

Live Virtual Workshop
Human Systems Dynamics: The Science of Open Systems
Chat Transcript 06APR23

11:59:39 Marguerithe: hello from Voorburg the Netherlands

11:59:42 Royce Holladay: Welcome! Please put your name and where you are in the chat space.

11:59:59 Arnold Adolfse: Hello all, welcome from Cluj-Napoca, Romania.

12:00:07 Solomon Krueger: Hi from Montreal, Canada

12:00:12 leila: Leila and Max Tite - Saint Louis Park, Minnesota

12:00:14 Becca Peterson: Becca Peterson - hello from Moorestown, NJ. Eating lunch off screen

12:00:20 Debbie Morris: I'm in Beaufort, NC - Debbie Morris

12:00:22 Helena: Hi everybody - Greetings from Switzerland

12:00:22 Chantale Nicholls: Hello/bonjour! Chantale in Niagara Falls Canada!

12:00:26 iPad van Wynand: Hi there, it s Wynand from the Netherlands

12:00:29 Sarah Law: Hello good people of HSD land! I'm Sarah, calling in from Brighton UK 😊

12:00:38 Jim Weckwerth: Jim Weckwerth in Stillwater, MN

12:00:39 Mary Nations: In Raleigh, NC, USA

12:00:57 Rebecca Johns: NW Montana

12:01:00 Barbara Tuckner: Hey from St. Paul, Minnesota, US

12:01:19 Matt Cobb | WB: Sovereign Dakotah Lands Loring Park, Minneapolis, MN USA

12:01:56 Tai Yip: Toronto, Canada

12:01:59 Brechtje Kessener: Hi Brechtje from holland

12:02:02 Sarah Ann Shanahan, RE-AMP: Sarah Ann Shanahan, calling in from Mauston, WI

12:02:02 Royce Holladay: I live, work and play on the traditional lands of the Anishinabe and Dakotah tribes.

12:02:12 Uta Langley (she/her): Hi Uta from UK

12:02:18 David Persky: David Persky, in Brooklyn, NY

12:02:25 Mariël van der Linden: Mariël from The Netherlands!

12:02:37 Donna: Donna in Boston, MA

12:02:41 Alan Hudson: Alan, from Brighton, at the English seaside.

12:03:42 Yianna Vovides: Washington,DC

12:04:03 Tamela Handie: Hello from Kansas City, Missouri.

12:04:26 Christine Capra - she/her: Hi, Christine from Mpls, MN

12:04:33 France Larouche: Hi, France from Ottawa Canada, Anishinaabeg territory

12:04:47 Lily Martens: Hi Lily from The Netherlands.

12:05:14 Kerry Priest: Hello! Kerry from Manhattan, Kansas :)

12:07:14 April Schnell: Hi! April in Colorado, US

12:07:57 Mac Benavides (He/Him): Hi all! Mac from Kansas, USA

12:08:09 Royce Holladay: Welcome to all of you from Cohort 66—just now launching!

12:12:20 Royce Holladay: Closed systems sacrifice the generativity of open systems....hmmmm

12:12:44 Royce Holladay: Open systems are open and lively!

12:12:54 Royce Holladay: They are adaptive, rather than just reactive.

12:14:13 Uta Langley (she/her): Can you repeat what the interdependent pair is??

12:14:34 Royce Holladay: The organic and mechanical nature of systems.

12:14:36 Uta Langley (she/her): Openness and Closedness

12:14:41 Royce Holladay: Yes that too.

12:16:11 Matt Cobb | WB: Reminds me of the movement from individuality to collectivity...

12:16:23 Uta Langley (she/her): However you don't say "AND", you say X NOT Y

12:16:44 Donna: Replying to "Reminds me of the mo..."
Or from collectivity to individuality

12:17:06 Uta Langley (she/her): so what do the interdependent pairs apply to - the open system or the human operating within it?

12:17:20 Barbara Tuckner: So, open systems still have edges, yes? Example of OS without edges? does that exist?

12:17:24 Donna: Replying to "Reminds me of the mo..."

It's such a dance

12:18:20 Royce Holladay: Replying to "Reminds me of the mo..."

Love that donna....

12:20:39 iPad van Wynand: The universe is eternally expanding?

12:21:05 John N Murray: Related - I think the use of "NOT" in describing open systems threw some folks off re: interdependence. Can you give a brief definition of interdependent pairs?

12:22:05 Royce Holladay: Uta, at this scale, the IP's Glenda refers to are at the system level. We have a whole other set of IPs in open and closed systems, depending on our local context.

12:22:55 Uta Langley (she/her): Sorry Glenda - not sure I understand the examples: which is the OPEN which the closed system or is it an example of how systems are changing and different boundaries within these???

