



Quarterly Virtual Mini-Conference

Associates Share Their HSD Stories

June 15, 2017

Nothing is intractable.



Welcome!

- ▶ Glenda Eoyang
Patterns to Shape Our HSD Future
- ▶ Julian Chender
Empowering Change Agents
- ▶ Leslie Patterson
Setting Conditions for Learning Ecologies
- ▶ Jennifer Jones-Patulli
Questions for Adaptive Action Cycles



HUMAN SYSTEMS
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Glenda Eoyang: Patterns to Shape Our HSD Future



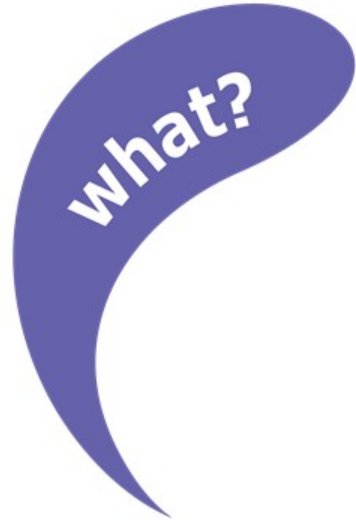
Glenda Eoyang

Patterns to Shape Our HSD Future:
*Collective and Individual
Options for Action*



— Adaptive Action —

What patterns will
shape our collective
future?





— Adaptive Action —

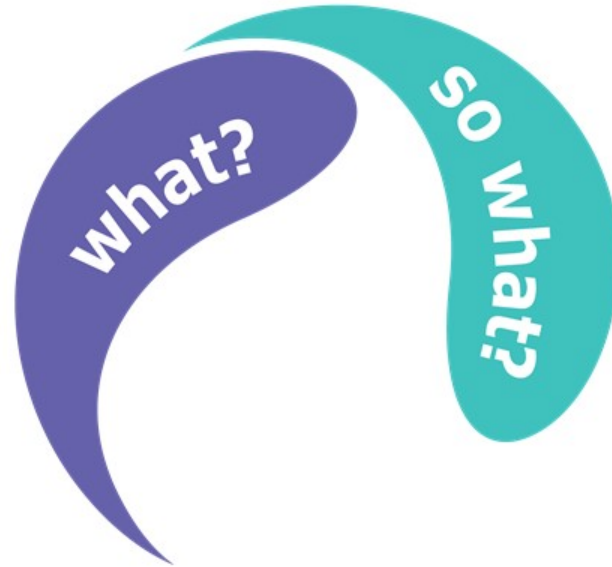
What patterns will
shape our collective
future?

- ▶ Environment
- ▶ Health care
- ▶ Civic engagement
- ▶ Social services
- ▶ Education
- ▶ Peace





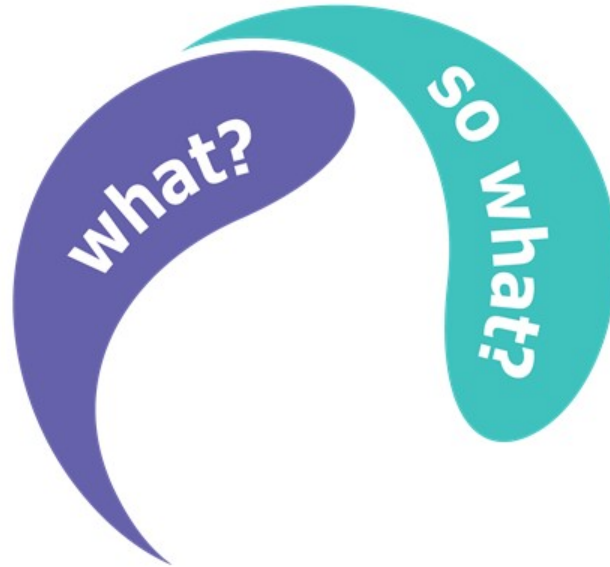
— Adaptive Action —



So what informs your
next wise action?



