

## **Live Virtual Workshop | See the Forest and the Trees Chat Transcript 06MAY21**

- 12:01:20 From Elizabeth McNamee ATH: Good morning--Elizabeth McNamee in Phoenix Arizona
- 12:01:25 From Miriam Bayes: this is Miriam from a sunny BCN
- 12:01:47 From Marcus Hausner: Hi from cold Stuttgart, Germany
- 12:01:59 From Laura Williams: Hello all—Laura in St. Paul, Minnesota, USA today.
- 12:02:39 From Maria-Elena Daynes: Hello from theFrench Riviera:-)
- 12:03:22 From Bridget Kelly: Hello all! Bridget in Port Townsend, WA, USA
- 12:03:55 From Miss Handie: Tamela from Kansas City, Missouri.
- 12:05:47 From Lindsay McDonald: Hello, Lindsay from Vancouver, Canada on the unceded land of the Coast Salish people.
- 12:06:45 From Miriam Bayes: wow! what an inspiring story!
- 12:07:02 From Wendy C. Morris: HI - Wendy coming from Mnisóta Makhóche / Dakota homeland / Minneapolis, Minneapolis
- 12:07:05 From Janet Mrenica- Ottawa: Greetings everyone, I am remote in the ancestral traditional unceded territory of the Anishinaabe and Alonquin Peoples, Ottawa, Canada
- 12:08:02 From Miriam Bayes: interdependent pairs help to pattern spotting!!! love it!
- 12:08:05 From Terrance Turpin: [Wikipedia - GeoGuessr](#)
- 12:08:50 From Ronda Zakocs: Hello - Ronda from Portland Oregon
- 12:09:22 From Mary Nations: my 12-year old plays GeoGuesser daily and I hear about her meaning-making from it with wonder
- 12:09:30 From Marie Murtagh: Good morning (afternoon, or evening), I am Marie Murtagh, joining you from East Bay CA. Delighted to see so many familiar names, and faces. I've missed you!!
- 12:09:38 From Davi Lemos: I'm addicted to GeoGuesser:O
- 12:09:56 From Royce Holladay (she/her): Good to see you to0, Marie....Hope you are well.
- 12:11:59 From Pamela Smit, Ottawa, Canada: Need
- 12:12:48 From Marie Murtagh: a beloved toolbox, no doubt.
- 12:13:24 From Elizabeth McNamee ATH: Reinforces for me how important it is to ask for help from others with knowledge, skills and tools that I don't have.

- 12:14:01 From Royce Holladay (she/her): Another sign of expertise, Elizabeth! Right? Knowing when and how and whom to ask for help.
- 12:17:05 From Royce Holladay (she/her): That's what I love about fractals...not the same but self-similar...Like how DNA works in living organisms
- 12:18:17 From Daryton A. Ramsey: How does ones values, beliefs and norms play a role in seeing patterns?
- 12:19:24 From Miriam Bayes: the challenge is taking action. You can see and understand a pattern but sometimes you need to let it evolve... and we're too often trigger by the need to act...
- 12:19:29 From JayneFleener: We see this in education all the time - self-similarity across students, across classes, across years
- 12:19:32 From Marie Murtagh: Hmmm, so interesting to realize that zooming in and out and that shifting your focus, then it will always be something different. Now what's the difference that makes a difference and relevant to your "issue" what you should focus your adaptive action on.
- 12:19:35 From \*Eunice Shankland: A neuroscience - on predictive coding is another way to help us see that our values, beliefs and norms allow us to see what we see... one set of lenses.
- 12:19:47 From Daryton A. Ramsey: How does ones values, beliefs and norms play a role in seeing patterns?
- 12:20:13 From Karen Robinson (She/Her): This underlines for me why mining enough to clearly see the patterns, is so important
- 12:20:17 From Sophie C: Lovely question Daryton
- 12:20:22 From Marie Murtagh: great question, @daryton!!
- 12:20:22 From \*Eunice Shankland: Zoom in (your own context) and zoom out to include the larger context like the fractal.
- 12:21:00 From Tamela Handie: It's easier for some to zoom in and out professionally, but much more difficult to do it within a family setting.
- 12:21:41 From Miriam Bayes: Great question Daryton! The 4 truths could help you validate your perspective vs others
- 12:21:49 From Royce Holladay (she/her): It's one of the reasons that inquiry asks us to turn assumptions into questions....don't assume you are wrong, don't assume you are right, ask what fits best
- 12:21:55 From Daryton A. Ramsey: thanks
- 12:21:56 From Myron Lowe: There are patterns of the part, patterns of the whole, and patterns of the greater whole. Zooming helps to see them.

