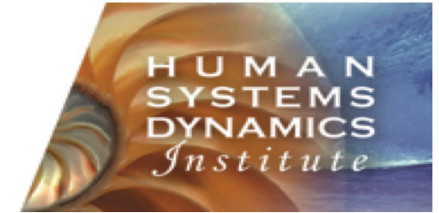# Human Systems Dynamics Institute

Quarterly Meeting
September 17, 2015

Welcome

Today's agenda:
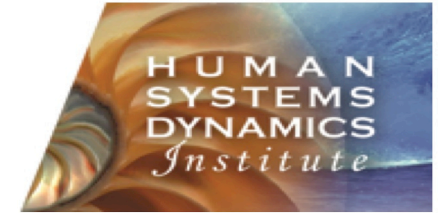
- Glenda Eoyang
  Network Evolves

- Leslie Patterson and Lecia Grossman
  HSD-Based Coaching Models

- Judy Tal and Sabina Amend
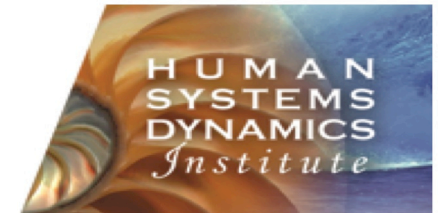 ***HSD Associates' Hives***

Network Evolves

Glenda Eoyang
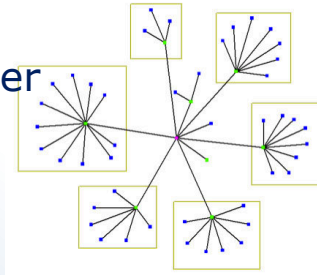
The HSD Network Evolves

- Networks map patterns of interaction and relationship in a system
- **Node**
  - Any agent in the system
  - Represented by a circle
- **Connection**
  - Link between two nodes
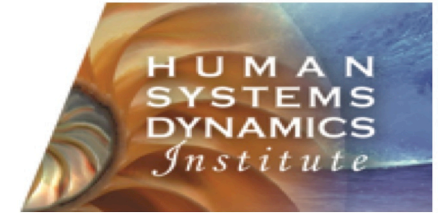 - Represented by a line

In the Beginning

Hub and Spoke

Concentrated info & power
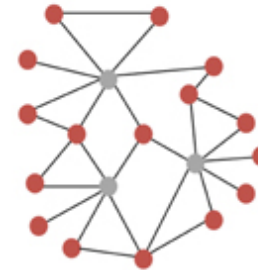Exhausted hub
Fragile structure
Predictable

Glenda was the hub
The Institute was the hub
The Network Board was the hub

Over Time

Scale-Free
Distributed info & power
Fit-for-function nodes
Robust structure
Unpredictable

"Hubs" were hubs
Centers were hubs
Locales were hubs
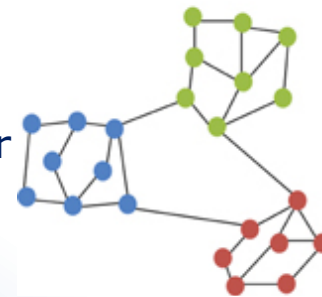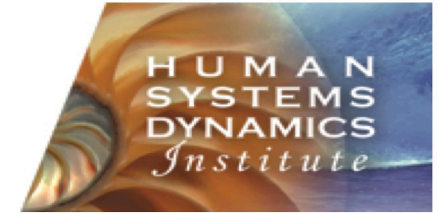
Next Evolution

YOU are the hubs:
- Use HSD
- Continue your learning
- Adapt models & methods
- Share your HSD story
- Invite others into the work

Small World

Localized info & power
Multiple hubs
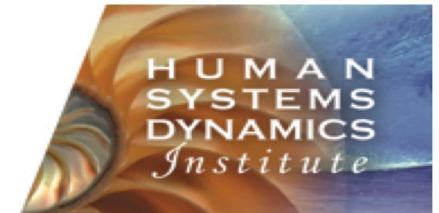Efficient structure
Predictable and not

