

Live Virtual Workshop | 05NOV20

See the Forest and the Trees: Managing Information Overload

- 00:16:35 Barbara Tuckner: I wonder what underload looks like?
- 00:16:54 Royce Holladay, (she/her) in Circle Pines, MN, US: Great question, @Barb.
- 00:20:32 Miriam Bayes Genis: Miram from Barcelona
- 00:21:54 Royce Holladay, (she/her) in Circle Pines, MN, US: We talk about the Container, Differences, Exchanges in shorthand as C, D, or E...and they are the "conditions" we consider that shape the patterns we see.
- 00:24:57 Royce Holladay, (she/her) in Circle Pines, MN, US: Bring to mind a pattern that is of concern to you today? The rush of info—what is something there that is particularly significant to you? For instance...the amount Information I receive about COVID...
- 00:26:05 Royce Holladay, (she/her) in Circle Pines, MN, US: So when we ask you to focus on one challenge , we are zooming in
- 00:26:32 Bridget Kelly: The pattern that the questions are driven by the available information rather than being driven by what matters, and then the information used to answer
- 00:26:58 Barbara Tuckner: Information storage in our organization--on the surface it looks so tidy, but I cannot find what I want in a reasonable amount of time, or at all. Sigh...
- 00:27:25 Roya (she/they) Damabi: Do you think about containers in the same way as system boundaries/borders?
- 00:28:00 Royce Holladay, (she/her) in Circle Pines, MN, US: Zoom in to the smaller, more intimate container.
- 00:28:01 Helena Luginbuehl: zooming out helps me not to forget the "big picture"
- 00:28:08 barriemcclune: How do you know that what you zoom in on matters?
- 00:28:09 Emma Pearson: Zooming in is a classic strategy for overwhelm (e.g., grief/loss) and becoming grounded in the moment.... Seeing things that start with the letter A... focusing on breath... So like Mindfulness. I hadn't thought of Zooming In as Mindfulness practice before
- 00:28:09 Donna Bivens: Just that is helpful. I am managing SO many containers. Reading, friend's and loved one's issues and thinking through, Clients info, etc, etc
- 00:28:19 Steve Legler: Zooming in equates to focus and concentration (?)
- 00:28:45 Royce Holladay, (she/her) in Circle Pines, MN, US: Right @ Steve.

- 00:29:37 Janice (she/her) Jaguszewski: Like scoping a project -- so many possibilities, but focusing on what's most critical, doable?
- 00:30:15 Royce Holladay, (she/her) in Circle Pines, MN, US: @Janice...Yes, that's always where we start...but as you know, sometimes it's really something else ...and you get to that. .
- 00:31:08 Royce Holladay, (she/her) in Circle Pines, MN, US: Great examples, Emma, of ways to zoom in.
- 00:31:13 Janice (she/her) Jaguszewski: Yes... often something else.
- 00:31:15 Roya (she/they) Damabi: Thank you!
- 00:33:30 Royce Holladay, (she/her) in Circle Pines, MN, US: In coaching, I start with the "container" the client names as the "issue", and then as we work together they shift to a more focused container...or maybe a whole different container. Moving with the client...staying in inquiry about which one they are in at any fine time and the differences that matter there.
- 00:34:12 Karin vonKrenner: am getting an echo from Glenda
- 00:35:08 Roya (she/they) Damabi: Can you say more about how the potential for change is in the difference? Rather than, say, the pattern?
- 00:35:09 Miriam Bayes Genis: @Rocy, great way to approach the client, thanks!
- 00:35:45 Roya (she/they) Damabi: Or is the pattern the difference? lol
- 00:37:33 April Schnell: Please geek out!
- 00:38:24 Tamela Handie: One pattern that I find disturbing is the title of coach. Something about that title brings out a negative feeling in my body. I believe in guidance but don't like the word coach.
- 00:38:27 Didem Crosby: I was reading a paper recently on Diversity in Collaborative Task Systems by Vasina which discussed that differences in groups are the source of creativity and solutions and groups' tendency is to suppress differences (it is normal reactions of humans as social animals) - it made me smile as HSD methodically invites us to harness those differences.
- 00:38:58 Steve Legler: The value of diversity also came to mind for me
- 00:39:11 Royce Holladay, (she/her) in Circle Pines, MN, US: In coaching, consulting, etc. it often includes the difference between where the client is and where they need to be. If they don't; recognize or experience that difference, they are not going to know there's a movement to be had.
- 00:40:16 Tamela Handie: So true @Royce. There must be some enlightenment or discovery that happens on the client's part.

