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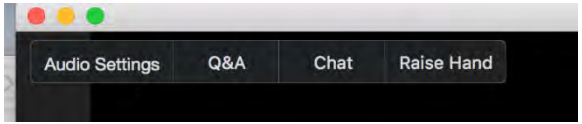
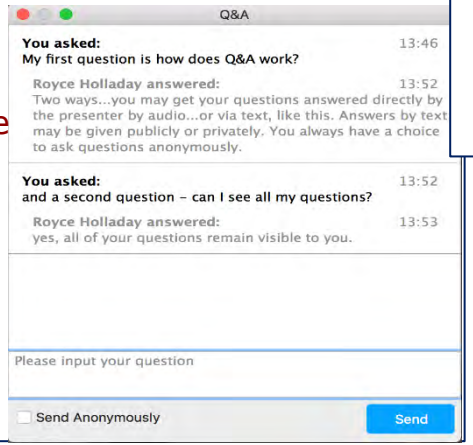
You have four controls:



1 You can check your Audio (speaker) volume, *mics are only used by presenters, in general*

2 You can ask questions directly to the presenter or host



3 You can chat with each other

4 Or raise your hand!

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Quarterly Virtual Mini-Conference

"Connect through stories and impact"

March 19,2020

Nothing is intractable.

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Welcome! We're so glad you're here!

This QVMC session is recorded to be:

- Sent to all who register for the session, along with the chat and slides
- Used as learning materials in Adaptive Action Labs, without the chat transcript
- To be posted (without chat transcripts) on our website as a resource

Your privacy is important to us. We invite you to use the chat space, where you are identified by name. If you prefer anonymity, you can change the name that shows up for you to protect your privacy.

We hope you enjoy today's session, and that you continue to participate as a member of the Human Systems Dynamics community of praxis.

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HSD Institute Simple Rules

- Engage in inquiry
- Leverage the energy of difference
- Create coherence in the part, whole, and greater whole
- Connect through stories and impacts
- Search for what is true and useful
- Choose joyful practice

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Today's Presenters

Connect through stories and impacts

- Cathy Toll and Leslie Patterson
  Collaborating to Use HSD
- Jessica Reihl
  Use Art to Connect for Impact
- Ahmed Avais
  Increase Impact through HSD Models & Methods
- Glenda Eoyang
  Connect through Stories and Impacts

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Cathy Toll

Collaborating to Use HSD

Leslie Patterson

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HSD for Literacy Teaching-Learning

- Carol Wickstrom – Teacher Educator
- Amanda Rahlf – District Lang. Arts Coordinator
- Whitney Lawrence – Director, Texas Ed. Agency Professional Learning Initiative
- Cathy – Teacher Educator & Coach of Coaches
- Leslie – Consultant

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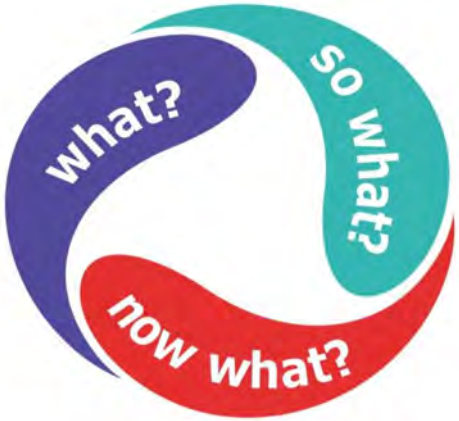
Collaborating to Use HSD

- Connect through stories
- Find a focus for Adaptive Action
- Report
- Respond and refocus Adaptive Action



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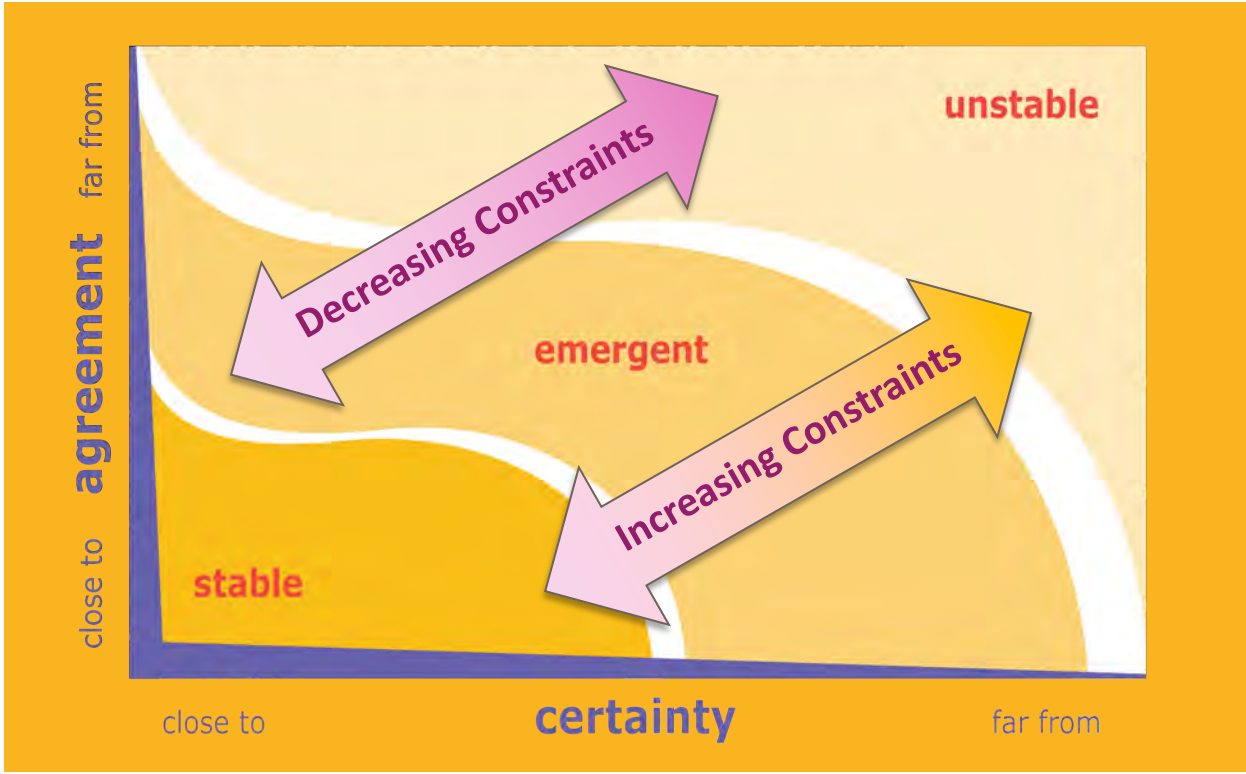
Collaborating to Use the Landscape Diagram