- 12:22:29 From Royce Holladay (she/her): Tamela, you are right...Family patterns are those times that it's hardest to remember to move...
- 12:22:35 From Daryton A. Ramsey: TY for the recommendation Miriam
- 12:22:38 From Tamela Handie: I have a couple family members that love to zoom out (and above) within the family, but they don't zoom in to capture their own patterns that contribute to the sticky issues.
- 12:23:00 From Royce Holladay (she/her): Great example, Tamela
- 12:23:20 From Royce Holladay (she/her): I never do that!!! (grins(
- 12:24:26 From Tamela Handie: That's funny Royce. I sometimes neglect to do it. I could be talking about myself. Lol.
- 12:24:41 From \*Eunice Shankland: That's a great way to describe meaning - how it emerges -
- 12:25:41 From Leslie Patterson: Eunice, could you say more? I think I lost the thread . . .
- 12:26:03 From \*Eunice Shankland: Our current political landscape is an example of being stuck on one gear of thinking and viewing
- 12:26:21 From Leslie Patterson: Ahhhhh.... Thanks, Eunice.
- 12:26:37 From Karen Robinson (She/Her): Did I hear you correctly - 'the difference holds the ENERGY, which can inform the ACTION'?
- 12:26:52 From Marie Murtagh: yes, @karen
- 12:26:59 From Karen Robinson (She/Her): Thanks Marie:)
- 12:27:20 From 🍌 Faye | Global Communities: The StrategicFramework sounds like such an interesting tool if it can communicate bot diversity and coherence. Not an easy task on one page but getting to that one page would be so valuable. Does anyone have an available example that could be shared? I'm going to need to give this some more thought!
- 12:27:25 From \*Eunice Shankland: The Gross National Happiness index helps me to zoom out - a Bhutanese alternative to GDP
- 12:27:29 From Marie Murtagh: Of course, I also recognize it by looking for the entropy, in case that's helpful.
- 12:27:33 From Royce Holladay (she/her): You did, Karen.For instance, It's the tension we feel between what we want and what we have that gives us energy to make any changes
- 12:27:50 From 🍌 Faye | Global Communities: Love this tie between difference, energy and action!
- 12:28:54 From Marie Murtagh: Intersting, @eunice! I'm gonna look that up!

- 12:29:25 From Royce Holladay (she/her): @Faye, we have a few examples. We'll send PDF'd examples with the recording. OK?
- 12:29:48 From 🍷 Faye | Global Communities: Lovely, thank you @Royce
- 12:30:05 From Tamela Handie: Is it inspired because the pain of staying as is feels greater than the uncertainty of doing something different?
- 12:30:35 From Sophie C: I'm working with a team at the moment where difference is causing paralysis too as the teams cannot see how to move forward and use this energy for positive change
- 12:30:40 From Karen Robinson (She/Her): @Tamela wow. What a great question!
- 12:30:42 From Marie Murtagh: I think you're onto something there, @tam.
- 12:31:05 From \*Eunice Shankland: When we talk about vision in "planning", I love the function of the peripheral vision otherwise, you don't have depth.
- 12:31:05 From Royce Holladay (she/her): @ Tamela, That pain is the tension that has us make a choice to move or not move.
- 12:31:41 From JayneFleener: In Buddhist psychology, there is a concept called "seeing with soft eyes" that also suggests the value of "blurred" vision for new insights and seeing beyond obstacles.
- 12:31:44 From Marie Murtagh: thank you for clarifying, @royce.
- 12:32:15 From Royce Holladay (she/her): @Jayne...yep, we have another Associate who talks about Eagle Eyes and Mouse Eyes.
- 12:32:18 From Marie Murtagh: love that, @ jayne. increases your awareness.
- 12:32:30 From Marie Murtagh: awww... @royce
- 12:32:45 From Tamela Handie: Thank you @Karen. I think that's the moment when I decide to shift, move, change, etc.
- 12:33:15 From Robin Athey: Love Eagle Eyes and Mouse Eyes, @marie: )
- 12:33:23 From Elizabeth McNamee ATH: How is peripheral vision the same or different from context
- 12:33:48 From \*Eunice Shankland: Now we have to use a variety of "eyes" or see with fresh eyes with peripheral vision and acknowledging differences - like building that muscle - focus, refocus, expand and refocus. Thanks.
- 12:34:18 From Royce Holladay (she/her): @Sophie C...How can you help them find a difference at a scale that gives them energy to move. Often that paralysis happens when people are too zoomed out and seeing too many differences...what can you help them zoom in to something they can deal with??
- 12:34:33 From JayneFleener: I love the idea that others can help us extend our peripheral vision.