- 00:40:28 Royce Holladay, (she/her) in Circle Pines, MN, US: Exactly Didem...thanks for that thought....The differences are important...bringing in new ideas or new targets or aspirations, etc. We. Just need to learn to stand in inquiry in those idfferences to find new ways.
- 00:41:00 Royce Holladay, (she/her) in Circle Pines, MN, US: Yes, Steve, do you want to say more?
- 00:42:36 Janice (she/her) Jaguszewski: "Stand in inquiry in those differences..." love this
- 00:42:57 Royce Holladay, (she/her) in Circle Pines, MN, US: These are the means toward action...We have to take action,,,in some way...to change the pattern.
- 00:45:12 Royce Holladay, (she/her) in Circle Pines, MN, US: I had thought for a long time that I wanted to stop smoking. I thought about where/when I smoked. I thought about its impact on my health, life. But it wasn't until I took action to NOT SMOKE, I didn't not change the pattern.
- 00:45:39 Royce Holladay, (she/her) in Circle Pines, MN, US: I mean I did not change the pattern
- 00:46:48 Karin: Can anybody define "diversity" for me? It has become such an overused and unclear term
- 00:47:03 Tamela Handie: Great point @Royce. Makes me think about my desire to lose weight years ago. Thought about it a lot, but nothing happened on the scale until I decided to actually do something about it....walking and changing my eating habits.
- 00:47:32 Jessica Riehl: With school at home, I have had to choose which containers (iPad time, Spanish immersion) has the difference that matters...and then shift it. I chose to shift patterns around iPad/screen time to improve my kiddo's wellbeing.
- 00:48:12 Royce Holladay, (she/her) in Circle Pines, MN, US: @Karin, In HSD , we talk generally about diversity as any differences in the system. There are all kinds of diversity—gender race age, experience, etc., So we "zoom in" on the particular diversity that matters at this point. Does that help?
- 00:48:43 Royce Holladay, (she/her) in Circle Pines, MN, US: Great point Tamela...Me too.
- 00:49:17 Royce Holladay, (she/her) in Circle Pines, MN, US: Jessica, great example of the zoom out to zoom in...what is your child's wellbeing? How does that one thing impact it?
- 00:49:37 Tamela Handie: What comes to mind for me @Karin is diversity in all of the frequently used ways...race, gender, sexual orientation, etc., but

diversity of thought is really important to me. Having a room full of people that think the same way may limit creativity and innovation.

- 00:49:53 Barbara Tuckner: In general, I notice that there was SOOOO much emphasis in the US to get out and VOTE!
- 00:51:08 Jessica Riehl: With wellbeing, there seems to be a bucket of attention/focus and the iPad drains it more quickly than more analog approaches. When the bucket is drained, some things become harder (reading) resulting in meltdowns because he can't do what we've asked.
- 00:51:29 Royce Holladay, (she/her) in Circle Pines, MN, US: Absolutely Tamela...so many of the lesser considered differences are the ones that trigger action....Gender, Race are big differences, but I can't do anything about that. But the differences of how we treat each other, based on race or gender...are something I might be able to change for myself, or talking wit others about change.
- 00:52:35 Royce Holladay, (she/her) in Circle Pines, MN, US: What a pattern spotter, Jessica...In general you notice....On the one hand, I-pads have alot to offer...on the other hand, it drains energy and makes other things difficult.
- 00:52:48 Jessica Riehl: @royce...yes!
- 00:52:50 barriemcclune: Individual versus collective
- 00:53:29 Barbara Tuckner: Expert versus Public
- 00:54:12 Bridget Kelly: distributed knowledge.....codified knowledge
- 00:54:59 Steve Legler: Me versus We
- 00:55:52 Jessica Riehl: Parent vs teacher
- 00:56:54 Donna Bivens: Yes!
- 00:57:08 Barbara Tuckner: Yes Royce... this, And...
- 00:57:50 Steve Legler: AND, as in Yes, AND...
- 00:58:09 Donna Bivens: I think you already do it when you say there's a tension between...
- 00:58:16 Royce Holladay, (she/her) in Circle Pines, MN, US: Thanks, Barb...and Steve. Good suggestions.
- 00:58:21 Bridget Kelly: A gem for today: I am often trying to shift either/or mentalities to both/and mentalities but I am going to try more often to shift people to "which, to what extent, when"