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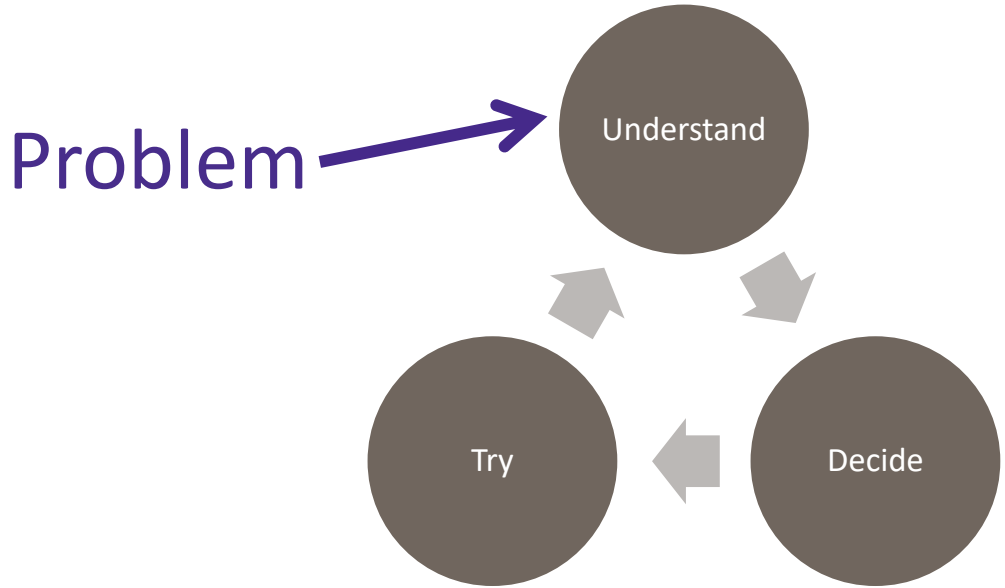
Problem-Solving Cycle



Toll, C.A. (2018). *Educational coaching: A problem-solving partnership.* Alexandria, VA: ASCD.

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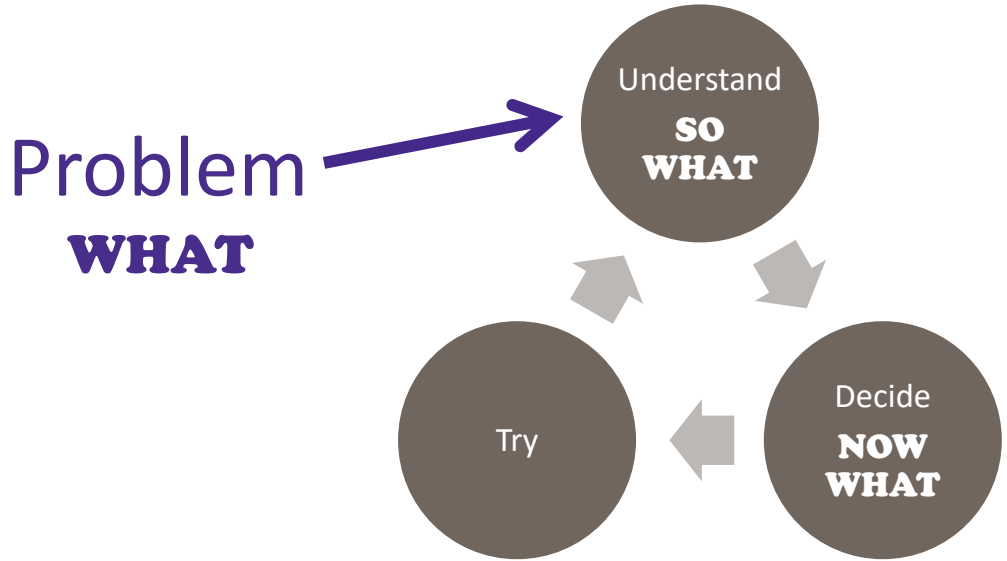
Problem-Solving Cycle



