

Live Virtual Workshop
Beyond "Both/And": Navigate a World of Competing Goods
Chat Transcript 02MAR23

- 12:03:26 Jim Weckwerth: Jim Weckwerth from Stillwater, MN
- 12:03:40 Alistair Langer: Alistair Langer, dialing in from Lago Atitlan, Guatemala
- 12:03:45 Royce Holladay: Alistair, I love your embodied description of IPs
- 12:04:00 Stewart Mennin: Stewart, Sao Paulo
- 12:04:01 Shelley Saeger: Hi All! Shelley Saeger from outside of Philadelphia
- 12:12:06 Anna Rinick: we feel autonomous but it is rarely a factual statement in this world---there is always a dependency of some sort, IMHO
- 12:14:34 Royce (she/her): We are dependent with and on others, @Anna, that's true. And as I see it, sometimes we do have agency to make autonomous choices —our own choices that do take those interdependencies into consideration.
- 12:17:01 Arnold Adolfse: Quality versus Innovation?
- 12:17:36 Anna Rinick: the reliability and adaptation is what "safe to fail" concepts balance I think
- 12:18:01 Royce (she/her): Nice insight, Arnold. We want quality, and we want innovation—but if might take trial and error for awhile to build that level of quality we want...hadn't thought about that.
- 12:18:01 Arnold Adolfse: Reacted to "the reliability and ..." with 👍
- 12:18:40 Christine Capra - she/her: It's true technically - open vs secure
- 12:19:27 Royce (she/her): I am sure, Christine, that's one balance pair you have to navigate often...
- 12:19:49 Christine Capra - she/her: Reacted to "I am sure, Christine..." with 👍
- 12:19:54 Sharon Collier: Quality and Quantity
- 12:20:09 Shelley Saeger: I wonder if there is a pair between truth and compassion
- 12:20:11 Kristin Wiersma: autonomy and cohesion
- 12:20:14 Roya Damabi: Celebration and grief?
- 12:20:35 Anna Rinick: Victor Frankl, author of Man's Search for Meaning and founder of logotherapy...Freedom AND Responsibility

- 12:20:36 Sharon Collier: Planned activity and Spontaneous activity
- 12:20:39 Kristin Wiersma: speed and inclusion
- 12:20:42 Stewart Mennin: the need for solutions and answers vs stay adaptive in uncertainty
- 12:21:03 Kerry Priest: Reacted to "speed and inclusion" with 👍
- 12:21:06 Kerry Priest: Reacted to "the need for solutio..." with 👍
- 12:21:09 Christine Capra - she/her: Reacted to "speed and inclusion" with 👍
- 12:21:16 Christine Capra - she/her: Reacted to "I wonder if there is..." with 👍
- 12:21:18 Sharon Collier: Reacted to "speed and inclusion" with 👍
- 12:21:21 Laurence : central coordination and decentralised initiatives
- 12:21:30 Sharon Collier: Reacted to "central coordination..." with 👍
- 12:21:47 Uta Langley (she/her): Speed versus collaboration
- 12:21:50 Sharon Collier: Reacted to "autonomy and cohesio..." with 👍
- 12:21:52 Sarah Law: Divergent and Convergent
- 12:22:01 Sharon Collier: Reacted to "Divergent and Conver..." with 👍
- 12:22:12 Anne Lemaire: agency AND reflection
- 12:22:31 Ella Firebrace: Short term needs - long term needs
- 12:22:40 Sharon Collier: Reacted to "Short term needs - l..." with 👍
- 12:22:46 Sharon Collier: Reacted to "agency AND reflectio..." with 👍
- 12:23:10 Mary Nations: internal reflection and external reality
- 12:23:12 Anne Lemaire: fast and slow (but these are adjectives instead of nouns)...
- 12:23:20 iPad van Wynand: Standpoints:Pro versus Con?
- 12:24:14 Anna Rinick: my question: can there be some sort of necessary balance created--if you do not have enough of one, there are negative consequences? that is for me the freedom and responsibility dichotomy? how does this concept relate to the "two sides of the same coin?" cliché
- 12:24:26 Royce (she/her): In writing, I deal with IPs: divergent v convergent; metaphor v reality, poetic language v concrete reality language,
- 12:25:09 Kerry Priest: Reacted to "In writing, I deal w..." with 👍

12:25:18 Royce (she/her): And I am realizing that some of those I face in writing Also show up when I am beading.....hmmm

12:25:30 Roya Damabi: Any ideas for one that relates to achievement/success and ending/letting go - when letting go can be a good thing?

12:26:02 Royce (she/her): Nice, Roya. I thank G is about to talk about your question.