- 00:58:24 Royce Holladay, (she/her) in Circle Pines, MN, US: Donna, can you say more>>>
- 00:58:25 barriemcclune: Yes, "on the one hand" opens up the independent pairs to a whole new dimension.
- 00:58:55 Donna Bivens: I mean as opposed to "versus"
- 00:59:41 Royce Holladay, (she/her) in Circle Pines, MN, US: That's what I have found, Barrie. I find it really helpful with consulting and coaching client to help them find two possible "ends" in the tension—it opens choice rather than closing down to "musts"
- 01:00:02 Royce Holladay, (she/her) in Circle Pines, MN, US: Thanks Donna...that's helpful. Just saying the "tension between the two."
- 01:00:56 Royce Holladay, (she/her) in Circle Pines, MN, US: @Bridget I have found that to be really helpful. Which one, to what extent, when?
- 01:02:01 Royce Holladay, (she/her) in Circle Pines, MN, US: Accumulating anomalies signal a paradigm/systemic change.
- 01:03:23 Bridget Kelly: I appreciate how much this resonates with robust mixed methods research and evaluation in which the analytical framework incorporates explicit attention to convergence, divergence, unexpected findings, and further questions
- 01:03:27 Roya (she/they) Damabi: What is the fifth one?
- 01:04:05 Royce Holladay, (she/her) in Circle Pines, MN, US: It moves us from judgement...It questions our assumptions, It helps me invite others into exploration and and it helps me reflect on my own stuff...the practices of inquiry that we talked about earlier\
- 01:04:30 Uta Langley: Is the background part of the patterns? I look at the big dots of red light
- 01:05:07 Uta Langley: body language of disengagement
- 01:06:37 Royce Holladay, (she/her) in Circle Pines, MN, US: The fifth one is "Contradictions: In general I seeexcept sometimes...." And another one that educators sometimes add is "This is like something I remember...."
- 01:07:16 Royce Holladay, (she/her) in Circle Pines, MN, US: That one from educators is thanks to our sister, Leslie, who is a lifelong amazing educator and educator of educators
- 01:07:53 Leslie: Aw, gee. (I have had some great mentors and partners, eh?)

01:08:23 Jessica Riehl: How does the converse work: What are the sources of information that overwhelm you?

01:08:58 Royce Holladay, (she/her) in Circle Pines, MN, US: For instance...can you zoom in to what it is you need or want to know? Then what more do you need to be "whelmed"....

01:09:06 Royce Holladay, (she/her) in Circle Pines, MN, US: How about that Jessica? How does that fit?

01:10:04 Jessica Riehl: Yes, that was my intuition...I just notice where I don't have enough information and the lack of info overwhelms me just as much...

01:10:05 Uta Langley: I wonder how I can present the qualitative and quantitative data in an HSD way without overwhelming my audience/readers

01:10:23 Leslie: I'm wondering how the Pattern Spotters might be used to help us all become more critical and wise consumers of info from various media
...

01:10:47 Bridget Kelly: @Uta I have had a lot of success with first focusing on findings within data sources and then the patterns across them

01:10:53 Tamara Nicholl-Smith: Thank you! Dropping to go to a meeting.

01:10:54 Royce Holladay, (she/her) in Circle Pines, MN, US: Great question Uta...Like asking them what matters to them...let them do their own zoom in and ask them what they see...or etc.

01:10:55 Roya (she/they) Damabi: I have to run away. Thank you so much, Glenda and Royce - another generative webinar for me. Have a super rest of your day, everyone!

01:11:01 Royce Holladay, (she/her) in Circle Pines, MN, US: Thanks Tamara. Come back sometime

01:11:11 Royce Holladay, (she/her) in Circle Pines, MN, US: thanks. Roya...

01:11:22 barriemcclune: Thank you so much!

01:11:28 Bridget Kelly: @Uta that eliminates competition about which data is more 'valid', each has its own validity and then they work together

01:11:29 barriemcclune: My desktop is getting heavily populated with HSD quote sticky notes. "Which/to what extent/when."

01:11:30 Leslie: Gracias —

01:11:34 Janice (she/her) Jaguszewski: Thank you!

01:11:36 Barbara Tuckner: Thanks everyone!

01:11:37 Helena Luginbuehl: Thanks!!!

01:11:40 Jessica Riehl: Thank you! Lovely to be in this space again!

01:11:41 nicoleta: THANK YUOU SO MUCH

01:11:42 Donna Bivens: Thank you

01:11:44 inesrego: obrigada, bye

01:11:46 Didem Crosby: ye.. Lovely to see familiar faces

01:11:49 Kari: Thanks.

01:11:49 Didem Crosby: Bye

01:11:52 Antonella Pagliarani: Thanks for this window