HSD-Based Coaching Models

Lecia Grossman

Leslie Patterson
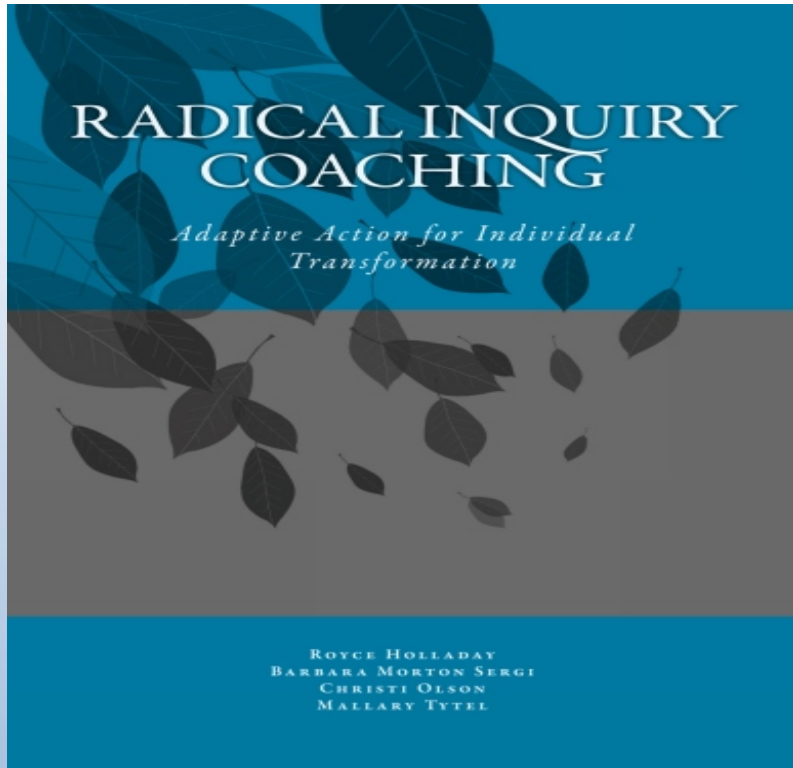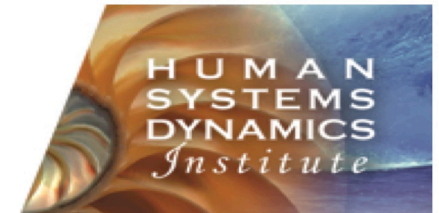
Human Systems Dynamics

Radical Inquiry Coaching

Goal & Role

GOAL: To help the client find fitness between current patterns and desired patterns to move toward ultimate goal/purpose.

ROLE: To stand in inquiry with the client to:

- See current and desired patterns

- Understand dynamics of those patterns

- Take Adaptive Action to influence patterns

Complex Adaptive System
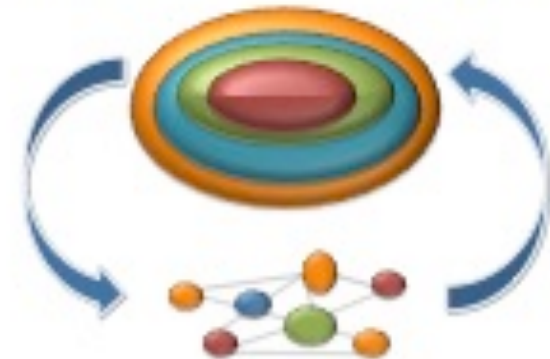
Radical Inquiry Protocol
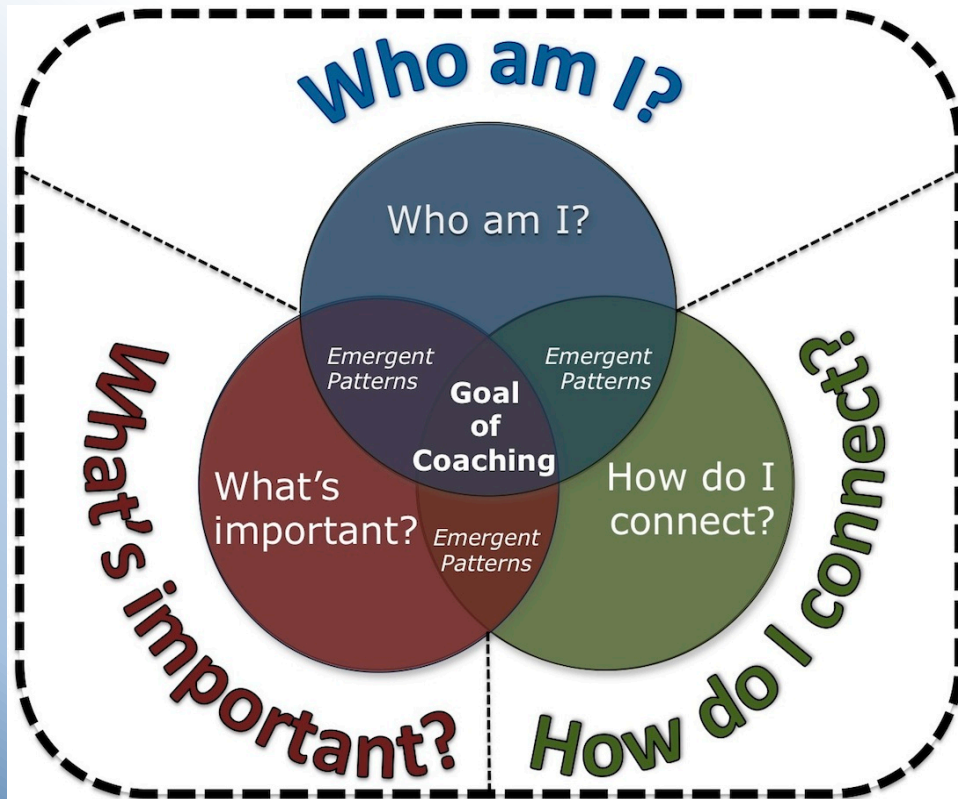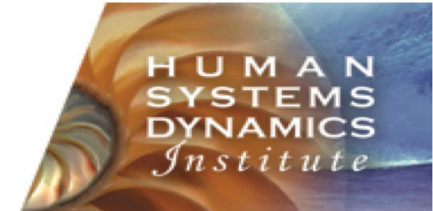
#1) Goal?

#2) What emergent patterns do I want to see?

#3a) Who am I?
#3b) What's important?
#3c) How do I connect?

#4) What Simple Rules can shape the patterns I want?

Adaptive Action

What is your issue pattern?
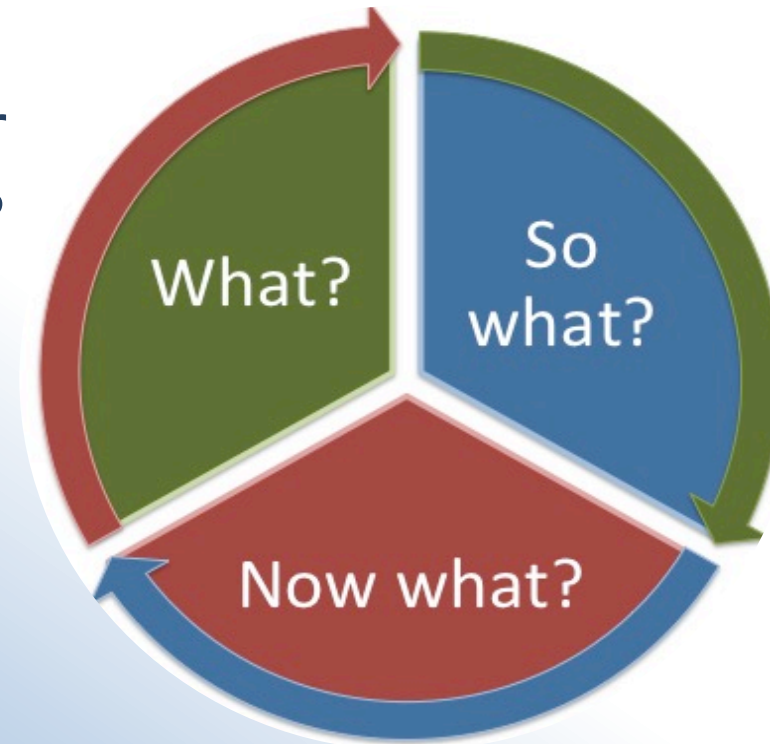
So what keeps you stuck?

So what are your options?

Now what will you do to shift the pattern?