12:26:20 Roya Damabi: Reacted to "Nice, Roya. I thank ..." with 🙏

12:26:46 Stewart Mennin: this raises fit for function

12:27:11 Kristin Wiersma: @stewart. Yes

12:27:26 Royce (she/her): Good point, Stewart...

12:27:40 Uta Langley (she/her): I thought that too and nearly didn't come

12:28:18 Shelley Saeger: New to this group - do you typically share the slides?

12:28:20 Royce (she/her): Uta, I am so glad you came anyway, in th face of your skepticism.

12:28:49 Anna Rinick: Reacted to "this raises fit for ..." with 👍

12:28:58 Royce (she/her): Shelley, we do. They get sent out in the next day or so to anyone who has registered and is on this mailing list. Great question!]

12:29:32 Shelley Saeger: Reacted to "Shelley, we do. Th..." with 👍

12:29:34 Royce (she/her): We also share a link to the recording of the event

12:30:45 Laura Williams: Can you speak to the mixing of each as you talked about earlier and the mutually exclusive observation you just shared...is it a scale difference?

12:31:46 Royce (she/her): And our Intellectual Property policy says that you are free to use whatever you find in our presentations, on our website, etc...we ask only two things: 1st, please cite the source so that others can find more if they want...And 2. If you learn something using the ideas, please teach them to someone else—and let us know if you want.

12:33:07 Shelley Saeger: Reacted to "And our Intellectu..." with ❤️

12:33:17 Uta Langley (she/her): Reacted to "And our Intellectual..." with ❤️

12:34:34 Royce (she/her): It's a question become "How much of which one, when?"

12:34:59 Stewart Mennin: This is also about stretching and folding as adaptive action

- 12:35:00 Royce (she/her): Replying to "It's a question beco..."
Looking at what is the best fit...
- 12:36:04 Royce (she/her): I am still here, just having bandwidth issues.
- 12:36:11 Jeannette: Independent pair in this century of complexity- Human rights Ideology and authoritarianism - is this what you mean?
- 12:36:11 Roya Damabi: Cultivate and regenerate
- 12:37:10 Uta Langley (she/her): Is authoritarianism a positive?
- 12:37:22 Christine Capra - she/her: Reacted to "Is authoritarianism ..." with ✚
- 12:37:27 Jeannette: Reacted to "Is authoritarianism ..." with ✚
- 12:37:32 Jeannette: Removed a ✚ reaction from "Is authoritarianism ..."
- 12:37:33 Christine Capra - she/her: Replying to "Is authoritarianism ..."
What's the positive framing of autocracy
- 12:39:03 Stewart Mennin: How do you advise to dance between fit for purpose and fidt for function
- 12:39:09 Royce (she/her): Is her explanation helping to break down the possible positive about autocracy....You can go toward low numbers of voices to many voices, for instance..How much of which one when?
- 12:40:20 Christine Capra - she/her: I think of it as 'Orthodoxy'
- 12:40:41 Royce (she/her): Lots of ways to describe, right, Christine?
- 12:40:42 Jeannette: Reacted to "Lots of ways to desc..." with 👍
- 12:40:53 Christine Capra - she/her: Reacted to "Lots of ways to desc..." with ✚
- 12:41:07 Carla Blanquier: is it fair to say that "ultimate fit for function" in any given interaction or context is to choose what is in favor of life? and by reflecting on that we will understand what is needed more or less of?...
- 12:41:26 iPad van Wynand: Deep democracy..
- 12:41:38 Christine Capra - she/her: Reacted to "Deep democracy.." with 👍
- 12:41:52 Christine Capra - she/her: Reacted to "is it fair to say th..." with 👍
- 12:42:10 iPad van Wynand: Reacted to "Deep democracy.." with 👍
- 12:42:49 Royce (she/her): @Carla that is a way to talk about "fit for function" It's also about the "health of the system"...which of the choices and to what extent do we seek a balance that helps the system maintain optimal

functioning...and with humans, that may be "in favor of life"....does that make sense?