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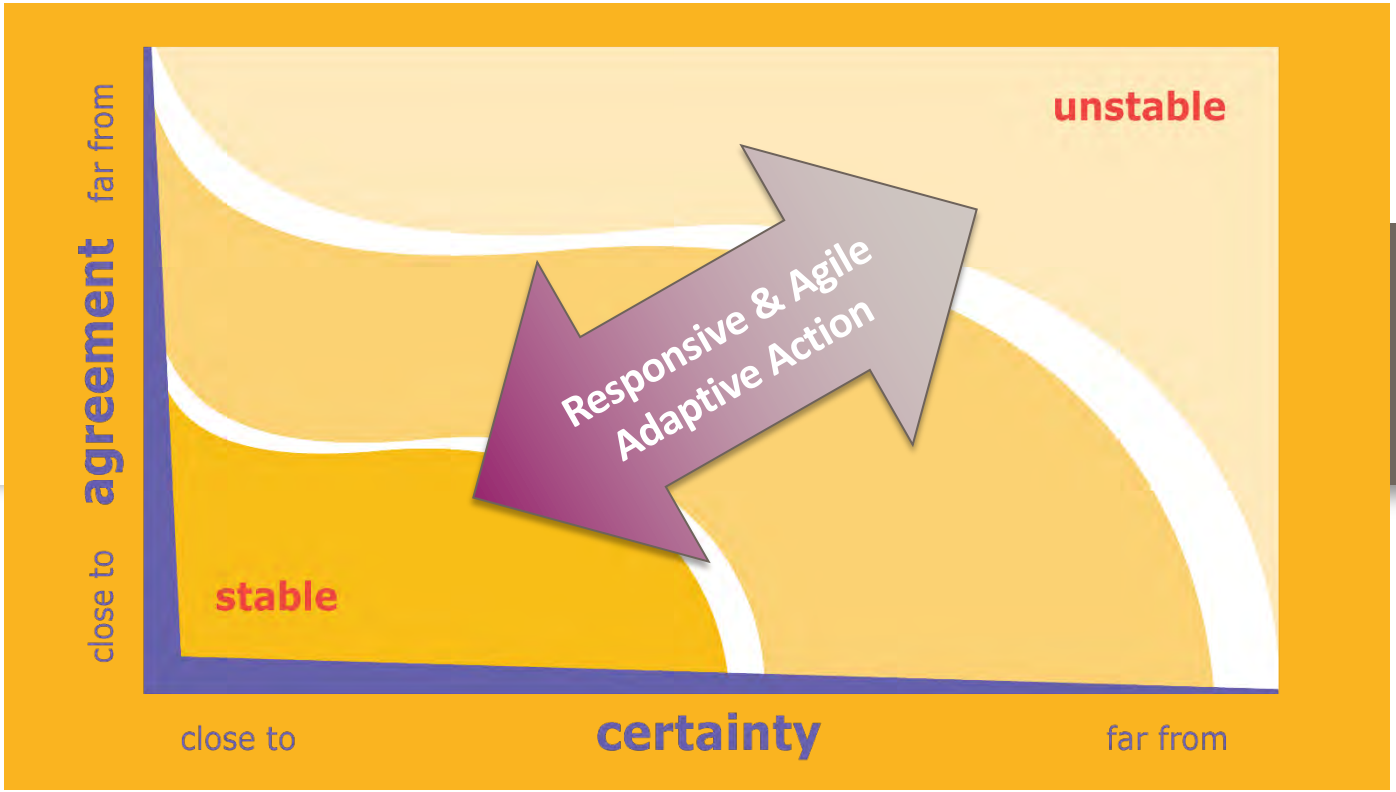

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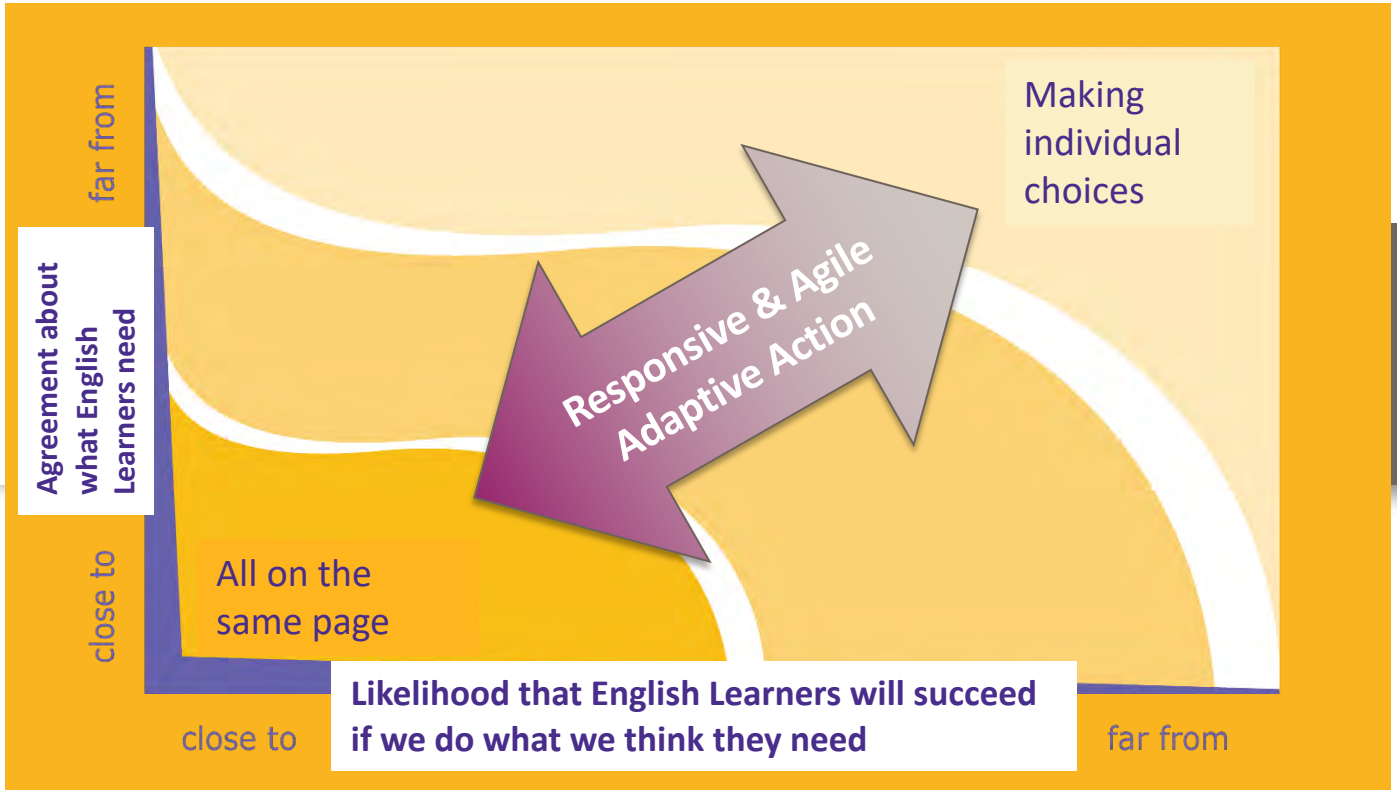