Adaptive Action

What is your issue pattern?

So what keeps you stuck?
So what are your options?

Now what will you do to shift the pattern?

What?

So what?

Now what?

Same and Different

Same   Different

Landscape Diagram

Agreement

Far From

Close To

Certainty

Close To   Far From

Unstable

Decreasing Constraints

Emergent

Increasing Constraints

Stable

Four Truths

Objective Truth

Subjective Truth

Normative Truth

Complex Truth

HUMAN SYSTEMS DYNAMICS Institute
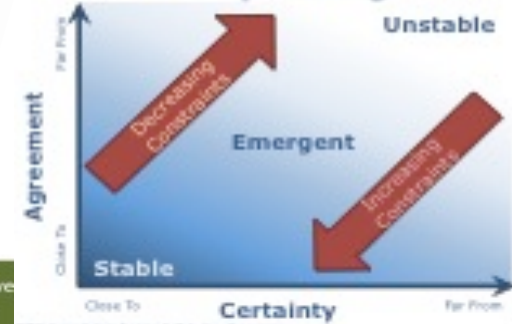
Next Up…

- Virtual HSD Coaching Program kicking off early 2016
- Email lgrossman@hsdinstitute.org if interested

HSD Adaptive Coaching for Instruction

GOAL: To support instructional coaches as they help teachers use Adaptive Action

ROLE: To ask questions about

- Beliefs

- Desired patterns

- Radical Rules

- Practices, Methods, Models
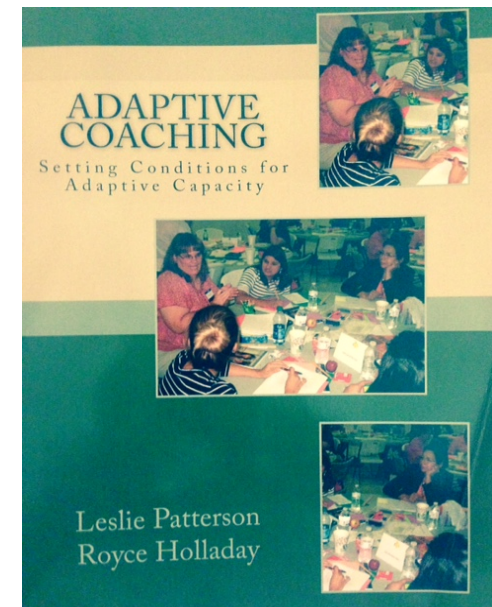
What Support
Is Fit for Purpose?

Random Exploration

HSD Adaptive Coaching for Teaching Praxis

Low ---**AGREEMENT**---High

High------------**CERTAINTY** -------------- Low

Technical Coaching on a Particular Method

HUMAN SYSTEMS DYNAMICS *Institute*

HSD Adaptive Coaches Ask Questions about Praxis

Practices

Beliefs

TEACHING PRAXIS

Radical Rules

Patterns of Generative Learning

9/17/15 8:35 AM

17

What Do We Believe?