12:23:54 Royce Holladay: Your second guest is the way she is handling this...How systems change over time as humans continue to refine and work on them.

12:24:02 Uta Langley (she/her): Reacted to "Sorry Glenda - not s..." with 👍

12:24:07 James S: Would love to hear some social and cultural examples

12:24:14 Uta Langley (she/her): Removed a 👍 reaction from "Sorry Glenda - not s..."

12:24:51 Uta Langley (she/her): Reacted to "Your second guest is..." with 👍

12:25:33 Royce Holladay: James, I'll ask Glenda to share some...Here's one, for instance...It's a social concern about how open or closed the system is.

12:25:56 James S: Reacted to "James, I'll ask Glen..." with 👍

12:28:00 Royce Holladay: Examples like spiritual practice/religion are open systems we have "named" and they continue to grow.

12:28:13 Barbara Tuckner: Privileged edges—wonderful language...

12:29:14 Royce Holladay: Replying to "Your second guest is..."

Uta, sorry I intended that response to your question about scale.

12:29:17 Anna Rinick: I am having technology issues today, so I am going to throw in the towel and sign off...I keep getting my video and audio frozen or error messages...looking forward to next time...

12:29:36 Uta Langley (she/her): Reacted to "Uta, sorry I intende..." with 👍

12:29:40 Royce Holladay: Sorry to miss you, Anna. Take care.


12:31:15 Donna: This is very clarifying. My work starts with the open system of systemic racism. It very quickly takes us to so many other containers. Some of my discernment process now is about how to zoom in and out given the complexities and the turbulence in the larger system.

12:31:17 David Persky: Opening up systems can be a practice of radical pluralism, honoring voices that are historically and presently silenced in dominant modes of thinking, seeing and doing - the example of uncovering racism.

12:31:59 James S: Inspired by your banking example, quite often there is no appetite to expand the lens to view the larger system than the problem (or symptom) in hand. How do nudge the management to expand the view to look at the larger system?

12:32:04 Royce Holladay: I love what you said Donna, and it was a perfect pairing with David who spoke just under you.

12:32:29 Barbara Tuckner: 12 step programs bound the system with their steps

12:32:51 Debbie Morris: Reacted to "12 step programs bou..." with 


12:32:57 Royce Holladay: Good example, Barb...


12:33:54 Donna: Replying to "This is very clarify..."

I should stress it's different types of turbulence. Some for whom it's new, some of whom they've been navigating it generations and others for whom it's "not a thing"


12:34:15 Lily Martens: During Covid we brought love & art into the system we work in to bring air, care and possibilities

12:34:30 Royce Holladay: Reacted to "I should stress it's..." with 

12:34:31 Debbie Morris: Reacted to "During Covid we brou..." with 

12:34:42 Arnold Adolfse: Reacted to "During Covid we brou..." with 

12:35:35 Royce Holladay: Lovely, Lily. Bringing in love, caring, art (of all kinds) opens a system and contributes to the generatively in a system...

12:35:58 Donna: Reacted to "During Covid we brou..." with 

12:36:10 James S: I do system dynamics modeling and agent based modeling. The problem with modeling is that it is hard to measure some of these conceptual stuff (eg. human experience). How do validate the conceptual understanding of how the system works with data?

12:36:57 Mary Nations: Replying to "This is very clarify..."

I see those differences creating additional turbulence, Donna, what a swirl

12:36:59 Jim Weckwerth: churches: from specific doctrinal and faith tenets to governance and constitutions to serving a particular community to being outward facing towards the unknown and mystery.

12:37:24 Royce Holladay: Consider the Inquiry sessions that we do each weekday morning—people who are “stuck” somehow bring a wicked issue. And as the other folks in th room ask questions into that issue, it opens the individual’s system to a new set of options and action (genertivity).

12:37:57 Donna: Reacted to "I see those differen..." with ❤️

12:38:12 Royce Holladay: I need to shut my screen for a minute for bandwidth...I am still here.

12:39:30 Lily Martens: Replying to "I do system dynamics..."

We use stories as data, are you familiar with that? Its another way to work within on open system with need for boundaries

12:39:48 Mary Nations: In case it isn't clear - all responses from 'Barbara' are from Royce

12:40:14 James S: Replying to "I do system dynamics..."

Yes, that makes sense. Thanks

12:41:42 Uta Langley (she/her): Oh horror - Corporate Planning is trying to categorise in an Open System...

12:41:51 Royce Holladay: That's why I have so much trouble setting up and keeping a file system for my computer etc.

12:41:59 Uta Langley (she/her): Reacted to "That's why I have so..." with 😂

12:42:03 Rich Ann/Washington, DC: Reacted to "That's why I have so..." with 😂

12:42:05 Royce Holladay: Right @ Uta.