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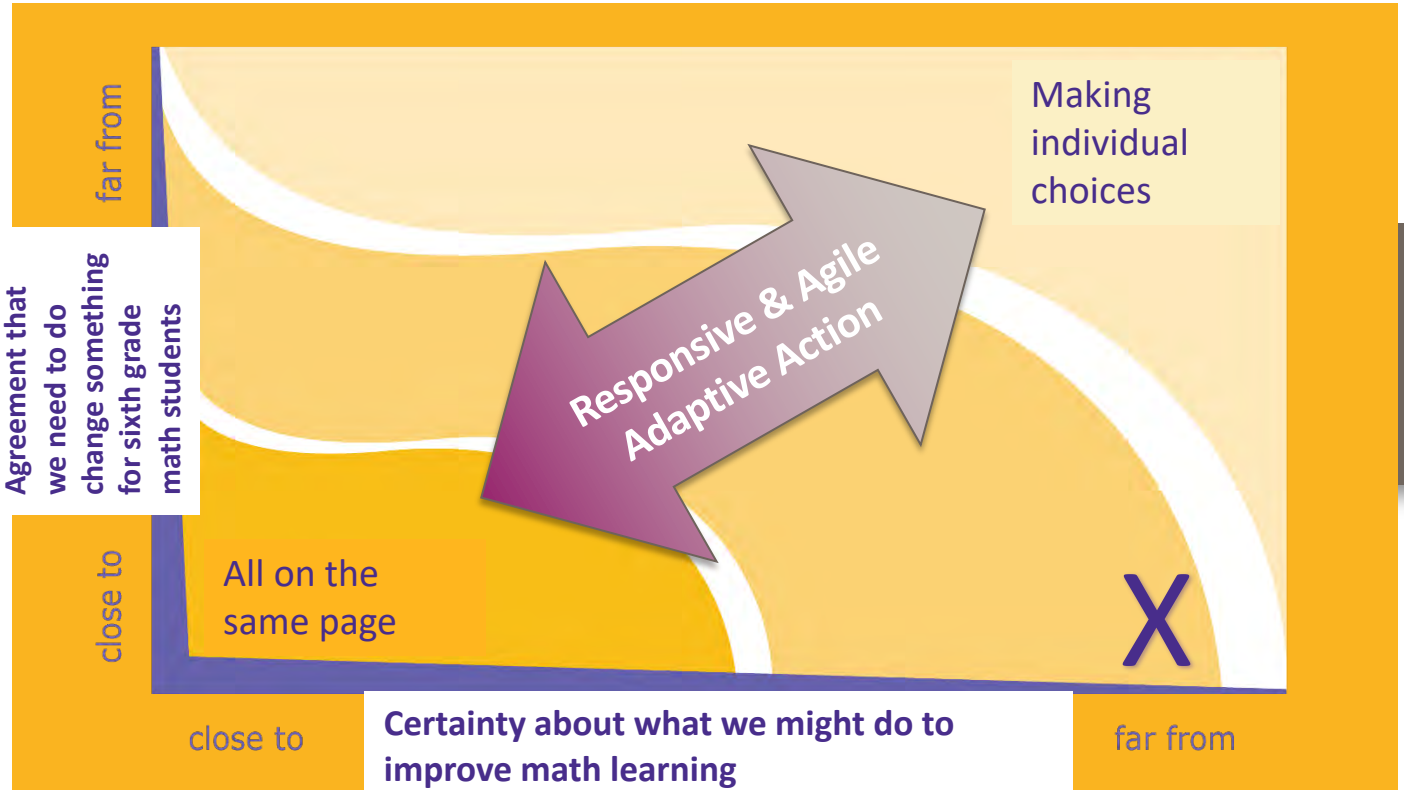