Learning

Adaptation

Adaptive Capacity

Resilience and Sustainability
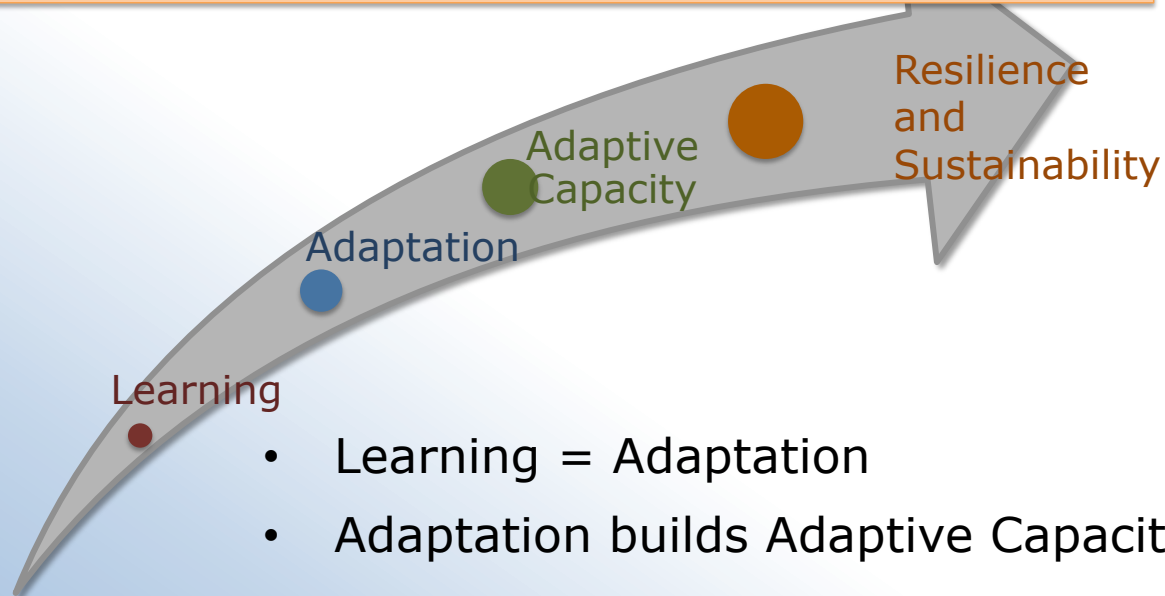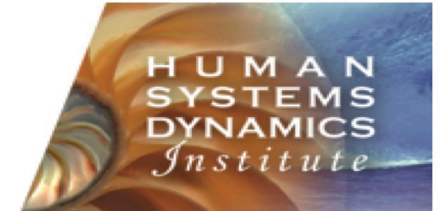
- Learning = Adaptation
- Adaptation builds Adaptive Capacity
- Adaptive Capacity sets conditions for Resilience and Sustainability
- This works for individual learning AND collective learning

What Patterns Do We Want to See?

Empathy and Community

Deep Content Learning

Inquiry

Authenticity

Modeling and Apprenticeship

Re-Visioning

Dialogue

HUMAN SYSTEMS DYNAMICS Institute
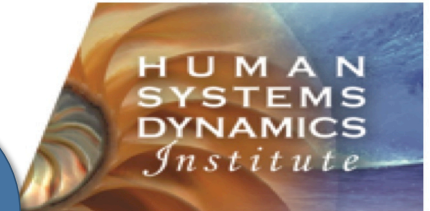
How Shall
We Engage?

Teach and learn in every interaction

See, understand, and influence patterns

Attend to the whole, the part, and the greater whole

Recognize and build on assets of self and others

Seek the true and the useful

Act with courage

Engage in joyful practice

What practices are most useful?

Generative Instructional Practices

Adaptive Action

What HSD methods/models?

HSD Adaptive Coaching for Instruction
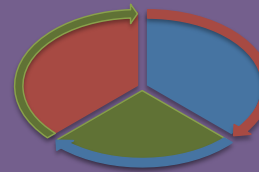
What patterns do we see?

What patterns do we want to see?

Who are we and what do we believe?

What instructional practices?

What HSD methods/ models?