- 12:34:56 From Robin Athey: @jayne - thank you for this - esp reference to 'blurred vision' - opens so much permission for leaders - vision doesn't have to be clear. Will borrow this!
- 12:35:02 From JayneFleener: Value of community across so many of these HSD practices.
- 12:35:33 From Mary Nations: Glenda talks about how change is the accumulation and release of tension, so yes, Tamela, tension can build until a choice is made even in uncertainty!
- 12:35:43 From Sophie C: thanks @Royce Holladay:)
- 12:36:12 From Karen Robinson (She/Her): @Royce and @SophieC I would add to that.. as well as zooming in to see the differences that make a difference, we can also change the container. I did this with a client recently whose business options felt too many until we changed the container to his personal life and suddenly y the list of options became clear
- 12:37:10 From Royce Holladay (she/her): Good point, Karen, thanks for that added specificity and example.
- 12:37:23 From \*Eunice Shankland: Sometimes, I think of the Onion (a fractal, I think) peeling the onion is not always fun... it makes you cry, i.e. to take it the uncomfortable and sometime, difficult. Collaboration is not always straight forward, not always fun.
- 12:37:41 From Marie Murtagh: love that you brought his personal life into the organization issue. i think ignoring this invites decisions that lead to less sustainable change.
- 12:37:45 From Miriam Bayes: collaboratiton requires diversity: leveraging the differences
- 12:38:08 From Royce Holladay (she/her): Like the collaborations that happen here in the chat space as you share your insights, questions, and learnings.
- 12:38:24 From Marie Murtagh: lol, @glenda
- 12:38:25 From Miriam Bayes: @Eunice love it! the onion example
- 12:39:23 From Leslie Patterson: Interesting to think about when a pattern becomes a signal . . . . .
- 12:39:25 From Myron Lowe: Interesting...the convergence of the world as it is, and what we think the world is, as the place for emergence.
- 12:39:28 From \*Eunice Shankland: Thanks, especially how you see it working.
- 12:39:37 From Royce Holladay (she/her): What are weak signals that tell you something about your partners, co-workers, or family, or community?
- 12:39:55 From Marie Murtagh: yes, @ myron!! Love that!

- 12:40:02 From JayneFleener:Futurists talk about weak signals and wild cards. HSD has great approaches to both.
- 12:40:18 From \*Eunice Shankland: Weak signals also come with cooking. -smell, the transformation of the ingredients, as you watch them. am getting hungry. ;-)
- 12:40:18 From Tom Kelly [CA,USA] (he/him) tom@tomeval.com: silence, absence, missing things, gaps = can be weak or "loud"
- 12:41:06 From Royce Holladay (she/her): These are great examples. Tom, right...those signals do become "loud" when we attend to them...Or they are so loud that we can't ignore them.
- 12:41:19 From Karen Robinson (She/Her): Love the surfing analogy. That lands this for me!
- 12:41:23 From JayneFleener: @ Tom - negative spaces and absence are great weak signals
- 12:41:40 From Marie Murtagh: oooohhhh..... i wonder how the signals resonate and therefore attract towards another, or never heard at all
- 12:41:57 From Charles Lee: Asking what's the evolutionary potential of the present. Tapping into our wisdom and intuition.
- 12:42:22 From Royce Holladay (she/her): Interesting, Charles, can you put more here?
- 12:42:31 From Sophie C: Triggers in me focusing on what your senses pick up
- 12:42:47 From Royce Holladay (she/her): Interesting forms of mindfulness.
- 12:42:54 From \*Eunice Shankland: Working with many different cultures, in many different contexts, weak signals are hard to distinguish but it is so important not do dismiss them - specially when you don't know what they are saying.
- 12:42:59 From Jen Heeg (jenheeg@gmail.com): So how can you discern between the weak signals that matter and those that don't?
- 12:43:01 From Wendy C. Morris: As a dancer – my context is the stage, other performers, the story, the music, the audience... my peripheral awareness is my ability to perceive what's happening on the edge of my awareness. I think of context as the larger environment for whatever I'm attending to and I can zoom or out into some aspect of the context and peripheral vision as the edge of what I am attending to / the etymology of periphery is the Greek word for circumference.
- 12:43:13 From Tom Kelly [CA,USA] (he/him) tom@tomeval.com: +1 @Eunice
- 12:43:27 From Mary Nations: love that question, Charles! if we sense potential as energy, what might we do with it>!