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Jessica Riehl

Activating Artists Within Elementary School

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Containers Too Stable…

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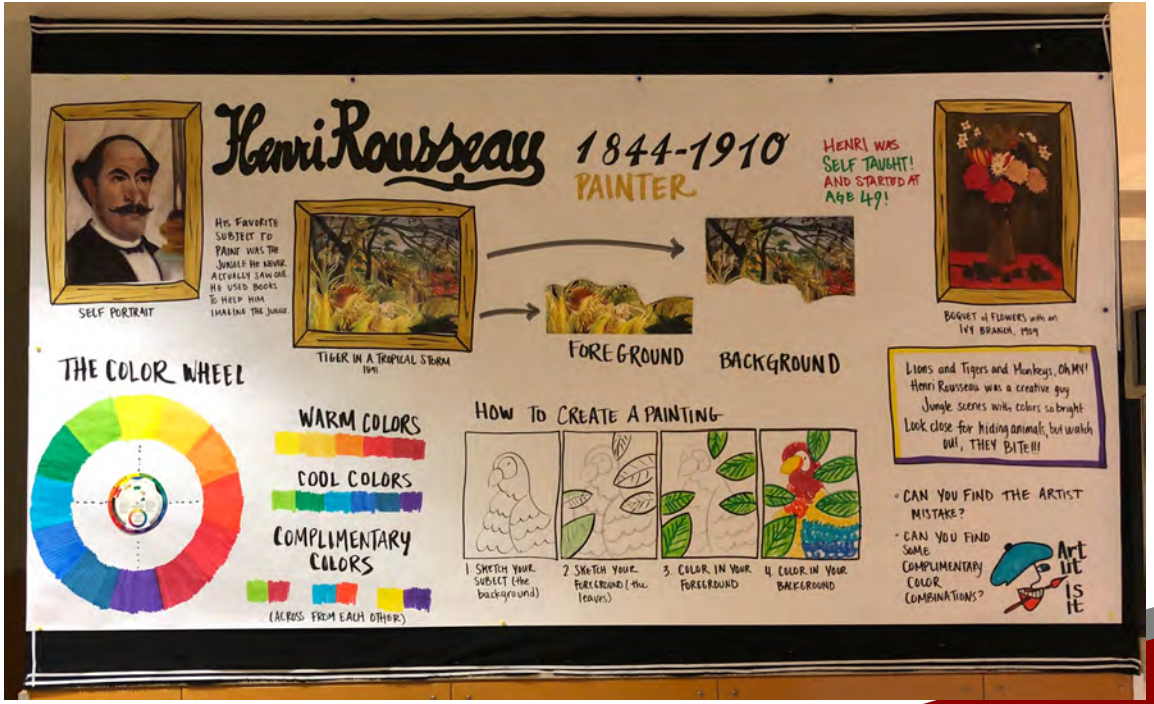
The Difference That Makes a Difference…



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Patterns

- Noticing what people commented on (color, beauty, hand made)
- Continuing to inquire about our containers (our walls)
- Small scale, what was low energy, easy
- Listening for the secret artists
- Future Pattern Desired: To include more voices

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Simple Rules

- Be curious about what's possible
- It's always an invitation
- The paintings need to compliment our Character Strengths Initiative
- Encourage exploration
- How can we say yes?
  - We will help figure out supplies…
  - Order more canvases?

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Stable to Emergent

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Stable to Emergent…

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Now What?

- Found the right mural artist for us…waiting for district approval…need to raise $750
- Will buy more canvases…
- Possibly a parent team to work on the bulletin boards (for next year)

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resources from Jessica

- Link to a list of art resources; https://docs.google.com/document/d/1X0G_M_haHHCEgV3omm_Ou8fT38_YE1VlsIz7t6ouRfg/edit?usp=sharing

- Also, our school's address is:

  Metzger Elementary School
  Re: Mural Project
  10350 Lincoln Street
  Tigard, Oregon 97223
  (please put Mural Project in the memo line of your check)

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Ahmed Avais

Increase Impact through HSD Models & Methods

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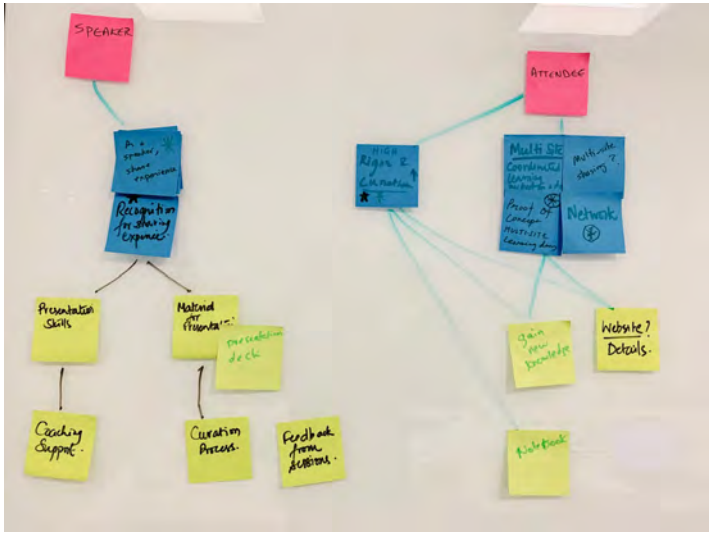
Mapping the Four Truths



Serving 235 to 2000+ people, 6 locations, 4 time zones, one date

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Container	Difference	Exchange
Event	Learning Day	Unconstrained weekly offerings
	Internal Conference	Curated date-constrained offering
	Self-Study	Reading books and watching videos
Associate	Attendees	Learning
	Speakers	Teaching and Facilitation
	Volunteers	Service and Networking
Interest	Networking	Same and different business units
	Recognition	Stories of contribution
	Ambience	Fun activities

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Themes
Volunteer Selection
How you spend it
Format, Open Space etc

One Date
Weekly Scrum of Scrum*
Funding Amount
Deliberate Questions**

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Impact

Enjoyed interactive sessions and real-life examples from instructors.