How do we engage?
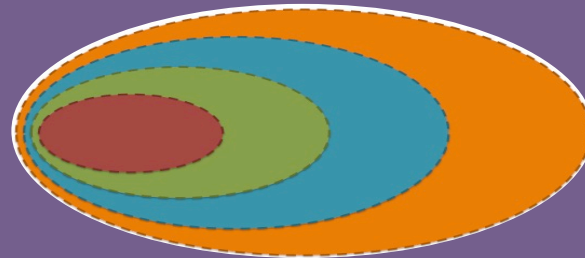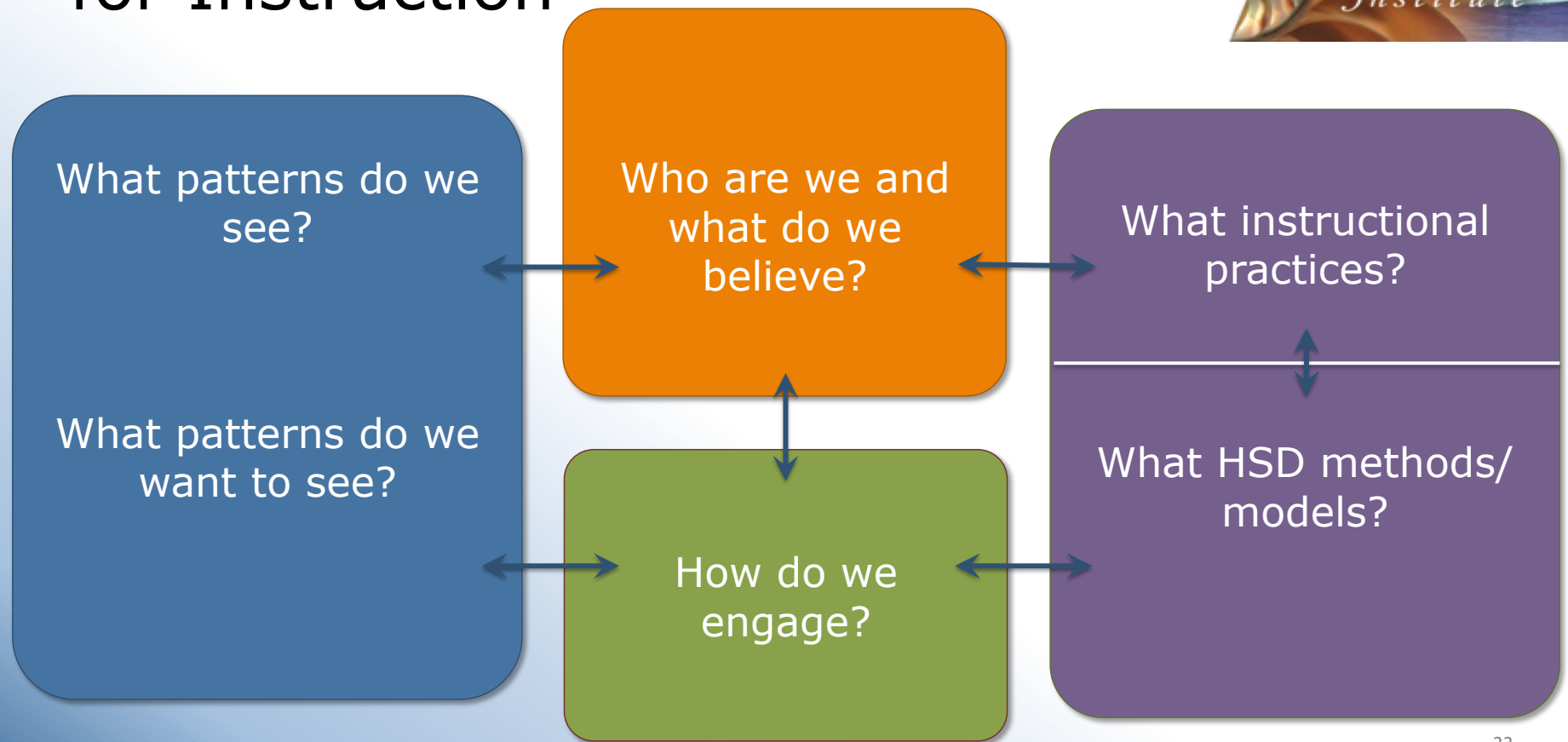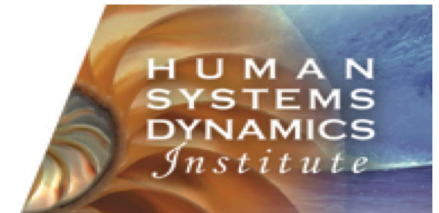
Now What?

- July, 2015 – 3-day Adaptive Coaching Institute plus follow-up support

- 14 participants in Dallas area in partnership with a National Writing Project site

- January, 2016 – Revise/refine design and materials

HSD Associates' Hive

Judy Tal

Sabine Amend

HSD Associate's HIVE

- HSD Associates practicing HSD

- Process informed by HSD

- Capacity Building

Who? Where? When?

- Small cells of HSDP colleagues (6-8)

- Regular virtual meetings (bi-weekly)

- Definite but limited time-length (3-4 months)

How?

- Facilitated/hosted process (not taught!)