— Adaptive Action —

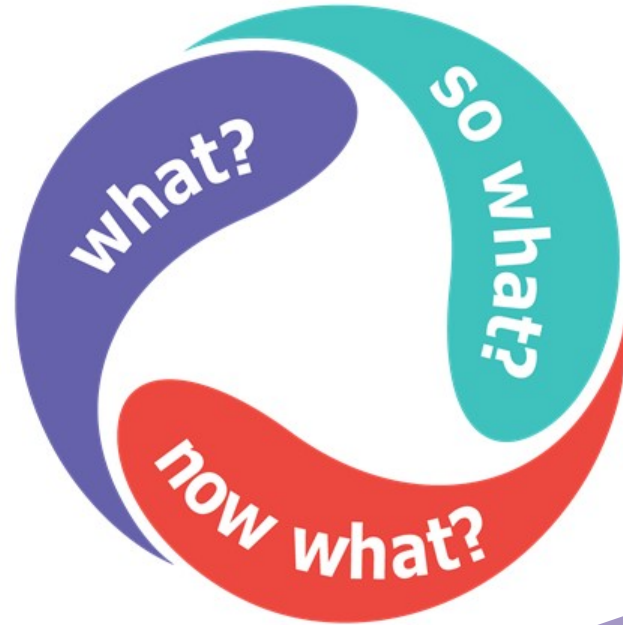


So what informs your next wise action?

- ▶ Inquiry
- ▶ Adaptive Action
- ▶ Pattern Logic



— Adaptive Action —



Now what will
you do?

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NOW WHAT? Your HSD Options for Action

- ▶ Document and share your own Adaptive Action Experiments
- ▶ Connect with other HSD Associates
- ▶ Attend an Adaptive Action Lab
- ▶ Access resources on the website
- ▶ Invite us into your projects or organization
- ▶ Share your HSD story



Julian Chender: Empowering Change Agents



Julian Chender

Empowering Change Agents:
*Teaching Adaptive Action
in the U.S. Federal Government*



Context

- ▶ National Institute of Allergy and Infectious Disease (NIAID) / National Institutes of Health (NIH)
- ▶ 4,000 people in suburban Washington, DC and Hamilton, Montana
- ▶ System is decentralized, yet power is top heavy



Approach

- ▶ A scientific approach to leadership for the 21st century
- ▶ Transformational and Informational Learning
- ▶ Help people see their agency in the system



Goals

- ▶ Foster a more agile and adaptive leadership culture
- ▶ Empower leaders at all levels of system
- ▶ Build bridges across organizational silos



Leading NIAID in the 21st Century

- ▶ Four morning sessions, 3 hours each
- ▶ Two weeks between sessions
- ▶ 15-20 people per cohort
- ▶ Cohorts split by grade, which closely aligns with formal supervisory responsibilities



Content

- ▶ Newtonian and Quantum Organizations (Wheatly)
- ▶ Use of Self (Jamieson, Auron, and Shechtman)
- ▶ Unique Cultural Lens (Zaldivar)
- ▶ Appreciative Stance (Zaldivar)
- ▶ Adaptive Action (Eoyang and Holladay)



Results

- ▶ Awareness of choices in behavior
- ▶ Intentional actions to influence the system
- ▶ Greater sense of influence and leadership
- ▶ More hope for the future



Leslie Patterson: Setting Conditions for Learning Ecologies



Leslie Patterson

Setting Conditions:
*Creating Learning and Literacy
Ecologies*



NWP NATIONAL WRITING PROJECT

- Institutes
- Workshops
- Writing Camps
- Writing Retreats
- Coaching/Mentoring
- And more . . .

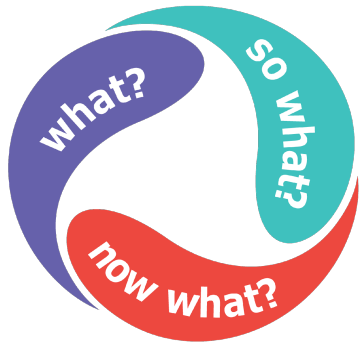


Setting Conditions in Learning/Literacy Ecologies

- ▶ Literacy is open, diverse, and nonlinear.
- ▶ Learning emerges from Adaptive Action.
- ▶ Teachers can only set conditions to make learning more or less likely.
- ▶ Conditions set by outsiders matter inside the classroom.



