

12:01:20 From Ronda Zakocs : Hi! Ronda from Portland Oregon
12:01:28 From Jen Berg : Jen Berg - from Portland, that is :)
12:02:20 From Mary Jo McGuire : Hello everyone! I am Mary Jo McGuire from St. Paul, MN! Great to be here and great to see you all! Thanks so much HSD!
12:02:28 From ammanuel (aman) melles : hello everyone, aman from toronto
12:02:38 From Kara Markell : HI Everyone, Kara Markell from Seattle WA
12:03:55 From judy : Hi from Bethesda MD
12:05:18 From No One : What does "in the most controlled times mean?" This is an illusion.
12:05:56 From Tina.Kontos : I think the hoarding of TP is a good example of trying to increase control and predictable. Just a thought...
12:06:39 From Mary Nations : Hi all from Raleigh, NC! glad to see you here today, let us know what you think of using a meeting room rather than the webinar (if you have been here previously) - you can let me know privately if you like but selecting my name in the To:
12:07:31 From Royce Holladay : Absolutely...most controlled doesn't mean totally controlled...it just means simpler situations, as she is describing now...thanks for the question, @No One
12:08:08 From Debbie : I love how what we used to explain as stable has no become so unstable--certainty--the virus is contagious, we don't have a vaccine
12:08:51 From Michelle Burd : i work from home. That's stable
12:09:08 From judy : job security is now unstable
12:09:14 From Chantal Woltring : initiative - creativity - energy
12:09:18 From Elena Mauro : Stable lockdown, emergent restart, unstable what's next?
12:09:26 From Sara's iPad : people are trying to find stability where there isn't known knowns
12:09:27 From comey : What is next for our community organization, will we open again?
12:09:28 From Alexandra Gough : I appreciate the recognition that power and privilege make risk seem more controllable and knowable. I think that is still the case in times of covid.
12:09:35 From Helena Luginbuehl : family and friends are stable even if we cannot see them
12:09:39 From Daria Cybulska : Stable but disconcerting (?) - people in my network getting into conspiracy theories. Creates narrative stability...
12:09:41 From comey : Will we get COVID 19?
12:09:59 From Kai Enno Lehmann : Lockdown here is moving towards being v. unstable!
12:10:08 From comey : Safety of my family,
12:10:14 From Debbie : I use the Stacey diagram all the time, using a bit different version of it than this. Stable---I do not have COVID 19 as far as I can tell, physical distance is important, uncertain--when will the peak happen, when would 'herd immunity' begin to emerge
12:10:18 From judy : level of violence toward people of Asian descent,

unstable

12:10:23 From comey : How long will we be in lockdown

12:10:25 From Neha Buch : Stable: Routine, being with immediate family , Unstable : access to certain services and supplies, emergent : future

12:10:26 From Antonella Pagliarani : unknown boundaries between remote working and family space

12:10:29 From Kara Markell : sense of community feels emergent

12:10:40 From Marie Pace : my present situation is stable. near future is emergent. The further out I go the more unstable the future is.

12:11:02 From Alexandra Gough : In the UK there were high levels of anxiety and this seemed to calm down the week after the Government announced a lockdown. Knowing what the social simple rules should be brought a sense of stability.

12:11:02 From Kara Markell : school being closed for remainder of the year and managing my own work with guiding my kids at home feels unstable

12:11:06 From comey : My mother died from COVID 19 in a care centre 2 weeks ago. I could not be with her. This felt like a complete failure for end of her life

12:11:14 From Debbie : I love how 'risk' is not the same for those of us with privilege and power and those without it

12:11:26 From No One : What did you know and when did you know it? Be honest and talk about why we all ignored the evidence of what was happening. The rest is perception, confabulation, and delusion.

12:11:33 From Debbie : I mean, I love that we are beginning to see that and own it!

12:11:36 From stacy becker : Come, my heart goes out to you.

12:11:41 From Mary Nations : I am so sorry, Teresa (@Comey)

12:11:53 From Kate Webster : @comey... so sorry... I was able to be with my mum when she died and it was, indeed, a gift that helped me later

12:11:53 From Royce Holladay : @Comey, I am so sorry.

12:12:10 From Kai Enno Lehmann : Interestingly, for my kids, having to stay at home has been much more emergente than for mum and dad.

12:12:16 From judy : @Comey sending a virtual hug

12:12:47 From Neha Buch : @Comey so sorry to hear that. Sending you energy from across the distance

12:13:10 From No One : We should have had a better understanding if you had a understanding of complexity. Social networks are complex systems. The spread of a contagion travels thru social networks.

