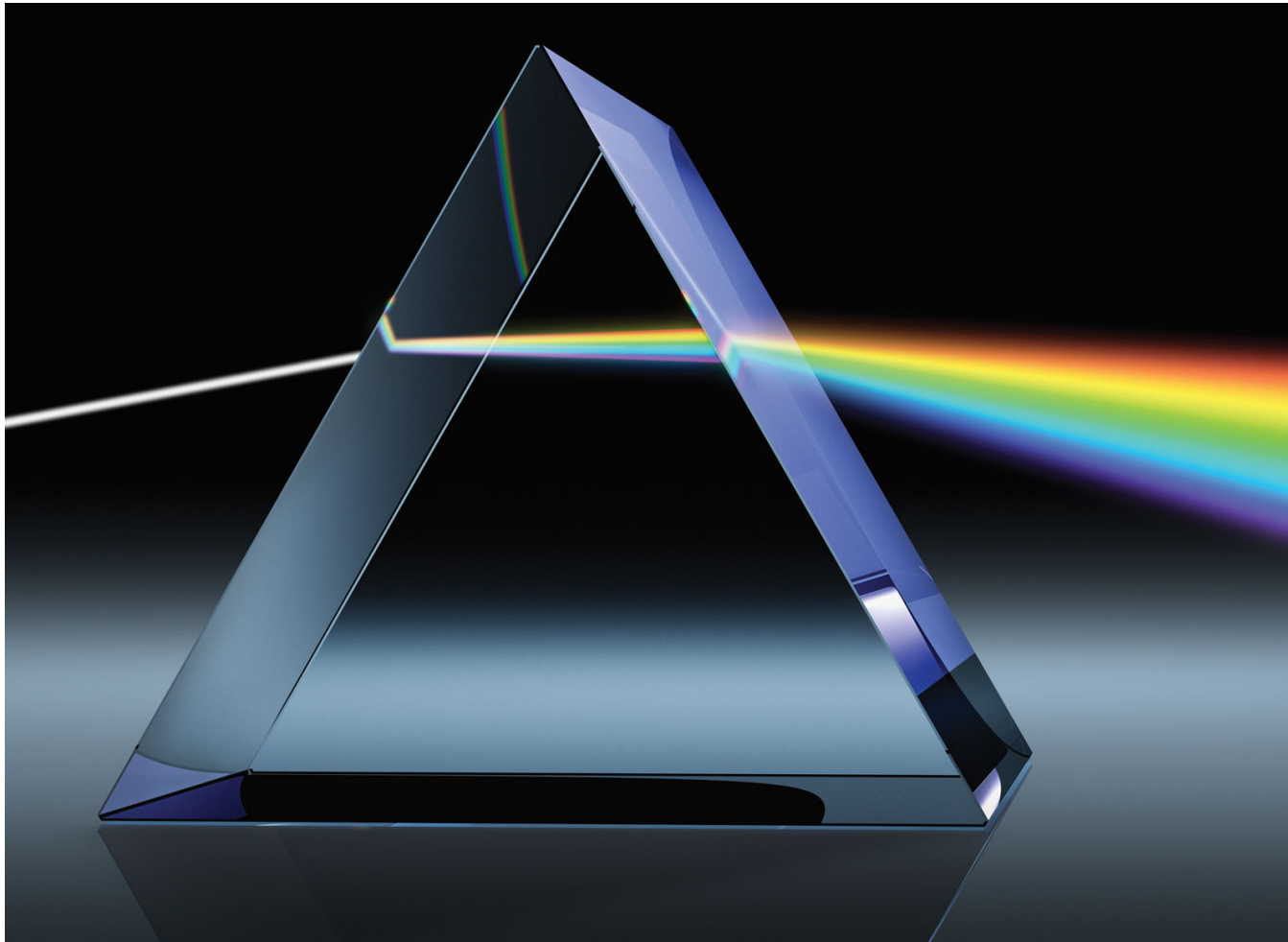


Borders Focus Turbulence





Borders Scatter Energy





SO WHAT
does it mean to cross borders?