Adaptive Action 4 Big Questions



- Who are we?
- What is our focus?
- What matters most?
- How do we work together?

Pattern Logic

- What? (patterns)
- So what? (4 Big Questions)
- Now what? (patterns)
- Now what? (coherence)



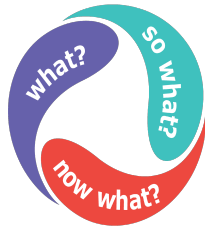
Patterns We Want to Create in Learning Ecologies

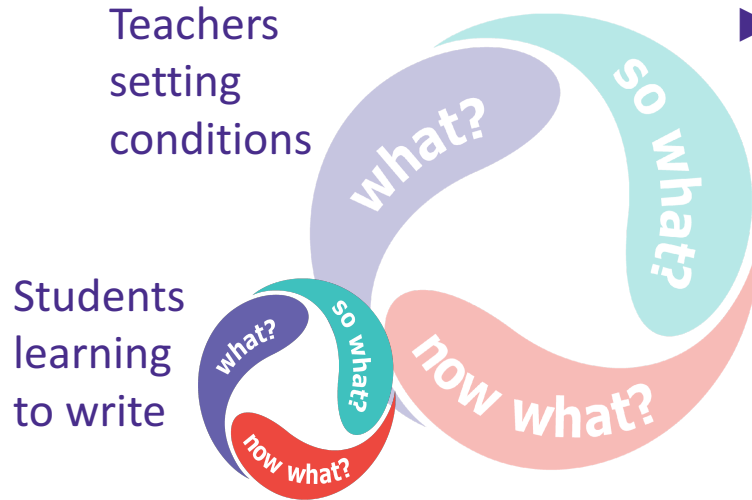
- ▶ Empathy
- ▶ Inquiry
- ▶ Dialogue
- ▶ Authenticity
- ▶ Apprenticeship
- ▶ Re-visioning
- ▶ Deep Content Learning



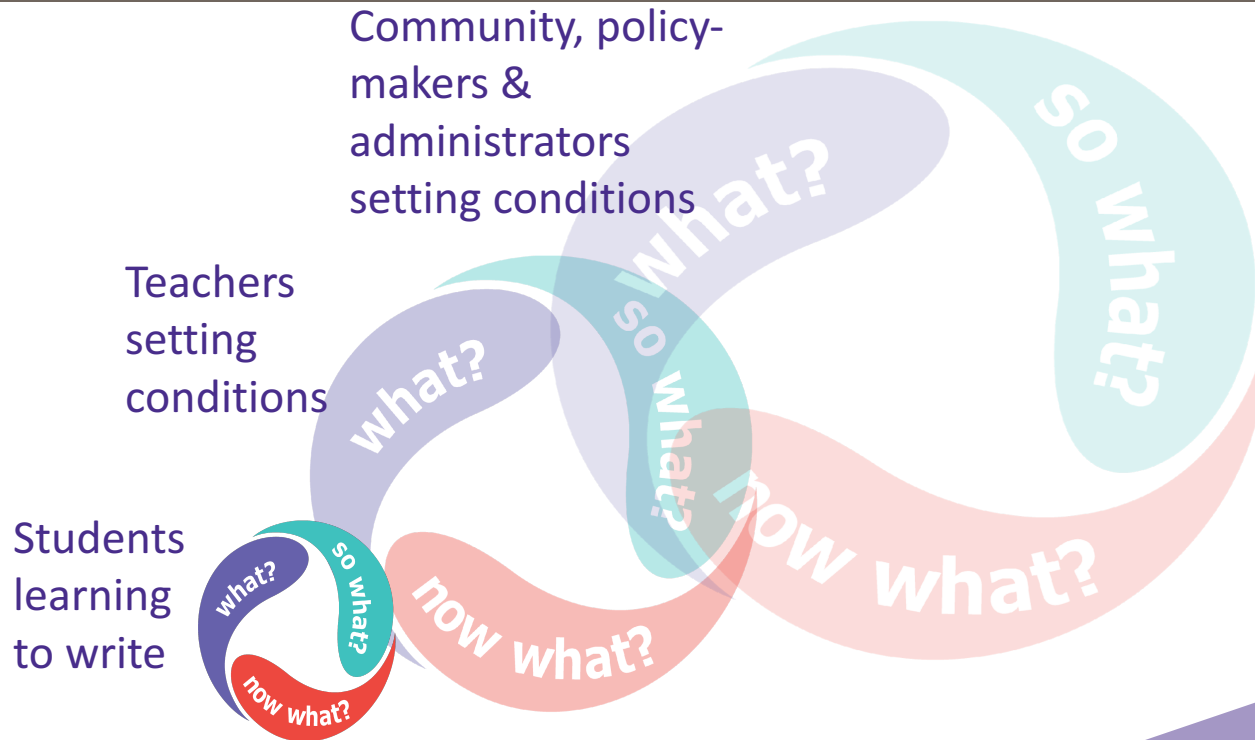
- ▶ What do I want to say? (To whom? What purpose?)
- ▶ What are my choices (author's craft/decisions)?
- ▶ So what would these choices mean?
- ▶ Now what shall I write?

