

12:00:53 From sarahbabb : Hi Sarah Babb from Cape Town, South Africa  
12:01:00 From Olga Yiannakis : Hi All, I'm Olga & am in Cape Town, South Africa.  
12:01:00 From sue davis to All panelists : sue davis- Vancouver  
12:01:01 From Carol Wickstrom : Hi, all. This is Leslie Patterson, from Denton, TX  
12:01:02 From Ingo Holzinger : Hi there... Ingo Holzinger from Toronto  
12:01:03 From Cariza Lima : Hi. Cariza from London, UK  
12:01:23 From Janice Fingler : Good morning from Vancouver Canada  
12:01:38 From Shauna Fenwick : Hi from Victoria BC Canada  
12:01:44 From khurshid : Hi everyone, Khurshid Akbar from Regina Canada  
12:01:46 From Charice : Good morning from Washington  
12:01:54 From Rich Daudert : Good morning from (not so) sunny Kalamazoo Michigan!  
12:02:29 From Hoffie Conradie : Good evening form Hoffie in South Africa  
12:05:52 From Robert : Robert Hoke, Indianapolis Indiana USA  
12:06:28 From Mary Nations : Hi folks - great to see lots of folks here. Let me know if you have any tech issues - I will try to help you quickly!  
12:07:20 From Mary Nations : Please note if you want to share with all, you need to choose the "All panelists and attendees" option here in the chat box  
12:08:39 From Shauna Fenwick : Really appreciate the distinctions...  
12:08:40 From Charice : Greater division between people than ever before.  
12:09:06 From Charice : Misrepresentation of information and "facts"  
12:11:26 From Gregoria Smith to All panelists : ALSO gave us Hobbes.  
12:11:31 From Olga Yiannakis : It seems like the container of time is tighter now - one has to respond to market changes in months & not year timeframes, else you're left behind....  
12:13:25 From Ingo Holzinger : @Olga... Brenda Zimmerman called this the compression of time and space  
12:13:32 From Janice Fingler : And whats true wrt to time ! Real vs perceived ?  
12:15:36 From Janice Fingler : Interesting compression of time. I have felt time slow down when I responded to emergency situations. More my focus and perception than actual.  
12:17:05 From Mary Nations : Just a reminder - we as panelists are seeing great comments that are not going to all - to share broadly, choose "all panelists and attendees"  
12:18:09 From Donna B. : Ohm maybe that's why I wasn't seeing all the comments.  
12:21:06 From Gregoria Smith : Yes, but positions matter. Wht we say are "valuated" by virtual and real audiences.  
12:21:12 From Royce : Here's the cycle for Adaptive Action <https://www.hsdinstitute.org/resources/adaptive-action.html>  
12:21:46 From Donna B. : Yes, Royce! I so agree. We have seen that all "leaders" don't always take or show leadership.

12:22:31 From Royce : And we have seen people who were not formal leaders who showed powerful leadership !

12:24:12 From Royce : I agree, Gregoria. We still need to attend to the roles and accountabilities and responsibilities of those roles—those are the organizational and community agreements that reduce uncertainty. But that still allows for people, within their role, to take leading action to deal with the uncertainty in their scope.

12:24:46 From Royce : Right...Front-line and connecting in all directions.

12:25:32 From Donna B. : Leaders are needed for the finite game. For the infinite game we need people to know how to take leadership when needed. Ella Baker said "strong people don't need strong leaders".

12:26:06 From Royce : @Nduvho, here is your question...

12:26:21 From Royce : Love that, Donna.

12:27:59 From Royce : Yes, Thandie...when we move from “knowledge” is power, then engagement that is authentic and and generative is not the skill we learn. It’s only as we move past that—or have leaders who intuitively go past that, then we can move to the engagement culture.

12:29:36 From Janice Fingler : Start with safety. Is that similar to zone of proximal development @Royce ?

Royce : that’s interesting, Thandie...It would be fun to explore what the might mean.

12:30:15 From Sherry Johnson to All panelists : I feel like conflict is often best dealt with obliquely like that.

12:32:16 From Donna B. : That is the move from the interdependent pair of the left side to inquiry.