Excellent event! Very well organized! Great topics and great sessions! Thank you!!

Overall, one of the best events I have attended in my career. Well thought out presenters that provided excellent value and learning. Thank you!

Great event, loved the party atmosphere, and the Teams chat messages from all locations. It was fun and had a community feel :)

The topics were well thought out and "right on time".

I loved the recharge

Do it again!

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Glenda Eoyang

Connect through Stories and Impacts

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Connect through stories and impacts

- Narrative Analysis Tool: Spryng.io
- You tell a story in response to a prompt
- As the storyteller, you tag from your own perspective
- Tags for multiple stories are visualized to reveal patterns
- Inspired by ground-breaking work of Cynthia Kurkz and Dave Snowden

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When did HSD make a difference?

We are always excited to hear stories about how members of the HSD Community of Praxis make a difference in the world. Our HSD 2051 exploration invited us to turn that delight into a strategy and a new Simple Rule:

Connect with stories and impacts.

This storytelling/sensemaking survey begins to implement that strategy. Thanks for being involved!

In this survey, we invite you to tell a story and answer some questions. We think it will take you between 10 and 30 minutes, depending on how you choose to tell your story.

If you complete the survey, we understand that you give us permission to use your input. You are welcome to include your name or not. If you share your name in the final question, we understand that you give us permission to quote your story in Institute communications and share your other data with HSD Community of Praxis, Institute staff, and board. Including you! We will share data we gather from this first round by mid-January. During 2020 you will receive invitations to tell more stories like this, or maybe even some different ones.

So, let's get started . . .

Reflect on your experience as an HSD Professional, and focus on one story you want to share. Please write a story about that experience in 50-100 words. After you finish the story, you will be asked a few questions to help us understand it, share it with others, and spot patterns across many stories. When you have answered the questions, you will be invited to share another story. You can add new stories now or later. Thanks for sharing your HSD story!

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Sample Story

We gathered last weekend to share stories and find patterns in our COVID-19 experience. There were 88 people from around the world. Each had a different story, but we all saw patterns in the whole. The experience helped us “see” the greater whole of our community. We created a new container, we felt less alone, we learned from each other, and we will continue to meet every Sunday at 12:00 CST for the foreseeable future.

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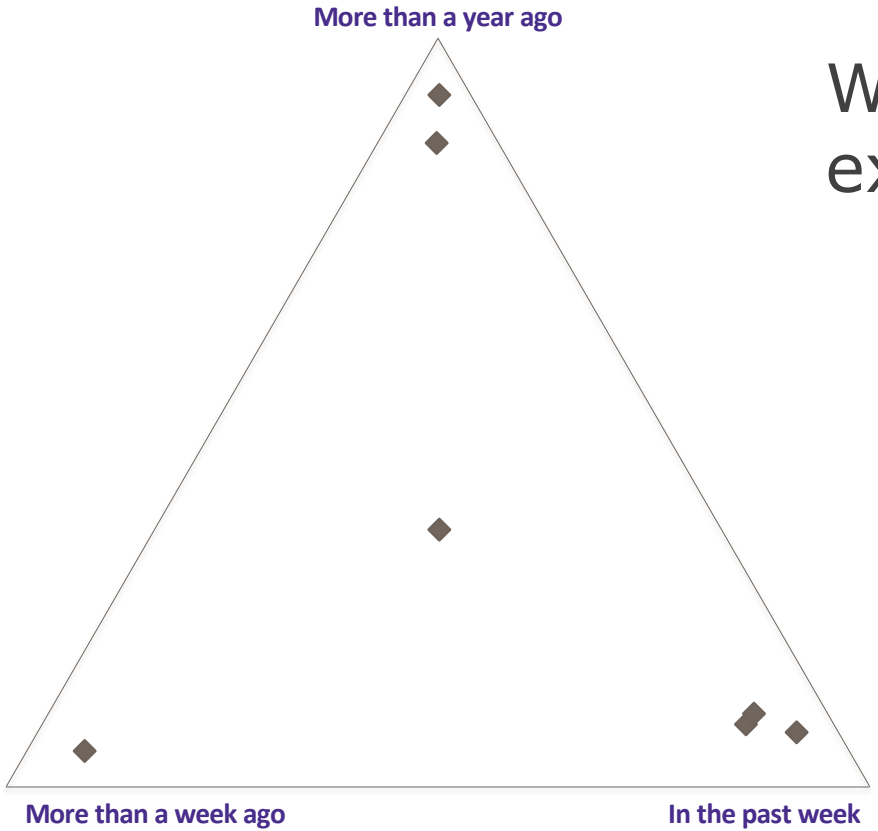

When did this experience happen?