Students
learning to
write.





- ▶ What patterns do I want to see?
- ▶ What are my instructional choices?
- ▶ So what would these choices mean?
- ▶ Now what shall we do together?





Learning Deep: Tools to Grow a Professional Learning Ecology

Four two-hour online sessions

- ▶ Connect professional learning to student achievement
- ▶ Find an authentic focus professional learning
- ▶ Sustain engagement and productivity over time
- ▶ Support system-wide change

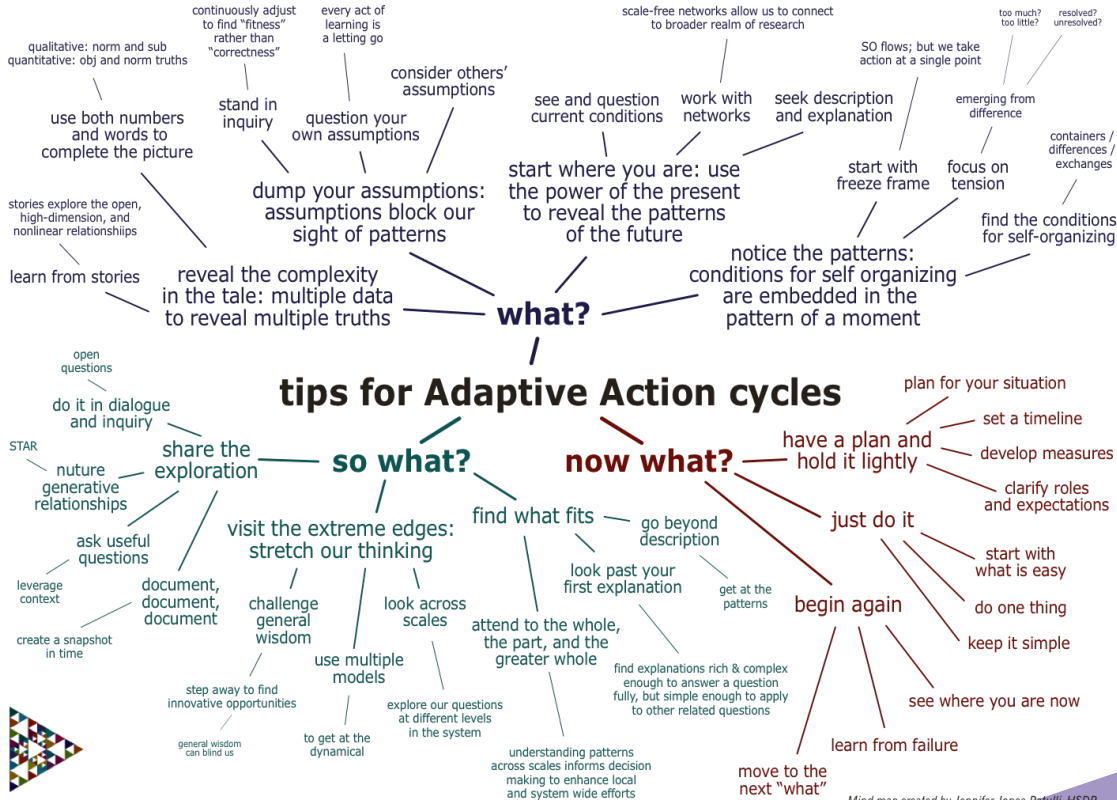