12:13:23 From Kai Enno Lehmann : @Comey, so sorry to hear this.

12:13:45 From Royce Holladay : @Debbie, those questions of privilege and risk are things that Glenda and I have been exploring a lot these days.

12:14:25 From Allison Titcomb : And that's why this time is so exhausting. Being constantly alert.

12:14:39 From Royce Holladay : @Allison...I agree

12:14:51 From Debbie : risk reduction in the emergent space is to be able to 'sense', use intuition

12:14:55 From stacy becker : @Allison, nice observation

12:15:40 From Kate Webster : how do we keep constant vigilance from flipping over to hyper-vigilance and its negative effects?

12:15:58 From No One : Intuition is wrong as often as it is right

12:16:05 From Chantal Woltring : and less sensitivity to risk of others (sheilded)

12:16:10 From comey : In our communities the expectation is that we will be stable and that we will know, and the responses that are emergent and changing make them nervous. People expect stable.

12:16:21 From Cindy Hilmoie : "we" sit in transition zone between emergent and unstable making sense of factual info from experts and Trump's mixed messages and unexpected actions

12:16:29 From Daria Cybulska : I found the fight/freeze/flight frame to be an interesting frame to see how people may react to being in this stressful emergent/unstable space

12:16:39 From Mary Nations : long walks help me, Kate, but then our spring weather has helped that tremendously as well

12:16:55 From Kate Webster : @Mary... me, too!

12:16:57 From Kate Clark : Thank you. just clocked my denial in the Stables space

12:17:17 From No One : Could have could have and should have has little to do with complexity. That's nonsense.

12:17:19 From Janice Fingler : Where we are on this diagram acan be different than others we are self-isolated with ! Risk perception.

12:17:53 From Veena Singaram : having lockdown as global phenomenon makes me feel stable as the majority of us are experiencing this

12:18:26 From No One : Yeah, you're not going to include me in the discussion are you Royce?

12:21:56 From No One : Bifircation?

12:22:19 From Janice Fingler : I love this vision !!!

12:23:02 From Royce Holladay : @No One, can you say more here about Bifurcation?

12:23:30 From No One : We don't see patterns clearly, we need to search for them. Again, what do you know about the virus and when did you know it. Why were you not better prepared for what is occurring?

12:24:25 From Jen Steen : could you speak to how we act with courage without power and influence, especially if we see patterns and speaking out has maybe threatened our livelihood in our organization?

12:24:47 From Janice Fingler : I'm finding that people are becoming more aware of and curious about interactions, interdependence through the supply web challenges.

12:24:47 From No One : You don't know about bifurcations and attractors?

12:25:07 From Donna Bivens : This is a place where what we mean by "we" matters. A lot of people in emergent space did not make a choice to be there--the system and the way power works puts them there. In that case how do you deal with that polarity between the self and the individual. Hard to explain as I'm trying to also listen to Glenda

12:25:53 From Kate Webster : Brene Brown was interviewed on CBC Radio this am (Canadian public broadcaster) on a show called Q and she spoke to their sense of "we are entitled to comfort"... similar to this sense

of we are “owed” certainty... growth happens outside certainty and comfort...

12:25:58 From Royce Holladay : @No One, I do know about those, but I am curious about how you saw that in what Glenda was saying.

12:26:31 From sseguin2 : How do we position ourselves to see 'clearly' the patterns? How do get to see the patterns?

12:26:55 From Debbie : So, the people who went to vote in Milwaukee-- those with asthma, those whose parents were dying of lung cancer, but stood in line in order to vote--they were courageous and risked for our democracy--they did not have privilege or power at that moment

12:27:08 From ammanuel (aman) melles : some clear patterns are emerging how the pandemic is amplifying existing inequities (some of the morbidity news affecting minority communities in the US is scary and disturbing) - in the face of all this, how can we transform into possibilities?

12:27:19 From Debbie : can we see their acts of courage and somehow stand in solidarity with them--to recognize what they did on behalf of a greater good

12:27:37 From Mary Nations : Nice quote, Kate, and to me it speaks to privilege of assuming to “know” how things will go as if we have control

12:27:55 From Chantal Woltring : upwards leadership: more privileged often have less sensitivity and natural ability for complexity. so when not in normal power, we often have more power in complexity now. The nimbleness of sensing the double bind of more powerful's expressions and the. answerinf thm from sensed inner wisdom

12:28:08 From Kai Enno Lehmann : The opportunity to transform exists but, here in Brazil, I would argue the simple rules stop people and organizations from being coragous, as defined here.