12:33:30 From Janice Fingler : My grandmother was armed for heavy duty conflict about heading into a care home but my parents were exhausted and lacked skills, resources to help her. it was my question asking her "can you find a way to help them ?" that led to an immediate switch and she became an inspiring leader in the care home.

12:33:39 From Allison Titcomb : Appreciate Inquiry can help find common ground.

12:34:24 From Donna B. : And for safety, Janice, I wonder if the diversity, equity and inclusion from safe space to courageous space isn't part of navigating uncertainty.

12:34:47 From Allison Titcomb : Appreciative Inquiry-- sorry for the misspelling

12:34:50 From Royce : Thandie (and anyone else who might be interested) why don’t you contact me and let’s start an online dialogue. Engagement Intelligence. my email is rholladay@hsdinstitute.org.

12:35:48 From Royce : I am loving all of the examples you eat ar offering.

12:35:50 From Mary Nations : that makes sense, @Donna

12:36:06 From Janice Fingler : Ah Donna – so would that be a bit like safety – courage stretching of a balloon ?

12:36:35 From Royce : That’s “You each are offering.” sorry

12:36:50 From Allison Titcomb : Wow!

12:37:10 From Allison Titcomb : You just explained something to me

about TQM that has been a BIG area of tension for me.

12:38:02 From Allison Titcomb : The rigid application of TQM-- and thanks for the Deming reference.

12:39:06 From Donna B. : Oh, I see, Janice. Good metaphor.

12:39:32 From Janice Fingler : oh that inspires another metaphor - an accordion makes music throughout a song by taking action to move air in and out.

12:39:45 From Royce : Great point, Janice...

12:41:00 From Royce : I like the metaphor of sailing to a distant point and having to move back and forth across the wind to move toward that point.

12:41:56 From Wendy Morris : Recently I am seeing a lot of leaders struggle because they believe they SHOULD be able to fix age-of-uncertainty problems with information-age strategies. When the info-age strategies inevitably don't work, they attribute this failure to some inherent personal flaw that reflects their incompetence as a leader. In reality, these leaders may be making effective shifts in fast-moving, complex environments by intuitively spotting patterns and taking adaptive action. BUT they can't recognize the progress they are making because they think their solutions should be implemented according to a linear plan that is under their control. They experience tremendous relief when they stop comparing what they believe a leader SHOULD be doing -- to what they actually are doing that is working well-enough.

12:42:01 From Allison Titcomb : NO blowing up-- just fired up! Will use this next week!

12:42:04 From Royce : That question about what do we know and what do we wonder has become critical to much of our work in facilitating and questioning.

12:42:07 From Donna B. : So true about plans. Did anyone see the movie Parasite? When I think of plans now, I think of that amazing film,

12:42:13 From Ingo Holzinger : planning is useful... plans are shackles

12:42:54 From Mary Nations : nice, @Ingo!

12:42:55 From Royce : Good interdependent pair, Ingo...Planning is both and the question is where are you and what's fit for your purpose at any time?

12:43:52 From Royce : @ Wendy, that's such a good example...and so familiar.

12:43:58 From Ingo Holzinger : yes... planning can be adaptive. the (traditional) 50-page plan not so much

12:44:47 From Elena Mauro : I like very much the what could optimize shared patterns...what I can often see is an "OR" mode based on individual priorities

12:46:46 From Janice Fingler : This could also touch on recruiting and hiring practices. Those can be out of whack !

12:47:26 From Shauna Fenwick to All panelists : Glenda seeing the W, SW, NW questions against leadership tasks is very helpful. Thanks.

12:48:25 From Donna B. : Yes to so much, here! Very affirming.

12:48:43 From Gregoria Smith : Parasite, the movie was more about scheming with malicious intent than group planning.

12:48:50 From Janice Fingler : Love that ! "The questions you ask are more important than answers. Choose your questions wisely and your answers will serve you well" – Glenda

12:48:54 From Hoffie Conradie : I am trying to relate these to facilitation of learning

12:49:56 From Royce : yes, and, @Gregoria...these principles really can be used for evil intent...if that's. where I am standing I can see HSD and the tools to build that world around me...sadly enough...