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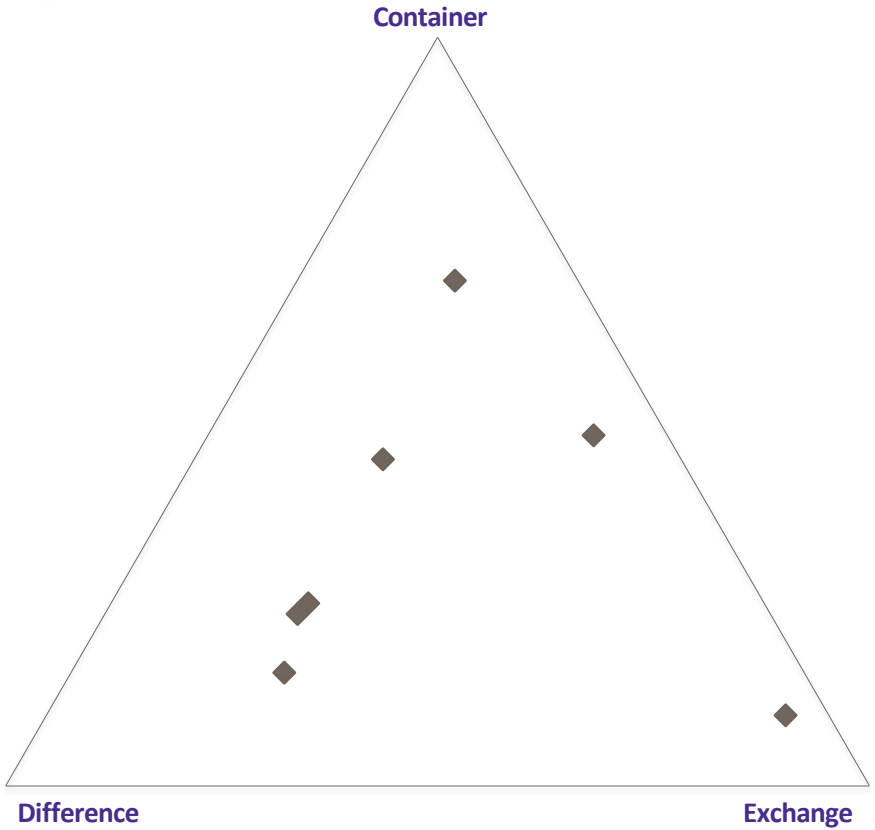

Which conditions for self-organizing did you focus on?

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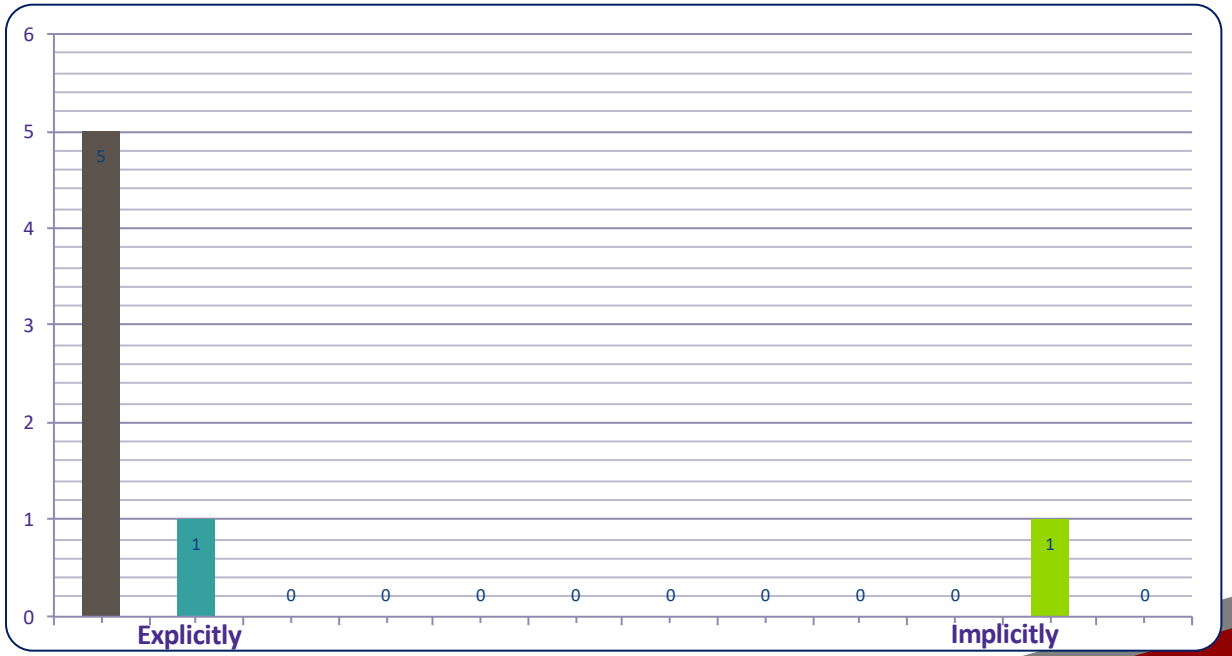
How did you present HSD in this experience?