Jennifer Jones-Patulli: Questions for Adaptive Action Cycles



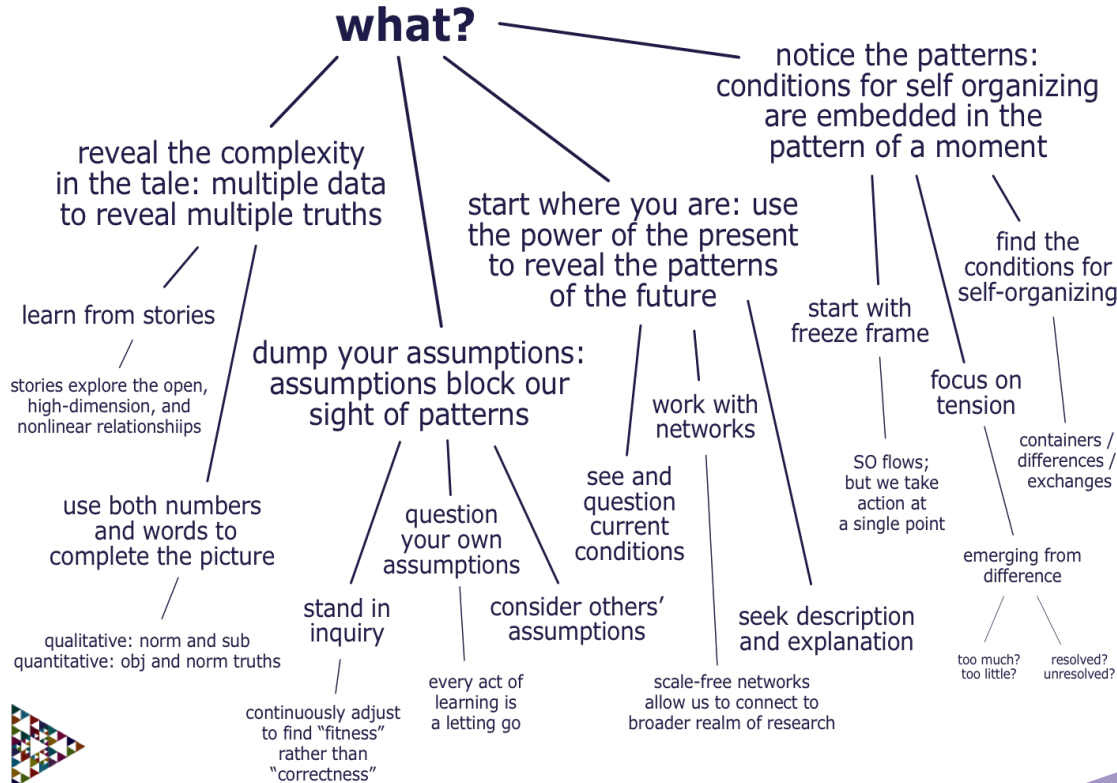
Jennifer Jones-Patulli

Adaptive Action:
So Many Questions



Make Sense of Adaptive Action Questions!





Make Sense of What?

- ▶ reveal the complexity
- ▶ dump your assumptions
- ▶ start where you are
- ▶ notice the patterns





so what?



Make Sense of So What?

- ▶ share the exploration
- ▶ visit the extreme edges
- ▶ find what fits





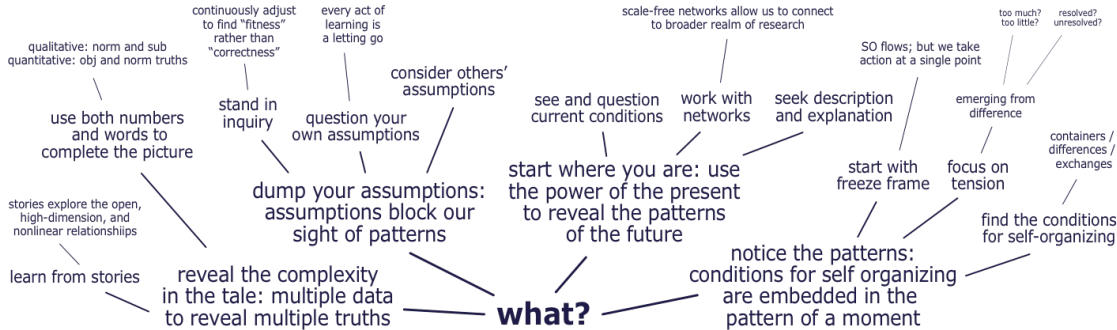
now what?