12:43:52 From \*Eunice Shankland: Wendy, we should have some dance lessons.

12:43:55 From Sophie C: There's also something for me about the signals that we will all individually send out intentionally or otherwise

12:43:57 From JayneFleener: @ Wendy - dance performance is a great example of a lot of these ideas

12:43:58 From Karen Robinson (She/Her): @Jen I suppose we could zoom in and zoom out and see how the meaning changes at each scale

12:44:09 From Wendy C. Morris: Depending on my social location - I may perceive what's happening as a weak signal or a shrieking siren

12:44:10 From Jen Heeg (jenheeg@gmail.com): @Karen I like that

12:44:20 From Miriam Bayes: are these birds weak signals?

12:44:54 From Robin Athey: Thank you, @wendy, for grounding this in dance. Helps me to imagine leadership situations.

12:45:12 From Marie Murtagh: your body is also a place for storing memories

12:45:19 From Robin Athey: Amen

12:45:42 From Royce Holladay (she/her): I agree, @Sophie—we send out signals, even as we are attending to them...

12:45:50 From JayneFleener: That is why you should never clean someone else's desk - we know our own mess and things will surface when we need them. Love the picture!

12:46:18 From 🍷 Faye | Global Communities: yes @Marie

12:46:41 From Miriam Bayes: the relevance of writing a personal diary

12:46:46 From Pamela Smit, Ottawa, Canada: Thank you! Validates my rat nest that I treasure and frustrates me :-)

12:46:46 From \*Eunice Shankland: So true Marie. especially when you know you cannot count on your "brain" only but my whole whole body and experience for a better recall.

12:46:58 From Wendy C. Morris: Documenting what we expected, how we pivoted and why: rich source of learning

12:47:00 From Marie Murtagh: sometimes a little harder to retrieve and you want to be conscious of your minds interpretation, also very subtle

12:47:02 From Royce Holladay (she/her): I know that among my siblings, we each have pieces of stories from our shared history—and when we share our pieces, we make better sense of our past.

12:47:02 From Janice Jaguszewski: This concept resonates with the librarian in me...

- 12:47:36 From Karen Robinson (She/Her): This is how I've learned so many of my own health needs. By monitoring what happens and noticing patterns over time
- 12:47:50 From JayneFleener: @ Royce - love this idea of shared memories of "realities" of the past.
- 12:47:54 From Royce Holladay (she/her): @Eunice...so true...it's brain memories, body memories, emotional memories, etc.
- 12:47:57 From Sophie C: this is fascinating! Love this
- 12:47:59 From Tamela Handie: I love that approach @Royce.
- 12:48:35 From Robin Athey: Love these examples that ground the concepts - has me zooming in and out
- 12:48:43 From Leslie Patterson: And the act of making sense our collations and collections is important story-telling, yes? That's why I like the concept of "curating" our collections.
- 12:49:37 From Royce Holladay (she/her): I agree @Leslie...it all building the individual / group narrative that represents how we see/experience reality...
- 12:50:22 From JayneFleener: Short loops - is this also like collating "worthless" information, i.e., holding the pieces while also attending to the bigger and emerging patterns?
- 12:50:38 From Royce Holladay (she/her): And it takes her whole body making those tiny loops...in her feet, her legs, her core, arms, head...so many balancing acts going on in that instant.
- 12:50:46 From Marie Murtagh: interesting, @jayne... hmmm
- 12:51:07 From Charles Lee: On collations and collections: there is history in the wrinkles, crow's feet and greying hair I am collecting: )
- 12:51:10 From Royce Holladay (she/her): @Jayne...great insight.
- 12:51:17 From Marie Murtagh: I think so, thank you for putting it that way.
- 12:51:33 From Royce Holladay (she/her): Can I put that onto a T-shirt, Charles...Love that.
- 12:51:43 From JayneFleener: Important key for me with short loops - idea of mindfulness and presencing.
- 12:51:53 From Leslie Patterson: Amen, Charles Lee!
- 12:51:58 From Marie Murtagh: lol, @charles
- 12:52:02 From Marie Murtagh: +1



