

11:57:48 From Jessica Riehl : Good Morning!
11:58:11 From David LeBlanc : greetings!
11:58:34 From Helena Luginbuehl : Hello Glenda and Royce and everybody
– nice to see you too. Greetings from Bern, Switzerland
11:58:42 From Royce : Royce Holladay from Sunny and cool Circle Pines,
MN
11:58:50 From Tracy Kunkler : Hi, its Tracy Kunkler, Circle Forward
Partners. I'm in Asheville, NC
11:58:52 From Jessica Riehl : Dialing in from, guess where...rainy
Portland, Oregon!
11:59:09 From British Columbia Organization Development Network : Good
morning everyone, this is Faye
11:59:15 From Royce : Welcome!
11:59:46 From Royce : Good morning, Rachel, nice to see you here agin.
12:00:26 From Svetlana Larina : Hi everyone! I`m Svetlana from Dnipro,
Ukraine. Nice to see you all!
12:04:30 From hoffie : Hi, Hoffie from Kleinmond in South Africa
12:09:00 From Laura Williams : Happy Birthday Rich Ann!
12:09:13 From rbrooks to All panelists : happiest of birthdays Rich
Ann!
12:12:25 From Royce : Brenda, welcome. We've just started...talking
about ta survey we did about HSD Simple Rules.
12:12:44 From Royce : And Claudy welcome to you as well.
12:14:07 From Royce : Thanks, Rich...We will...and another Associate
joined after it started
12:14:22 From brenda hardie : Thanks Royce.
12:14:33 From Royce : No problem, Claudy–We all get where we can when
we can! Just glad you are here.
12:16:21 From Royce : Please note that if you want to chat to
everyone, please remember that you can change who sees your messages.
Just above where you type in the chat, there is a dropdown menu. You
can chat with individuals or whole group or just the panelists...Just
choose and then the text will go only to that recipient.
12:16:51 From Royce : And I need to pay attention to that myself!
12:20:06 From Royce : The change happened with the 34th cohort. So we
had 33 cohorts with only face to face. Then we went through last year
with only blended–ftf and online, spreading the online learning over
3–4 months. Currently in the first virtual cohort (Cohort 53,) we are
working learning what that is to engage that way.
12:25:12 From Jennifer Jones–Patulli : [https://www.hsdinstitute.org/
assets/documents/5.1.1.14-simple-rules-14may16.pdf](https://www.hsdinstitute.org/assets/documents/5.1.1.14-simple-rules-14may16.pdf)
12:25:22 From Jennifer Jones–Patulli : [https://www.hsdinstitute.org/
resources/organizational-dna.html](https://www.hsdinstitute.org/resources/organizational-dna.html)
12:25:29 From Royce : Thanks Rich. Welcome back.
12:25:38 From Royce : Thanks, Jen.
12:25:46 From Jennifer Jones–Patulli : My pleasure!
12:26:14 From Royce : Jennifer Jones–Patulli is also an Associate and
she is online with the streaming on Facebook and shares questions and
insights that come up there.
12:26:39 From Laura Williams : I love these SR!

12:26:51 From Edward J Makalo : Hi everyone, I am proud to be in the pioneer virtual cohort, Edward Makalo from Kenya!

12:27:21 From Royce : Laura, what makes them so "attractive" to you?

12:27:34 From Royce : Jambo! Edward!

12:27:48 From Edward J Makalo : Jambo!!

12:30:00 From brenda hardie : I apply HSD in my work in Medical Education, and in healthcare – as well as in my personal life.

12:30:56 From miriamvolle : I work as an internal consultant in health care... strategy, teams, messy challenges!

12:31:07 From Laura Williams : @Royce—I keep finding new meaning and insights as I live with them and apply them across time and contexts. I probably have a story about each one—and the hope to live them into all of them at all times has moved me in my own practice and life...

12:32:41 From Royce : Lovely, Laura. Thanks for sharing! Similar to my story...I loved them immediately and saw great potential—and I continue to grow in what I see and experience with them—and as I work to remain inside them!

12:34:06 From Jessica Riehl : I am a visual practitioner/visual facilitator.

12:35:50 From Laura Williams : Can I just say that I'm not a fan of the 'favorite' question...as it's an It Depends answer and what can be shaping the moment. I kind of randomly pick given the moment...

12:36:05 From Royce : Nice—so what do you see in the results?

12:36:15 From Mary : I get that, Laura – things change!

12:36:15 From Laura Williams : oops—i meant I randomly pick the answer to the 'favorite' question...

12:36:28 From British Columbia Organization Development Network to All panelists : Hard to chose one.