12:49:57 From Donna B. : Lol, Georgia. Would love to talk about that with you!

12:50:23 From Gregoria Smith : Re current political scene: Mitch McConnell– stays in Normative Truth (for Republicans); Objective truth– Adam Schiff and managers from the House.

12:50:49 From Royce : Right Hoffie...As the facilitator of the learning, you are the leader in the class...That's very helpful thanks.

12:50:56 From Gregoria Smith : Subjective truth– Donald Trump throws and pushes his subjective truth as if it was objective.

12:51:59 From Gregoria Smith : Dynamic truth– What is happening in different cities of the USA – people gathering in protest of Senate's actions.

12:52:24 From Mary Nations : my truth is to find objective reporting in times of misinformation/out right lying

12:52:54 From Janice Fingler : Also with climate change – often there are references or perspectives that point to "science" – without context or the type of truth or what is useful. No wonder we struggle to connect and communicate !

12:53:07 From Gregoria Smith : Maybe we negotiate truth for the time.

12:53:32 From Mary Nations : true, @gregoria!

12:54:22 From Gregoria Smith : Cultures of engagement– problem is communication using virtual means– broadcast, social media – are one way. Can't give feedback.

12:55:01 From Gregoria Smith : We hope voting is chance for feedback but the opportunity is far and between.

12:55:34 From Gregoria Smith : far between

12:56:03 From Myron Lowe : discernment and wise action are complements

12:56:07 From Donna B. : Do you think the work of HSD people is to support people/systems to move from the left side of the inquiry model (assumptions, defense, etc) to the right side?

12:56:22 From Royce : I agree, Myron.

12:56:23 From Carol Wickstrom : Maybe in times of uncertainty, leaders set conditions today for others to be able to set conditions tomorrow . . . . building adaptive capacity?

12:56:23 From Donna B. : Also support ourselves!

12:57:16 From Carol Wickstrom : assest

12:57:33 From Royce : so many good ideas here and so little time to explore the ideas. A

12:57:33 From Gregoria Smith : Access to resources often depend upon competence, need, availability...

12:58:11 From Gregoria Smith : Sharing competencies using social media...

12:58:34 From Royce : Send it to info@hsdinstitute.org  
12:59:05 From Janice Fingler : ooo - so rich here ! Love the AA challenge. Thank you Glenda, Royce and everyone.  
12:59:20 From Royce : We are starting a virtual Certification training on Feb 18. It's not too late to join...We'd love to see you there.  
12:59:22 From charley haley to All panelists : Your example questions are super helpful. You are taking concepts that I thought I had a lot of clarity around and you are sharpening the focal lens. I can see how I have been leaving a lot of value on the table.  
12:59:26 From Gregoria Smith : Gregoria: These are all good. My hat is off to you. I thank you so very much!  
12:59:50 From JLAROCQU : :)  
12:59:58 From Donna B. : VERY helpful. Thanks.  
13:00:05 From Kim Braidwood to All panelists : thank you  
13:00:06 From Shauna Fenwick to All panelists : Great, practical webinar - THANKS!  
13:00:11 From JLAROCQU : thank you!  
13:00:12 From Hatice Yildiran to All panelists : thank you all  
13:00:24 From Nicoll to All panelists : thank you!  
13:00:26 From Royce : Thanks to each and all of you online. These session are always fun and engaging -and I get to learn more stuff.  
13:00:28 From Olga Yiannakis : Thank you everyone!  
13:00:31 From Allison Titcomb : Thank you, that was awesome. Fast-- and rich!  
13:00:35 From Elena Mauro : Very helpful and inspiring, as usual! :))  
13:00:35 From Mary Nations : See you all next time!  
13:00:36 From Stephen Bosacker : Thank you!  
13:00:37 From Helena Luginbuehl : Thanks!!!  
13:00:37 From Nduvho Kutama : it's very helpful, see everyone online.  
13:00:39 From mark to All panelists : Keep it going  
13:00:41 From Viwe to All panelists : Thanks to you too  
13:00:41 From Charice : Thank you!  
13:01:25 From Carol Wickstrom : It wasn't as bumpy as you think!