12:28:13 From Janice Fingler : I like to think of adaptive action as the little steps we take as we shimming towards the edge of a risky cliff to safely see the beautiful view below and beyond.

12:29:30 From Mary Nations : @aman - I have been wondering what a personal response is even as I know systemic transformation is needed

12:30:20 From Royce Holladay : To join the sessions glenda responded to that she and stacy have started are open to everyone. Here is the k to register. Weekdays 10-10:20 CDT

Inquiry Is the Answer: COVID-19

Register: <https://bit.ly/HSDINQ>

12:33:10 From Royce Holladay : Even when cultural or organizational or larger system Simple Rules may limit or constrain us, how can we hold our own personal Simple Rules to shape patterns that we want to create.

12:33:16 From Mary Nations : Has this pandemic shifted patterns in lasting ways? Can we predict which ones?

12:33:57 From Alexandra Gough : Kai, just wondering, do the simple rules stop people and organisations from being courageous or do the simple rules define what courage means i.e. does courage mean doing something different from the simple rules??

12:34:00 From Ginger Daniel : I can see how within these there could be so many blindspots related to equity and systemic marginalization. How do you account for that?

12:34:44 From Henturn : Thank-you Ginger for raising . . .

12:35:25 From ammanuel (aman) melles : Yes, Ginger...so true

12:35:47 From Royce Holladay : @Ginger, good question...Each of us has to look at what we can see and look to...So for those of us who see those blindspots and those who see other blindspots may create courageous action that supports others in seeing those blindspots...etc.

12:36:01 From Royce Holladay : I am curious how you see that...what does it bring up>?

12:36:12 From Kai Enno Lehmann : @Alexandra, that is an excellent point. I will have to think more about that, but I think you are right. It is critical for defining the meaning of 'courage.

12:36:19 From Kate Webster : Exchange now – check in before check on for remote teams... wonder if people will still come first after the crisis has passed..

12:36:45 From Mary Nations : @Ginger I am hoping we can shine a light on systemic inequities better with the patterns shifted by this pandemic

12:36:51 From Wendy : What might these mean for all the people who are suddenly unemployed and currently in job search?

12:37:07 From Janice Fingler : Is courage itself "emergent" as a pattern that we can nurture via CDE ?

12:38:39 From Royce Holladay : @Janice...lovely question.

12:39:22 From Debbie : I worry that we call the most vulnerable now as 'the essential' front line responders. When in fact, before COVID 19 they were 'just' the minimum wage workers ---is our language sanitizing the inequity, still ignore those who do not have privilege and power

12:40:42 From Alejandro G : I've been attending letsreimagine.org sessions (3 times a week), conversations that explore death and celebrate life. very simple and profound

12:41:06 From Allison Titcomb : Magic Number 7 + or - 2 (famous article on bird song?)

12:41:34 From ammanuel (aman) melles : we need to find a way to have difficult but courageous conversations about covid, inequities and racialization of poverty

12:41:56 From Mary Nations : interesting @Alejandro G – thanks for sharing!

12:42:05 From Ginger Daniel : @Aman – Agreed.

12:42:42 From Heidi : Thank you. Happy Pesach

12:42:42 From ammanuel (aman) melles : Happy Passover and Happy Easter indeed :)

12:42:48 From Royce Holladay : I am loving the contributions to equity and inequities in so many areas—challenging our blindspots.

12:44:48 From ammanuel (aman) melles :
Statement from Black Health Leaders on COVID-19's impact on Black Communities in Ontario <https://www.allianceon.org/news/Statement->