12:36:33 From brenda hardie : Agree Laura – My "favourite" changes depending on the context. I had a hard time choosing today

12:37:40 From Tina Smith : I especially like the action verb – "search" – because understanding what is both true AND useful is frequently not "obvious" often involves deeper inquiry

12:37:51 From brenda hardie : Sometimes my favourite is which one I am working on recently – trying to think about, engage with, put into action.

12:38:23 From Tina Smith : Joyful practice, for me, is about sustainability as is give and get value for value

12:38:31 From Royce : Tina—that's so true...it's an active way about intentionally searching for true and useful.

12:40:19 From Royce : And Brenda, there's the idea that what you need is what shows up—So focusing on one really brings it to clarity in my life.

12:41:17 From Laura Williams : Yes, I agree Tina! I've realized the energy that comes into a system with joyful practice and have been paying closer attention to this in the last few years. I agree about give and get value for value as well. In fact—it's curious about how those two might be related—e.g. if it's not joyful, is the value exchange off?

12:41:52 From Edward J Makalo : I am curious to know what the other 3

rules were!

12:42:01 From Royce : Rules for simple rules: 1) short list (5-7) 2) positively stated 3) action verbs help them point to what to do

12:42:39 From miriamvolle : What are your thoughts on whether the rules are developed collaboratively or if someone works on them and shares them instead with the group?

12:42:56 From Royce : Edward, the ones we turned loose of were: Make expectations explicit, Build on assets of self and other, and I can't remember the other right now. Sorry

12:43:20 From Mary : that is a great rule!

12:43:23 From Mary : ha!

12:43:51 From Royce : Don't even go there, MARY! I appreciate you, but . . .

12:43:54 From brenda hardie : also rule for simple rules- must contain at least one c, d, e ?

12:44:36 From Royce : Right-that's a rule that is specific to HSD, Brenda. It does have to hold the whole pattern.

12:44:58 From Laura Williams : Royce-LOL. 😊

12:45:03 From Mary : Actually, I recognize that as a family rule -"Make us proud" as a flip to "Don't do something embarrassing"

12:46:04 From Royce : I identify with that, for sure...and I am afraid it's still a bit of a pattern for me.

12:46:36 From brenda hardie : ha - our family rule - Be You Bravely

12:46:49 From Mary : fab, Brenda!

12:46:49 From Royce : Nice, Brenda.

12:47:14 From Laura Williams : Wohoo, Brenda!

12:47:39 From Royce : Consider the C is the family...the brave is the D and the "be" is the E, right?

12:47:55 From Royce : Sorry that was for Brenda's comment

12:47:59 From brenda hardie : Nice - thanks for that Royce

12:48:33 From miriamvolle : As AI and machine learning become more and more incorporated into life and work, would it be useful to include something that keeps a value around honoring humanness? Or along those lines?

12:49:39 From Mary : Interesting, Miriam

12:49:42 From brenda hardie : We want HSD to be ubiquitous - normal language and action that is understood by many (all?).

12:50:23 From David LeBlanc : Curious, as AI comes into play, will there be less "clutter" allowing us to be more aware of patterns?

12:51:06 From brenda hardie : Yes to multiple ways of knowing!

12:51:24 From Laura Williams : I need to think about this more deeply- but we identified two Interdependent pairs for our HSD 2051 exploration that might be potent...I imagine we'll want SR around those- or be explicit around interpreting our current rules in those contexts (gathering stories, etc.)

12:51:42 From Mary : Was just looking up the idiom "do us proud" - a dual meaning SR - to be a source of honor/distinction & to treat someone generously - a two-for simple rule!

12:51:47 From Jessica Riehl : I'll second Brenda!

12:51:49 From brenda hardie : I am exploring physical ways of knowing

more and more – I tend to be very cognitive, and see that this limits me

12:52:03 From David LeBlanc : i think about what I want for my family, who will be adults at that time...and it seems to come back to simplify and slow down...not sure if there is a simple rule around that

12:52:11 From Tina Smith : In my own practice lately, I have realized that sometimes simple rules can be in tension

12:52:36 From Tracy Kunkler : What do you want to say about power? how power flows

12:52:51 From Laura Williams : Yes, Tina!

12:53:50 From Svetlana Larina : see and understand your influence on the creation of patterns in the whole, parts and in the larger whole, as well as in the short and long term.

12:54:52 From Laura Williams : COOL!

12:55:32 From Laura Williams : Thanks Rich Ann—really appreciate your work on this and learning more on it

12:55:48 From Tina Smith : Thanks, Rich Ann.

12:56:08 From British Columbia Organization Development Network : Yes thanks!

12:56:18 From Royce to Fouad, All Panelists : sorry, I'll put that one to the whole group

12:56:24 From Royce : Thank you so much, Rich Ann!