- 12:52:22 From Karen Robinson (She/Her): How would you sell this same principle to someone who is disconnecting from feeling and sensing in this way?
- 12:52:50 From Jen Heeg (jenheeg@gmail.com): Like mindlessly commuting home and then someone slams the brakes ahead of you
- 12:53:00 From Marie Murtagh: might have just been a suggestion for you, @karen
- 12:53:06 From Miriam Bayes: how to build this collective awareness ?
- 12:53:19 From Marie Murtagh: well, sort of. sorry.
- 12:53:20 From Royce Holladay (she/her): Great question, Karen. What would others say to her...What is the tension that makes them want to move away?
- 12:53:25 From \*Eunice Shankland: Great to hear that we take breath in very close rhythm. If you hold your breath too long... it will have adverse effect... i.e., keep track in short space of time.
- 12:54:10 From Marie Murtagh: miriam, i think karen's question could inform yours.
- 12:54:13 From Wendy C. Morris: Yes – the ballet dancer who has spent countless hours in practice --- playing with/ working with the interdependent pairs in the body: i.e., connect down <> lift up (even if that is just being directly over the center of support of your great toe) and lifting up through your abdominal core...
- 12:54:21 From Laura Williams: What do you see as the relationship between habit and patterns? Are habits a particular type of pattern? This came up in our learning group conversation recently...
- 12:54:25 From Marie Murtagh: the answer could inform your question, i mean.
- 12:55:41 From Marie Murtagh: i think i can feel what you're describing, @wendy!
- 12:56:07 From Elizabeth McNamee ATH: Building our individual and collective muscle memory for the practice.
- 12:56:11 From \*Eunice Shankland: Wow, Enrico. love your graphic representation .
- 12:56:14 From Royce Holladay (she/her): Laura, I think habits are just ingrained patterns. You have "rehearsed" a pattern to the point that you no longer think about what you are doing...That's what makes habits difficult to break...You have to make the tension and movement toward that pattern more recognizable and memorable.
- 12:57:00 From JayneFleener: Would "automaticity" substitute for "habits" in some of these ideas with short loops? Practicing a particular small move in order to make the entire dance appear and flow seamlessly?
- 12:58:12 From Laura Williams: Thanks @Royce...makes sense to me. A particular case of patterns...thank you!

12:58:51 From Daryton A. Ramsey: Thank you!

12:59:32 From Marie Murtagh: always an impactful experience in this community. thank you, everyone!! <3

12:59:33 From Laura Williams: Excellent! Sparked so many thoughts for me today. Thank you!!

12:59:34 From 🍷🍷 Faye | Global Communities: Such a rich conversation, thank you!

12:59:35 From Miriam Bayes: Thank you! As usual great learnings and reflections

12:59:40 From JayneFleener: As always, thank you Glenda, Royce and Mary. Always gain new insights.

12:59:41 From Royce Holladay (she/her): Also please check out the online Academy we are hosting this summer for educators.  
[Resilience in Turbulent Times: Build Adaptive Capacity in Schools](#)

12:59:42 From France Larouche: Thank you so much!

12:59:44 From \*Eunice Shankland: Other people's habits that clash with my habits, sort of calling me into attention. .. the beginning of deeper inquiry

12:59:51 From Sophie C: Thank you! Really enjoyed it:)

13:00:00 From Leslie Patterson: Thanks, as always.

13:00:23 From Marie-Aude Plante, Val-des-Monts, Québec, PSPC: thanks!

13:00:52 From Sophie C: yes please!