Black-Health-Leaders-COVID-19s-impact-Black-Communities-Ontario

12:45:16 From Royce Holladay : Thanks for the link, @'Atman
12:45:28 From Alexandra Gough : There was an article in a UK newspaper this week (The Guardian) about Covid deaths across Europe and how there are proportionally a higher number of deaths of people of colour from Covid than of White people. Another disparity of risk.
12:46:31 From Kate Webster : Lead with kindness
12:46:33 From Sara's iPad : everyone has equal value
12:46:38 From Kai Enno Lehmann : In Brazil, poor people are at exponentially higher risk of death than ricjer ones.
12:46:45 From James Roussin : Engage self as a learner
12:46:45 From Elena Mauro : amplify my consciousness, Nurture and enhance my energy, Love, stay open
12:46:48 From amanuel (aman) melles : Be present for others
12:46:48 From judy : stay openhearted
12:46:55 From Allison Titcomb : Thought of this a couple of year's ago (still grateful to Royce for the coaching too). Works well even now. Seek the Pause.
12:46:58 From judy : have courage in the face of suffering and pain
12:46:59 From betsyaltheimer : Simple rules -Gratitude, presence, beauty
12:47:06 From comey : be kind
12:47:13 From Veena Singaram : simple living, high thinking
12:47:13 From Ginger Daniel : Look for and illuminate inequity
12:47:13 From Ronda Zakocs : Live my values
12:47:14 From Helena Luginbuehl : foster my connections face to face or however
12:47:14 From Jen Berg : Live from a place of love for all.
12:47:17 From amaranda : Awareness, compassion, courage
12:47:24 From judy : help those you can help
12:47:25 From Myron Lowe : listen, learn, believe, act, repeat...
12:47:26 From Henturn : Stepping in
12:47:30 From Alexandra Gough : create space for exchanges
12:47:31 From sseguin2 : Be open widely to enable listening
12:47:32 From Helena Luginbuehl : celebrate life
12:47:35 From Mark Rosica : Stay in the moment
12:47:35 From Janet Holmes : Step in with courage
12:47:40 From Janice Fingler : Look for contrast
12:47:43 From Henturn : heart & mind together
12:47:45 From comey : become comfortable with being uncomfortable
12:47:47 From Farah Buck : Stand in inquiry
12:47:48 From Neha Buch : aspiration over expectation
12:47:50 From Allison Titcomb : Pause. Breathe. Step with intention.
12:47:51 From Mario López de Ávila Muñoz (NODOS) : Speak gently, love lots, laugh often
12:47:52 From Ginger Daniel : Invite courageous action
12:47:53 From Jen Berg : Stay curious.
12:47:55 From amanuel (aman) melles : show vulnerability
12:47:55 From sseguin2 : be fully present
12:48:01 From Mary Jo McGuire : Patience and compassion for self and

others

12:48:06 From sseguin2 : See the best of everything
12:48:07 From Kara Markell : embrace growing edges
12:48:09 From leah.mctaggart : Be grateful, everyday
12:48:10 From Heidi : Live within an interconnected paradigm – include diverse perspectives to co-create
12:48:11 From Neha Buch : question mark over full stop
12:48:13 From leah.mctaggart : Live in the moment
12:48:15 From Antonella Pagliarani : Nourishing a posture toward common good
12:48:18 From Ginger Daniel : Engage love as a muscle
12:48:19 From mark : Be interested rather than interesting
12:48:23 From Debbie : allow my heart to be 'broken open' and not hardened by what I see
12:48:23 From ammanuel (aman) melles : suspend judgement
12:48:30 From Debbie : be kind, no exceptions
12:48:34 From Cindy Cox : Create space for care (self,others); Ensure purpose drives action; Tune into intuition; Connect with those that generate; Be loving
12:48:34 From Kate Webster : Act as if the dots are already connected
12:48:37 From Wendy : Hold space –for reflection and wise action
12:48:39 From Mark Rosica : I like the grateful comment, yes remember what we are grateful for every day...
12:48:51 From Debbie : be curious when confronted with resistance
12:48:54 From Jen Berg : @Kate Webster that's lovely.
12:48:55 From James Roussin : Make life an improvisational act
12:48:59 From Emma Pearson : Breathe breath into busy-ness
12:49:04 From adeans : serve others as God would have us
12:49:14 From amaranda : connection, possibilities into our communities
12:49:17 From ammanuel (aman) melles : see things in perspective
12:49:19 From Kai Enno Lehmann : Embrace uncertainty and turn it into knowledge
12:49:20 From Marie Murtagh & Michael Spayd : Implement Intelligent Limitation in myself, and others.
12:49:21 From Kate Webster : Keep swimming!!
12:49:30 From Kelly Stenhoff : say "yes, and..." in words and deeds
12:49:36 From Allison Titcomb : Theory U– Open Heart, Open Mind, Open Will
12:49:45 From ammanuel (aman) melles : say yes to taking a break
12:49:55 From Marie Murtagh & Michael Spayd : @allison – good one!!
12:50:17 From Debbie : disconnect from what is hurtful or draining of my energy
12:50:36 From Kelly Stenhoff : let senses compel service and advocacy
12:50:43 From Royce Holladay : I love all of these, and “keep swimming” is a great instruction..
12:51:08 From Marie Murtagh & Michael Spayd : @kelly – nice!
12:51:50 From Ginger Daniel : Reminded of this from Arundhati Roy: Historically, pandemics have forced humans to break with the past and imagine their world anew. This one is no different. It is a portal, a

gateway between one world and the next. We can choose to walk through it, dragging the carcasses of our prejudice and hatred, our avarice, our data banks and dead ideas, our dead rivers and smoky skies behind us. Or we can walk through lightly, with little luggage, ready to imagine another world. And ready to fight for it.