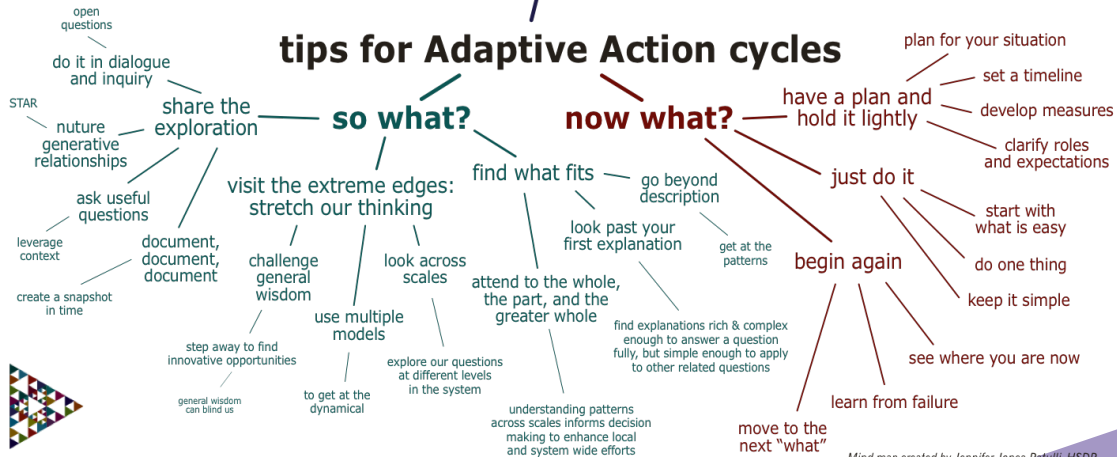
Make Sense of **Now What?**

- ▶ begin again
- ▶ just do it
- ▶ have a plan and hold it lightly



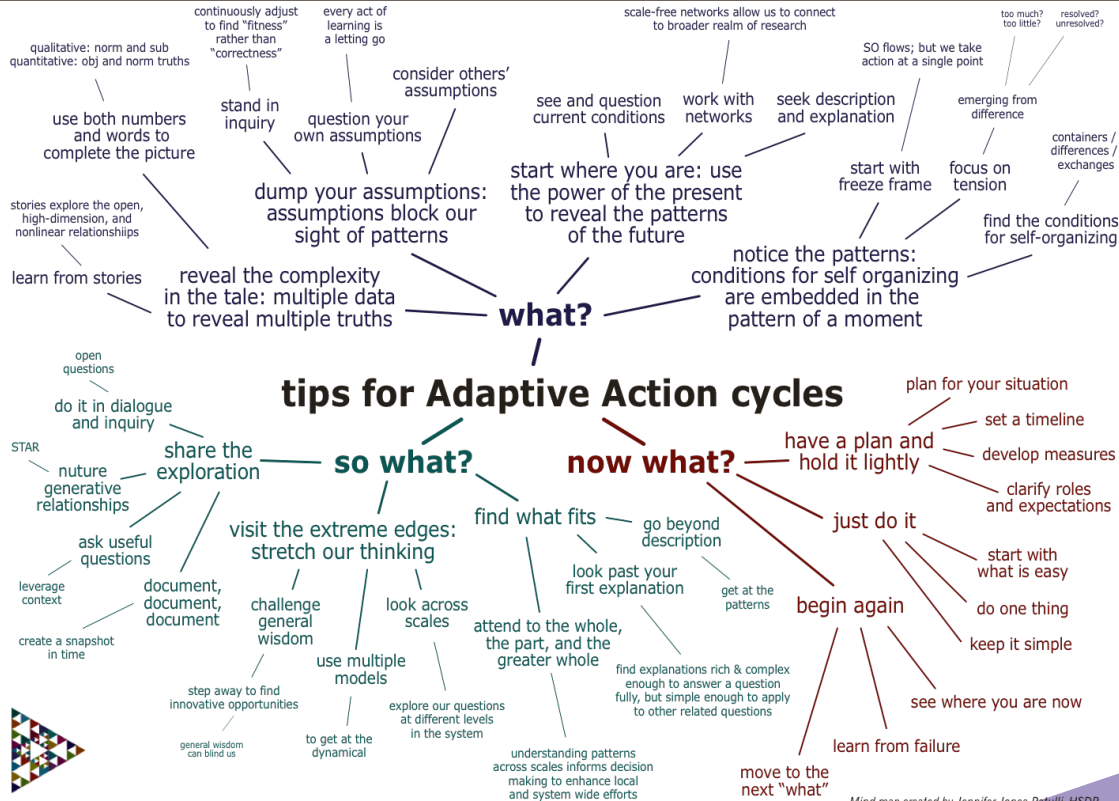


tips for Adaptive Action cycles



So that's the whole Map!





This mind map is intended as a start...

- ▶ What can you add?
- ▶ What does it suggest for you?
- ▶ How can you use it in your explorations?
- ▶ How do you make sense of Adaptive Action?





Other Opportunities to Learn



You may have heard. . .

- ▶ We are closing our HSDLearning.org site and opening a discussion group on our new REAL site. It's
 - ▶ easier to use and more secure
 - ▶ more responsive
 - ▶ open, by invitation, to all who are interested—including and beyond our HSD Associates
- ▶ If you are interested in joining this HSD conversation, send an email to rholladay@hsdinstitute, and she'll send you an invitation!



What's your HSD story?

- ▶ Each quarter we hear from Associates who have been through the HSD certification training.
- ▶ We know Associates are using HSD to change their worlds every day.
- ▶ If you would like to share your HSD story, please let us know at rholladay@hsdinstitute, and Royce will get you onto the list for a future mini-conference!



Join us for upcoming webinars:

Summer break!	<i>No session in July</i>
Live in Inquiry: Question Your Answers	<i>August 3</i>
Design When You Can't Decide: Find What's True and Useful	<i>September 7</i>



Learn more...

- ▶ Explore online at HSDInstitute.org – including **Resources** and how to **Take Action**