12:42:16 Uta Langley (she/her): Replying to "That's why I have so..."

I have stopped trying

12:42:29 Arnold Adolfse: Reacted to "That's why I have so..." with 👍

12:44:33 John N Murray: I have to step away - glad to join you al for awhile this morning!

12:45:09 Lily Martens: Replying to "In case it isn't cle..."

that explains, I did wonder where she was...

12:45:22 Uta Langley (she/her): Reacted to "In case it isn't cle..." with 👍

12:46:31 Royce Holladay: HMMMM Mary, that's interesting...Of course I can't see that...Thanks for explaining!

- 12:46:36 David Persky: Passover is a cultural and social example that creates a "we," a narrative interpreted in seder books as annual reenactments at dinner tables, in movies and in other art forms. I am curious how the values derived from the story of Passover are connected to the governmental structures that form the Israeli government today.
- 12:47:42 Mary Nations: Reacted to "that explains, I did..." with 👍
- 12:47:55 Donna: Reacted to "Passover is a cultur..." with ❤️
- 12:49:09 April Schnell: I apply HSD to career development. Titles are fixed. Job descriptions are often closed. In reality, occupations, and the tools we bring, and the needs of the setting, are always evolving. And we are always changing. I like the language of sense-making in a 'moment of time'.
- 12:49:21 Royce Holladay: I love these practices of Inquiry. They are such wonderful reminders about how to stand in Inquiry.
- 12:49:29 Uta Langley (she/her): Reacted to "I apply HSD to caree..." with 👍
- 12:49:40 Royce Holladay: Reacted to "Passover is a cultur..." with 👍
- 12:49:45 Royce Holladay: Reacted to "I apply HSD to caree..." with 👍
- 12:50:04 Sarah Law: Reacted to "I apply HSD to caree..." with 👍
- 12:50:15 Matt Cobb | WB: womb to tomb to womb ...
- 12:50:18 France Larouche: Fasting in the Baha'i Faith as well
- 12:50:32 Royce Holladay: Right, France. Thanks for adding that.
- 12:51:18 Uta Langley (she/her): Really hard to think about a closed system now... even a book has prequels and sequels. A finance systems has incomes and outgoings. Prisons has people come in and go out...
- 12:53:39 Matt Cobb | WB: Dag Hammarskjold once said at General Assembly of the United Nations, "Pray that your loneliness may spur you into finding something to live for, great enough to die for."
- 12:54:09 Shelley: Reacted to "Dag Hammarskjold o..." with ❤️
- 12:54:52 April Schnell: I'm working with my youngest son, 22 year old young adult, who is struggling with the increasing tensions being held in the system right now.
- 12:55:03 Royce Holladay: Judith, thanks for bringing that up. It's such a critical time for young people to learn more about this.
- 12:55:12 Donna: @judith This is a great and helpful point. I think HSD as a practice could be really helpful with you.

12:55:12 Debbie Morris: Thank you, Judith. Wonderful insight.

12:55:15 Yianna Vovides: I am working with my children who are 22 and 24 and are having the same hard time!

12:55:29 Uta Langley (she/her): Too much openness, opportunities for youngsters can create paralysis

12:55:48 Royce Holladay: Right, @Uta.

12:56:05 Donna: Replying to "@judith This is a gr..."
youth!

12:56:42 Shelley: Replying to "Too much openness,..."
also triggers anxiety that can sometimes be debilitating

12:57:28 Uta Langley (she/her): Not sure though if our old solutions are totally wrong - If I think about what supports me it is: Work, Learning, Exercise, Meditation

12:58:04 Rebecca Johns: for children/young adults...structure such as routines become rituals that ground them (us)

12:58:09 April Schnell: I've found that nature is a generative network that is comforting to young adults, and resonates with their concern about climate change

12:58:18 Yianna Vovides: :)

12:58:50 Royce Holladay: Nice.... April!

12:58:54 Uta Langley (she/her): Reacted to "I've found that natu..." with 👍

12:59:27 Lindsay McDonald: So nice to see everyone here again! I've missed this community and Glenda and Royce.

12:59:42 April Schnell: "Exploration" is a container youth can embrace

12:59:42 Royce Holladay: Lindsey its nice to see you here...

12:59:48 David Persky: Reacted to "I've found that natu..." with 👍

13:00:08 April Schnell: Thank you so much, Royce and Glenda!!!!

13:00:31 Matt Cobb | WB: Resonance happens in an Open System and we can build up our bandwidth as a Collective to concentrate on the Music of this Unfolding Story.

13:00:32 Royce Holladay: Thanks April and everyone for being here!

13:00:38 James S: Thanks everyone!

13:00:39 Yianna Vovides: Thank you!