13:00:58 From Tom Kelly [CA,USA] (he/him) tom@tomeval.com: Thank you

13:01:00 From Ken Ithiphol: Thank you so much!

13:01:01 From \*Eunice Shankland: Thanks Glenda, Royce and Mary. Three awesome guides and teachers who poke into our consciousness and keep us on our toes.

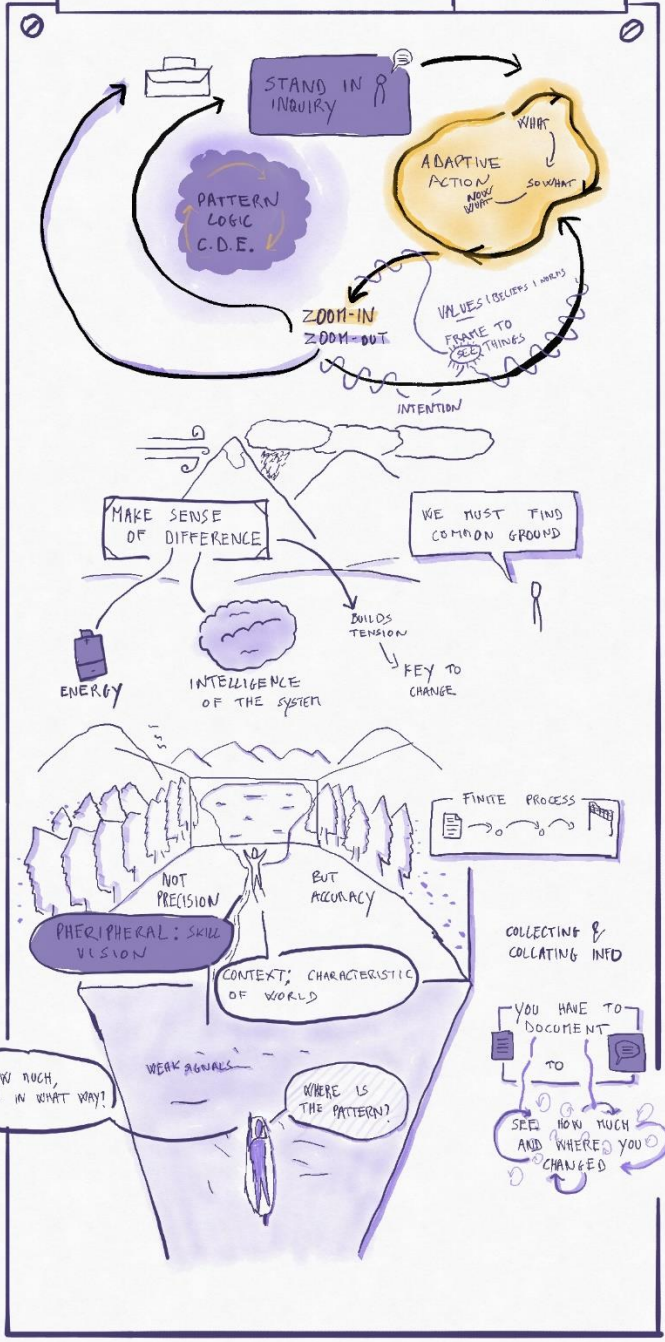
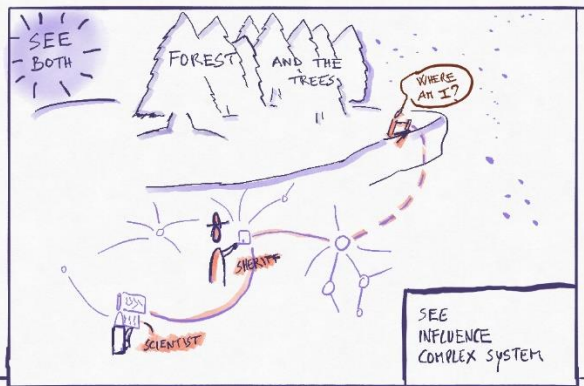
13:01:08 From \*Eunice Shankland: Thanks everyone.

13:01:09 From Bridget Kelly: Thanks, take care!

13:01:15 From Myron Lowe: Thanks

13:01:29 From oscar: Thanks Glenda

13:01:51 From Laura Williams: Awesome Enrico!!!



Scribing by Enrico Teotti