



# Patterns of Personal and Global Politics

4 June 2020

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

**Nothing is intractable.**



# HSD Vision

People everywhere thrive because we  
see patterns clearly,  
seek to understand, and  
act with courage to  
transform turbulence and uncertainty  
into possibility for all.





# Today We Will Explore . . .

- ▶ WHAT patterns drive political action?
- ▶ SO WHAT choices do we have?
- ▶ NOW WHAT will create the polity we want?





# WHAT patterns drive political action?





# Complex Change . . .

- ▶ . . . emerges from tension
- ▶ Tension emerges from difference, connected
- ▶ Difference is fractal—it appears across levels
- ▶ Each level has the capacity to hold difference, but that capacity isn't unlimited
- ▶ When the tension is too great, the pattern shifts and releases energy into the larger system



# Patterns of Political Action— Interdependent Pairs

Freedom	Commitment
Self	Community
Grief	Hope
Courage	Safety
Create	Destroy

In the chat . . .  
What Interdependent Pairs drive  
your political action?



**SO WHAT** choices do we have?







# Option 1: Either/Or

Freedom	Commitment
Self	Community
Grief	Hope
Courage	Safety
Create	Destroy

In the chat:  
Describe in a few words the patterns  
that emerge from either/or.



# Option 1: Either/Or

- ▶ Focuses energy and resources
- ▶ Reinforces tribal identities
- ▶ Increases negative judgment
- ▶ Closes down communication
- ▶ Demonizes the other
- ▶ Creates subcultures





## Option 2: Both/And

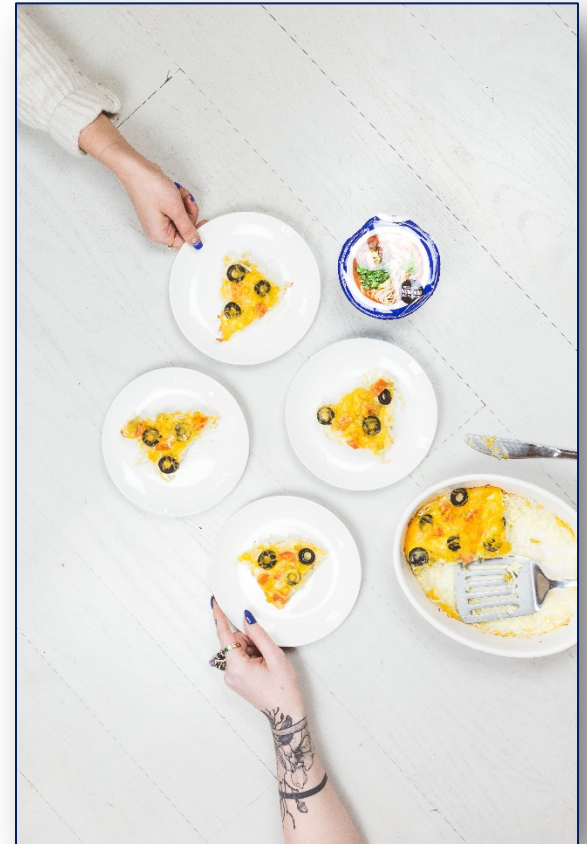
Freedom	Commitment
Self	Community
Grief	Hope
Courage	Safety
Create	Destroy

In the chat:  
Describe in a few words the patterns  
that emerge from both/and



## Option 2: Both/And

- ▶ Splits energy and resources
- ▶ Confuses group identities
- ▶ Removes judgment
- ▶ Makes communication irrelevant
- ▶ Dismisses the other
- ▶ Disconnects from collective meaning and purpose





# Option 3: How much of which when?

Freedom	Commitment
Self	Community
Grief	Hope
Courage	Safety
Create	Destroy

In the chat:  
Describe in a few words the patterns  
that emerge from  
how much of which when?



## Option 3: How much of which when?



- ▶ Requires capacity for both
- ▶ Assumes continuum and tensions between
- ▶ Recognizes risks/benefits of all
- ▶ Depends on “best fit”
- ▶ Requires dialogue and inquiry
- ▶ Challenges judgments
- ▶ Acknowledges interdependencies
- ▶ Depends on complex world view



# You Choose!





**NOW WHAT** will create the patterns we want?







# NOW WHAT?

Freedom	Commitment
Self	Community
Grief	Hope
Courage	Safety
Create	Destroy

How much of which when?  
How do you decide?



# Other Resources

- ▶ *Simple Rules: A radical inquiry into self* (Holladay & Tytel, 2011)
- ▶ *Adaptive Action: Leverage Uncertainty in Your Organization* (Eoyang & Holladay, 2013)
- ▶ *Facilitating Organization Change: Lessons from Complexity Science* (Olson & Eoyang, 2001)
- ▶ *Leading in Complexity: Essential Skills in Action* (Mennin, Eoyang, Nations, 2014)
- ▶ *Leading in Complexity: A program for non-profit leaders* (Negstad and Eoyang, online 2020)
- ▶ Free monthly webinars (1-hr session)
- ▶ Frequent Adaptive Action Labs ( 2, 3-hr sessions)
- ▶ HSD Professional Certification Training (virtual and in person)
- ▶ [www.hsdinstitute.org](http://www.hsdinstitute.org)
- ▶ Join our community to receive regular mailings (info@hsdinstitute.org)



# Learning Opportunities

**HSD Professional Certification**  
Holladay & Eoyang

Patterns & Possibilities 22 Jun – 7 Jul  
Continuing Jul – Oct

**Navigate Complex Change**  
Adaptive Action Lab  
Eoyang & Williams

23 Jun 12 – 3 CDT  
26 Jun 12 – 3 CDT

**Quarterly Virtual  
Mini Conference**

18 June 11 – 12 CDT



**In this moment: RESILIENCE**  
Morris, Leon, Eoyang

Sundays mid-day  
USA/Europe; Asia/Pacific; Spanish



**Inquiry IS the Answer**  
Becker & Eoyang

Weekdays 10 – 10:20 CDT



**Learn more and register: [bit.ly/LearnmoreHSD](https://bit.ly/LearnmoreHSD)**



# Today We Explored . . .

- ▶ WHAT patterns drive political action?
- ▶ SO WHAT choices do we have?
- ▶ NOW WHAT will create the polity we want?