12:58:07 From Rich Ann : You are welcome and many thanks for the birthday wishes – a wonderful present to spend some of the day with you all!

13:07:48 From Jennifer Jones–Patulli : love that story!

13:08:21 From Jennifer Jones–Patulli : important pairs

13:08:31 From David LeBlanc : In a world where this moment we are in is the slowest pace of change we will ever experience in our lives, instability is a norm...how do we find stability in an unstable world?

13:12:31 From David LeBlanc : all – my apologies, I have have to step out at 10:15 to prepare for 10:30 call. Look forward to the recording and hearing the last 15 minutes of the conversation

13:12:59 From Royce : Thanks, David...Have a great rest of the week.

13:13:19 From British Columbia Organization Development Network : Bye David. Hope to connect soon. Faye

13:13:37 From David LeBlanc : Yes! Lets make it happen. :)

13:13:38 From Tracy Kunkler : What was the decision process for the 2 essential patterns? Who and how was that decided?

13:15:36 From Royce : Tracy, it was a decision making group of folks who have been working with HSD for a long time. It was a brainstorming/winnowing process based on what would be most adaptable, given the trends and changes we saw in the scan.

13:15:39 From Fouad to All panelists : yes indeed Glenda

13:16:00 From brenda hardie : thanks for the explanation of Interdependent pairs being more than 'both and'. It would be a great blog post.

13:16:13 From Royce : Good, idea, Brenda.

13:16:22 From miriamvolle : i agree, Brenda...

13:16:24 From Royce : Wanna write it? We love guest bloggers.

13:16:40 From British Columbia Organization Development Network : I listened to one re: 2051, when they were sharing their scenarios. I was really interesting to see how it challenged people to explore their assumptions. The need for the sliding scale became really obvious.

13:18:09 From Royce : Agreed, Fouad, it is much more adaptive...if we can just remember to live into those options

13:20:24 From miriamvolle : all scales? intrigued with those words... but love the rest!

13:20:39 From brenda hardie : I am curious about the use of the word "scales" as well

13:20:40 From Tina Smith : It breathes life into the HSD tage line that "Nothing is intractable"

13:20:44 From Svetlana Larina : It`s amazing!

13:20:53 From brenda hardie : also why turbulence? why not just uncertainty?

13:20:59 From Helena Luginbuehl : gives hope

13:21:00 From Royce : What do you like?

13:21:16 From hoffie : I lile the word possibility

13:21:26 From miriamvolle : it retains the core of HSD and builds on it... anticipates potential

13:21:28 From brenda hardie : I like the notion of thriving, courage to transform and possibilities. It is uplifting

13:21:50 From Helena Luginbuehl : adaptive action remains important

13:21:50 From British Columbia Organization Development Network : It is optimistic and recognises the ability to move to possibility.

13:22:05 From Royce : What do you not like? Why?

13:22:18 From brenda hardie : As mentioned above in the wrong place- Scales? Turbulence?

13:23:34 From miriamvolle : who will see this vision?

13:24:10 From Laura Williams : Would "people everywhere" work as a replacement for "scales"?

13:24:29 From British Columbia Organization Development Network : I agree that it speaks to those that understand HSD, wonder how it translate?

13:24:56 From Royce : What one rule would you add that would help create that pattern?

13:25:16 From Royce : For the community

13:25:20 From Tina Smith : Ensure access to HSD concepts and communities of practice

13:26:15 From Royce : keep added as we go.

13:26:25 From hoffie : see possibilty in uncertainty

13:26:36 From British Columbia Organization Development Network : Act with courage and integrity

13:27:43 From Laura Williams : I`m struck by the 'courage' piece-what would create that? A web of support? Practicing boldly?

13:28:53 From Laura Williams : Also something about the 'everywhere' piece-what equips and inspires more of us to connect globally with care at whatever scale?

13:31:04 From Royce : The virtual program starts Aug 1r thru Dec 16

for more info contact me at rholladay@hsdinstitute.org or go to the website.

13:31:16 From brenda hardie : thanks all

13:31:16 From Jennifer Jones-Patulli : <https://www.hsdinstitute.org/learning-opportunities.html>

13:31:53 From British Columbia Organization Development Network : Thanks everyone.

13:31:54 From Claudy : thanks!

13:31:56 From Helena Luginbuehl : Thanks!!

13:31:59 From Jennifer Jones-Patulli : thanks!

13:31:59 From Laura Williams : thanks all!

13:32:03 From Tina Smith : Thank you!

13:32:11 From Edward J Makalo : THANKS VERY MUCH

13:32:26 From Ricky Haro to All panelists : Thank you very much! Super informative!!!

13:33:01 From Fouad : thank you