Rules Change





Degrees of Freedom Change





New Things Are Possible





Control Changes Hands





Connections Are Lost



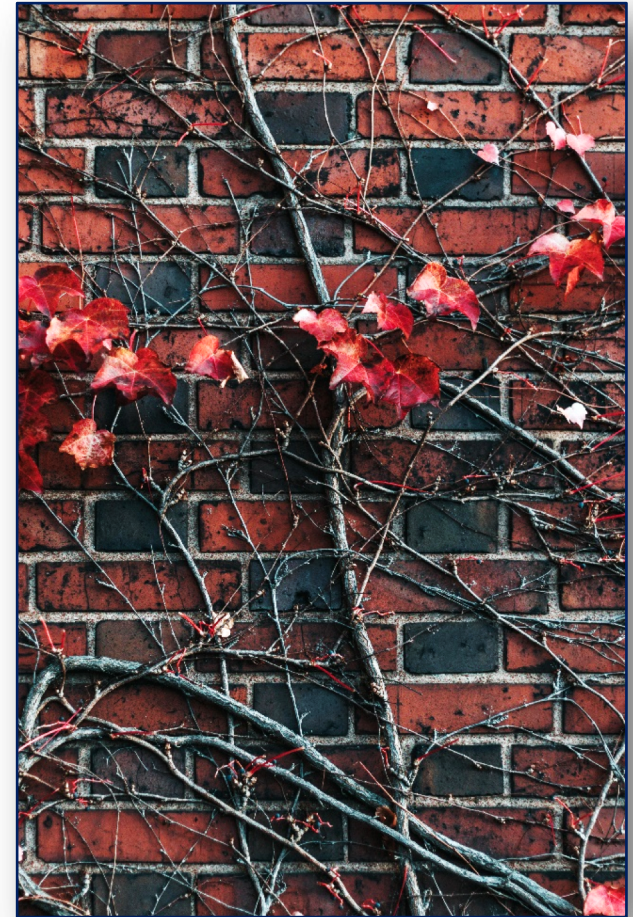


NOW WHAT
can we do to help across?



What can we do?

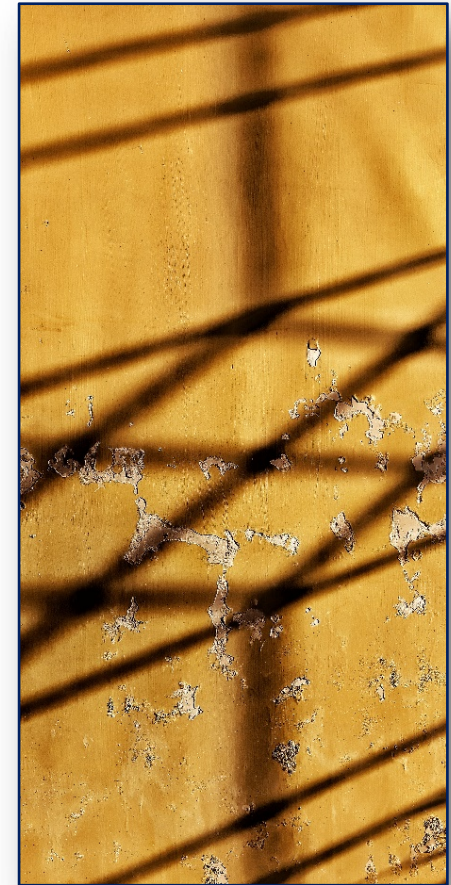
- ▶ Stand in inquiry
- ▶ Connect with stories and impacts
- ▶ Create coherence in the whole, part, and greater whole
- ▶ Leverage the energy in difference
- ▶ Search for the true and the useful
- ▶ Choose joyful practice





Today We Explored . . .

- ▶ WHAT is a border in a complex adaptive system?
- ▶ SO WHAT does it mean to cross borders?
- ▶ NOW WHAT can we do to help ourselves and each other when we're displaced?





Other Resources

- ▶ *Adaptive Action: Leverage Uncertainty in Your Organization* (Eoyang & Holladay, 2013)
- ▶ *Facilitating Organization Change: Lessons from Complexity Science* (Olson & Eoyang, 2001)
- ▶ Free monthly webinars (1-hr session)
- ▶ Frequent Adaptive Action Labs (2, 3-hr sessions)
- ▶ Certification Training (virtual and in person)
- ▶ www.hsdinstitute.org
- ▶ Join our community to receive regular mailings