–Arundhati Roy

12:52:03 From Sara's iPad : it was from one of these open sessions to help to analyse – cde down left hand side of table and see understand and influence along the top. lovely to see you too

12:52:11 From Jen Berg : I keep hearing conversations focus on what about 'after'... is there really an after? Or is it a with? Certainly there is an after this phase of things... and it's a wondering I'm holding and sitting with.

12:52:15 From Mary Nations : nice, Ginger!

12:52:16 From Janice Fingler : I love the metaphor of an accordion playing music as the air flows in and out – whether we are in sorrow or joy.

12:52:19 From Royce Holladay : Thanks @Ginger for that quote

12:52:30 From Kate Webster : @ Ginger... SOO GOOD!

12:52:39 From Royce Holladay : Nice, @Jen Berg

12:52:44 From Kara Markell : @Jen Berg...yes, me too.

12:53:34 From Kelly Stenhoff : remove obstacles to expression of the heart

12:53:54 From sseguin2 : or is it 'within' in re: after.

12:54:13 From Kai Enno Lehmann : One day the world will adapt to the illness but we will never be back to a pre-covid world

12:54:47 From Jen Berg : Love that reminder, Glenda... yes... only forward.

12:55:03 From Royce Holladay : That's why—"History never repeats itself—but it rhymes"..thanks to Mark Twain for that idea...

12:55:19 From sseguin2 : the after COVID patterns will change over time.

12:55:46 From Kate Webster : and we won't even know the peak until after it has passed...

12:55:51 From Tina.Kontos : Great session! Thanks to everyone for sharing. Be safe & healthy!

12:56:12 From Mary Nations : Long ago I met a survivor on a tour of Dachau, and his simple rule (which I did not recognize as a teen) was Go Always Forward

12:56:14 From Royce Holladay : Thanks, Tina for being with us...and for your contributions

12:57:15 From Kate Webster : The variability among us in any change is always worthy of attention – I think the severity of this has focussed us on this, but yet another thing we should remember to take with us in the future..

12:59:26 From sseguin2 : for the dialogue– is there a possibiity for Canadians to join?

12:59:45 From Jen Steen : Thank you everyone, I appreciate you all! Unfortunately, I have another meeting.

13:00:00 From Royce Holladay : Thanks, Jen. Have a great rest of the

week.

13:00:15 From Mary Nations : Yes, all can join, choose your timezone @sseguin2

13:00:20 From Ginger Daniel : @Glenda @Royce Thank you for this thoughtful time together. Very appreciative to be exposed to HSD! Looking forward to future connections with all.

13:00:22 From Royce Holladay : <https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/adaptive-action-coaching-lab.html>

13:00:23 From amanuel (aman) melles : thanks Glenda and team for a great session...have a restful weekend. Keep safe and well.

13:00:27 From Svitlana Larina : Thank you, Glenda and Royce!

13:00:38 From Sara's iPad : thanks v much

13:00:39 From Allison McGerrigle : Thanks you! That was great.

13:00:43 From Kara Markell : Thank you, look forward to connecting again!

13:00:46 From Royce Holladay : Thanks to everyone for such great conversations and explorations.

13:00:54 From leah.mctaggart : Thanks everyone, for such a rich conversation - I need to return to the 'chat'! Keep safe and well

13:00:54 From sseguin2 : thank you!

13:00:54 From Debbie : Will need the link to Inquiry is the Answer again. Many thanks to everyone. Glenda, thank you for your leadership, your vulnerability and your kindness

13:00:57 From Royce Holladay : Please do come back..

13:00:58 From Veena Singaram : Thank you thank you..was awesome to see you again Glenda ..keep safe..God Bless..

13:01:02 From comey : Thank you everyone, lots of great things to think about

13:01:04 From Kelly Stenhoff : Thank you!

13:01:05 From Mary Jo McGuire : This has been wonderful! thank you so much for your work. It continues to be transformational for me!

13:01:05 From Kai Enno Lehmann : Thanks a lot.