- ▶ Consider these upcoming Adaptive Action Labs:

Complex Competencies: Practical Tools to Assess Patterns of Performance	Association for Medical Education in Europe Annual Meeting - Helsinki, Finland	August 27
Learning Deep: Tools to Grow a Professional Learning Ecology	Public Adaptive Action Lab - Online	September 12-13, 19, 26 6p – 8p (Central time)
Build Your Resilience: Thrive in the Midst of Chaos	Public Adaptive Action Lab - Online	October 12-13, 19, 26, 2017 11a – 1p (Central time)
Adaptive Action Coaching: Building Patterns for Success	Public Adaptive Action Lab - Online	November 1-3, 10, 17, December 1, 8 10a – 12 (Central time)
Custom Design Lab	Online or in person	You decide...



HSD Certification Programs 2017

- ▶ Minneapolis - Sep 19 - Nov 15
- ▶ Roffey Park, London - Sep 9 - Dec 13



Thanks!



As always, we thank you...

- ▶ Our attendees, for taking time to be with us today



As always, we thank you...

- ▶ Our attendees, for taking time to be with us today
- ▶ Mary Nations, for doing an excellent job of producing these and so many of our online webinars



As always, we thank you...

- ▶ Our attendees, for taking time to be with us today
- ▶ Mary Nations, for doing an excellent job of producing these and so many of our online webinars
- ▶ Today's attendees for sharing their HSD stories
 - ▶ Glenda Eoyang
 - ▶ Julian Chender
 - ▶ Leslie Patterson
 - ▶ Jennifer Jones-Patulli



Have a wonderful day and
share your HSD story!