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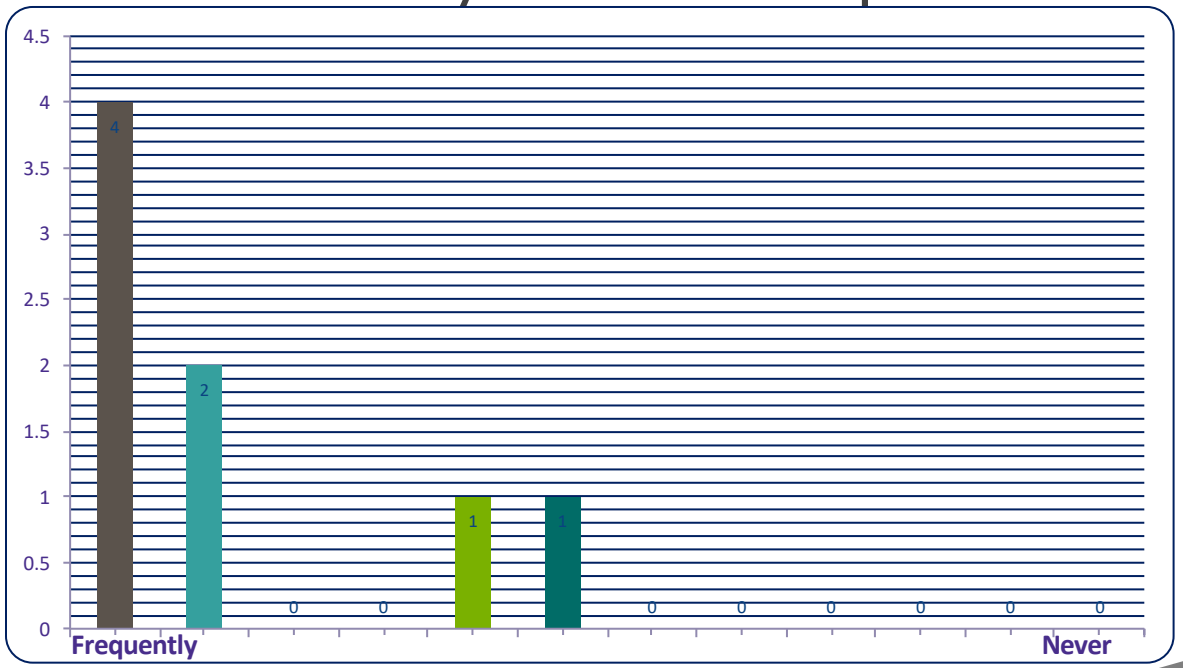
How often do you have experiences like this?



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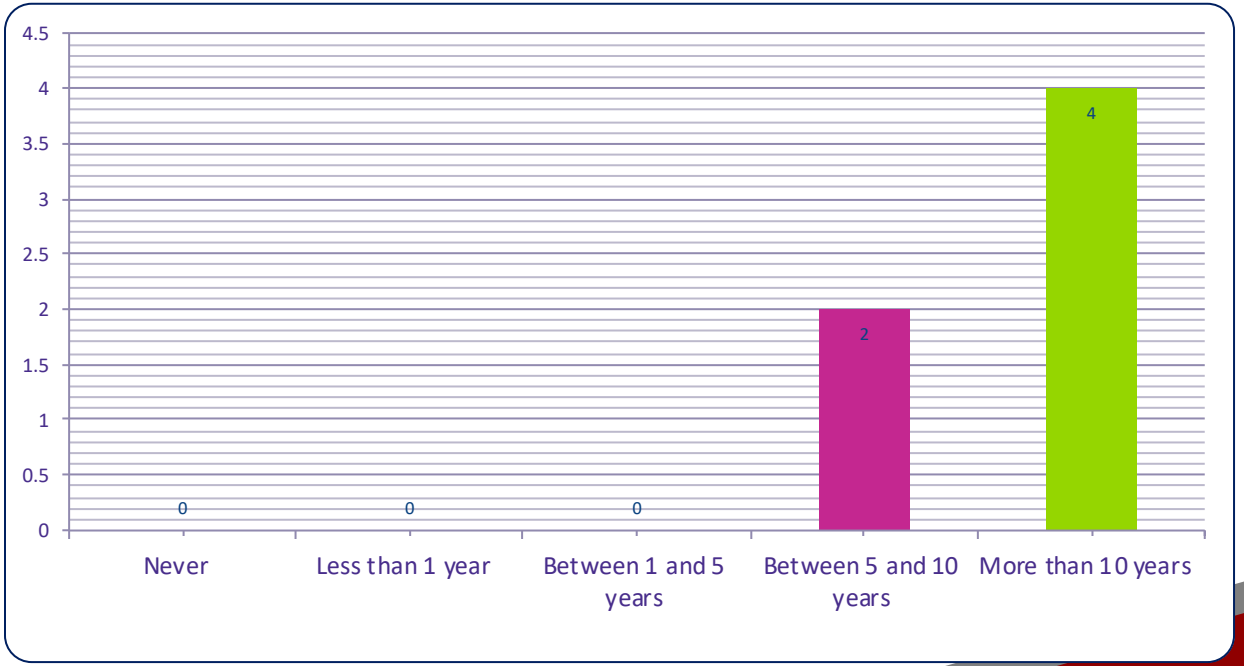
How long have you been an HSD Associate?



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If you want to play . . .

- Request a connection at info@hsdinstitute.org
- We will be in touch within the next month to collect your story(ies)
- If you provide story(ies), we will send you a link to see the emerging patterns

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Other HSD opportunities: Online AA Labs

- Explore the Changing Face and Function of Facilitation in Complex Landscapes
  Mar 24, 27, 2020 (NZ) | Mar 23, 26, 2020 (US)
  https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/facilitation-in-complex-systems.html
- Essential Skills in Action
  Mar 31 - May 26, 2020
  https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/esme-II-essential-skills-in-action.html
- Adaptive Action Coaching
  April 21, 23, 2020 Online
  https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/adaptive-action-coaching-lab.html
- Full List of Remaining Adaptive Action Labs
  https://www.hsdinstitute.org/learning-opportunities/adaptive-action-labs.html

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Live Virtual Workshops

- Learn from Failure: Risk in the Age of Uncertainty
  April 2, 2020
- Generate Energy in Equity: Social Justice in Radical Uncertainty
  May 7, 2020
- Patterns of Personal and Global Politics
  June 4, 2020
- Quarterly Virtual Mini-Conference
  June 18, 2020

- To Register and to see more titles
  https://www.hsdinstitute.org/learning-opportunities/live-virtual-workshops.html

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Be well!

Be in touch!

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