- Practice Adaptive action & HSD Simple Rules

- Using your "real life" material

- Supporting and being supported with HSDP wisdom and skills

Commitments

- Showing up to most meetings/full length

- Practicing and inquiring

- Honoring confidentiality for trust/safety

- Stewarding sustainability: Pay fee to cover preparation and hosting ($40 per month; hosts also pay this)

Containers

- Virtual Meeting room (AC)
- Fixed period (3-4 months)
- Fixed dates (90' twice a month)

- Emergent content (per meeting)
- HSD praxis and lingo

- HSD Associates
- HIVE members
- Cell members

Conditions to self-organize

Differences

- Cohort
- Field of Practice
- Age/Gender/Location

- Education/Expertise
- Occupation/Position
- Disciplines

- Participation vs. Hosting
- Communication style
- Interpretation
- Culture

Conditions to self-organize
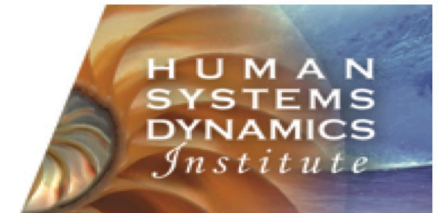
Exchanges

- Virtual/Verbal
- Following a fixed Scheme
- Teach & Learn
- Synchronic (in the moment)

Exchanges within the HIVE are meant to be emergent respectful to the HSD Simple Rules

Content and interpretation are meant to emerge in a self organizing manner

Responsibility and accountability on the outcomes are mutual and cooperative

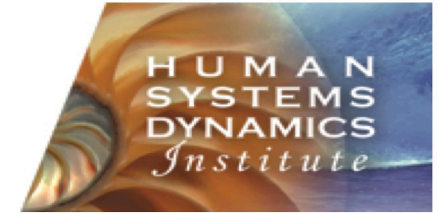# Opportunities

Spin-Off Activities – Outside the Hive:

Inspired by Hive exchanges, opportunities for further activities are likely to emerge.

For example:
Project-focused collaborations
Buying in "taught" sessions (to deepen or clarify concepts, knowledge)
Showcasing "live" HSD processes with clients present
Your creative HSD endeavors

Any agreements on commitment, time, money, and additional ground rules will be made separately for these additional activities. They do not affect the structure or commitments with the HIVE.

Information for action

You can register by sending an e-mail to either of us:
Sabine – dialog@kultur-und-management.com
Judy – jtal@hsdinstitute.org

We'll be happy to get your feedback or answer your questions, and delighted to inform you how to engage as a host

Four options are available (starting October 2015):

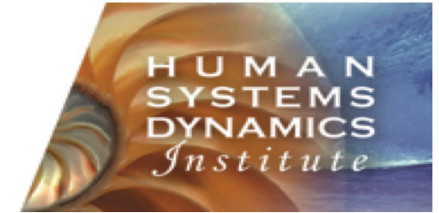**1st and 3rd Tuesdays** - 7:00 - 8:30 am CDT, 2:00 - 3:30 pm CEU
1st and 3rd Wednesdays - 7:00 - 8:30 am CDT, 2:00 – 3:30 pm CEU
2nd and 4th Wednesdays – 1:00 - 2:30 pm CDT, 8:00 – 9:30 pm CEU
1st and 3rd Thursdays - 07:00 - 08:30 am CDT, 02:00 – 03:30 pm CEU
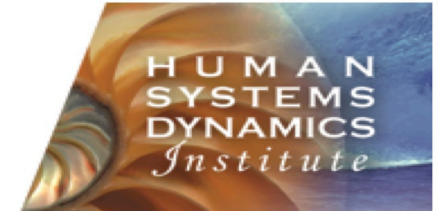
Dates for January – March 2016 will be published in December

Thanks so much!

- To the presenters
  - Glenda
  - Leslie and Lecia
  - Judy and Sabine
- To Mary for her help with production
- To each of you for being here with your hearts, hands, and minds!

Join Us!

Oct 1, 7 pm CDT	*Teacher Stories for Change: Building Learning Networks*
Oct 8, 11 am CDT	*LVW: Heterarchy - Change in the Fast Lane*
Nov 5, 11 am CDT	*LVW: Adaptive Action Comes Home: Integrating Emotional Knowing*
Nov 5, 7 pm CDT	*Teacher Stories for Change: What Makes a Powerful Story?*

- Register for the next Live Virtual Workshop:
  http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration
- Register for the Educator series: http://bit.ly/teacher_stories