- 12:43:05 Carla Blanquier: or maybe not...life and death is a big interdependent pair.
- 12:43:42 Jeannette: Thanks for the observation that suing is a pattern of a response that people have to resort to because there are few options
- 12:43:47 Carla Blanquier: thanks Royce, makes sense and will keep reflecting on it.
- 12:44:51 Royce (she/her): Right, there are always ways to find balance or imbalance...And that's why we need to consider the different pairs interdependently with each other...It's not just life or death, it's those choices in light of the other pairs that exist. Maybe safety and danger? For example...
- 12:46:04 Anna Rinick: @jeannette, it is easy to just write those tactics off as nuisances or road blocks because there is no way for the system to respond nimbly and neither side wants to actually compromise. It is always easier to stop or not rather than HSD way--find a way
- 12:46:15 Sarah Law: Safety and Risk is a good one - the need for both (e.g. when raising kids, when testing systems, when evolving processes/products, when needing to learn...)
- 12:46:18 Uta Langley (she/her): does the high dimensionality mean that all the labelling in the disability, gender and race space limit opportunities because you focus on black/white; hetero/homo sexuality; neurodiverse/neurotypical...
- 12:47:00 Sharon Collier: Reacted to "Safety and Risk is a..." with 👍
- 12:47:10 Royce (she/her): Inquiry sessions: [Inquiry IS the Answer](#) then scroll down and follow the link to register—it's free, but registration will get you the reminders and the link to the session.
- 12:47:24 Stewart Mennin: How do you stay aware of the positives and pitfalls of fit for purpose and fit for function?
- 12:47:39 Royce (she/her): Great point, Uta.
- 12:50:13 Anna Rinick: science is art in its technical beauty
- 12:50:22 Royce (she/her): I am with you, Anna...
- 12:50:28 Shelley Saeger: Reacted to "science is art in ..." with ❤️
- 12:50:39 Sarah Law: Reacted to "science is art in it..." with 👍

12:50:47 Uta Langley (she/her): Where I am stuck: JFDI versus bringing people along

12:51:23 Shelley Saeger: Replying to "Where I am stuck: ..." JFDI?

12:51:46 Christine Capra - she/her: Reacted to "Where I am stuck: JF..." with ?

12:51:53 Sarah Law: So funny @Uta, my one is the Driving things or Letting things happen 😂

12:52:24 Royce (she/her): Replying to "Where I am stuck: JF..." Uta, can you say what you mean when you say JFDI?

12:52:32 Sharon Collier: Reacted to "Where I am stuck: JF..." with 😂

12:52:37 Sharon Collier: Reacted to "Where I am stuck: JF..." with 👍

12:52:43 Sarah Law: Replying to "Where I am stuck: JF..." Just F...ing Do It

12:52:44 Mary Nations: Replying to "Where I am stuck: JF..." I am eye-rolling my kids after they ignore my efforts to 'bring them along' (and yes one eye rolls first!)

12:52:53 Christine Capra - she/her: Reacted to "Just F...ing Do It" with ❤️

12:52:58 Shelley Saeger: Reacted to "Just F...ing Do It" with 😂

12:53:06 Mary Nations: Replying to "Where I am stuck: JF..." One kid eye rolls me first!

12:53:18 Sarah Law: Reacted to "One kid eye rolls me..." with 😂

12:53:20 Mary Nations: Reacted to "Where I am stuck: JF..." with 😂

12:53:23 Shelley Saeger: Replying to "Where I am stuck: ..." Thank you - took me a minute and then that was my guess.

12:53:32 Anna Rinick: Reacted to "Just F...ing Do It" with 😂

12:53:36 Royce (she/her): Replying to "Where I am stuck: JF..." @Sarah Law I get it...thanks for the interpretation...

12:53:52 Uta Langley (she/her): Reacted to "So funny @Uta, my on..." with 👍

12:54:15 Christine Capra - she/her: I'm need to jump off now. This was really great! Thanks!

12:54:30 Laura Williams: @Sarah—was just thinking about how that shows up in my work

12:54:34 Anne Lemaire: Happy Birthday!!

12:54:41 Uta Langley (she/her): Replying to "So funny @Uta, my on..."
I know that one too - make it happen versus allow it to happen

12:54:42 Shelley Saeger: 🤔

12:54:46 Sarah Law: Guted I couldn't be there for the celebration yesterday!

12:55:02 Carla Blanquier: wow! thats amazing, 20 yrs!

12:55:19 Sharon Collier: Huge congratulations!

12:57:55 Sarah Law: Emotional stuff Glenda 😊

12:58:17 Odile: Congratulations. up to the next 100 years. Wonderful to see how many lives you touched.

12:58:21 Ella Firebrace: Amazing!!

12:59:42 Sharon Collier: Wow - what an amazing tribute and a fabulous capture of the impact you and HSD has!

12:59:52 Sarah Law: Reacted to "Wow - what an amazin..." with 👍

12:59:55 Roya Damabi: Your own theme song!

13:00:08 Anna Rinick: thank you for the presentation and thank you for letting me ride along on part of your journey

13:00:27 Shelley Saeger: Reacted to "Wow - what an amaz..." with ❤️

13:00:32 Kerry Priest: Thank you!

13:00:34 Uta Langley (she/her): I love the slide show - seems to bring all the models into one!! Can we have it please??

13:00:36 Shelley Saeger: Thakn you!

13:00:39 Carla Blanquier: this is truly inspiring, this is what I call collective hope!