



# Live Quarterly Virtual Mini-Conference

*HSD Associates Sharing Their Stories*

September 21, 2017

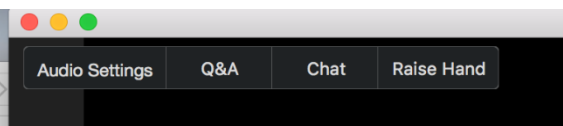
**Nothing is intractable.**



# Welcome to our new webinar space!

## You have four controls:

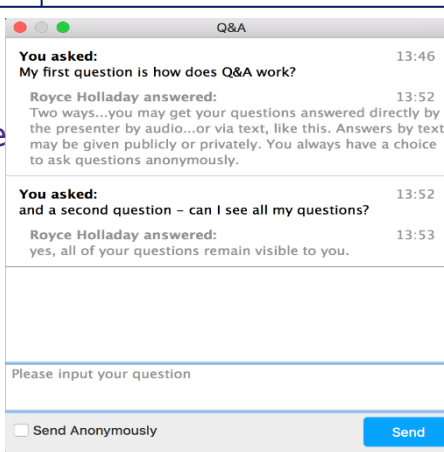
**1** You can check your Audio (speaker) volume, *mics are only used by presenters, in general*



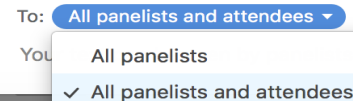
**1** **2** **3** **4**

**4**  
Or raise your hand!

**2** You can ask questions directly to the presenter or host



**3** You can chat with each other





# What is an Adaptive Action Lab?



# What is an Adaptive Action Lab?



Glenda Eoyang





# Adaptive Action Labs

- ▶ Focus on real sticky issues
- ▶ Introduce HSD models and methods
- ▶ Vary in design:
  - ▶ Public or private
  - ▶ Single issue or multiple
  - ▶ For individuals or teams
  - ▶ Online or face-to-face
  - ▶ One-time, extended, or ongoing



## Adaptive Action Lab Example 1:

### ***Build your Resilience: Thrive in the Midst of Chaos***

- ▶ 4, 2-hour webinars over one week
- ▶ Guides: Royce Holladay and Mary Nations
- ▶ Participants will:
  - ▶ Use Adaptive Action and Pattern Logic
  - ▶ Step beyond “either-or” thinking
  - ▶ Work effectively with others, regardless of the differences that divide you
  - ▶ Understand how short-term actions create longer-term, life-long patterns.
  - ▶ Navigate differences in perspectives, beliefs, and perceptions.
- ▶ Begins October 19, 2017



## Other Online, Public Labs

- ▶ Adaptive Action Coaching Lab
  - ▶ Begins November 1
  - ▶ Guides: Lecia Grossman and Royce Holladay
- ▶ Conflict: Dialogue across Differences
  - ▶ Begins November 1
  - ▶ Guides: Jennifer Jones-Patulli and Mary Nations



## Adaptive Action Lab Example 2: ***GPI Strategic Planning***

- ▶ 7-months of Staff Board Strategy Team meetings
- ▶ Guide: Glenda Eoyang
- ▶ The goal:
  - ▶ Create strategic framework for fast-growing NGO creating a cleaner, more efficient, energy system
  - ▶ Diverse projects and business strategies integrated into a single identity and strategy
- ▶ April 2017 to October 2017





## Adaptive Action Lab Example 3:

### ***Lead Change: Innovate, Assess, Sustain***

- ▶ 8 weeks, online in partnership with ESME/AMEE
- ▶ International audience of health professions educators
- ▶ Guide: Stewart Mennin and Mary Nations
- ▶ The goal:
  - ▶ Build adaptive capacity
  - ▶ Four most sticky issues: Uncertainty, collaboration, flexibility, and assessment
- ▶ September 2017 to November 2017  
February 2018 to March 2018



## Adaptive Action Lab Example 4: ***HSD Professional Certification***

- ▶ 3 to 5 months of face-to-face and online engagement
- ▶ Multiple designs:
  - ▶ Public with diverse issues and opportunities
  - ▶ Private with focused issues and intact teams
- ▶ Guide: Glenda Eoyang and Praxis Partners
- ▶ Join an international network of HSDP Associates
- ▶ Beginning in:
  - ▶ Minneapolis, 25 September 2017
  - ▶ Roffey Park, 9 October 2017
  - ▶ Cape Town, 26 March 2018



## So, Adaptive Action Labs . . .

- ▶ Lead to next wise actions for individuals and groups
- ▶ Fit local needs and constraints
- ▶ Support real and relevant work
- ▶ Engage clients in co-creation
- ▶ Embed HSD models and methods into real work
- ▶ Provide positive ancillary benefits:
  - ▶ Hope
  - ▶ Teamwork
  - ▶ Easy dissemination
  - ▶ Shared language and tools



# Adaptive Action Conflict Lab: Dialogue Across Difference



Jennifer Jones-Patulli

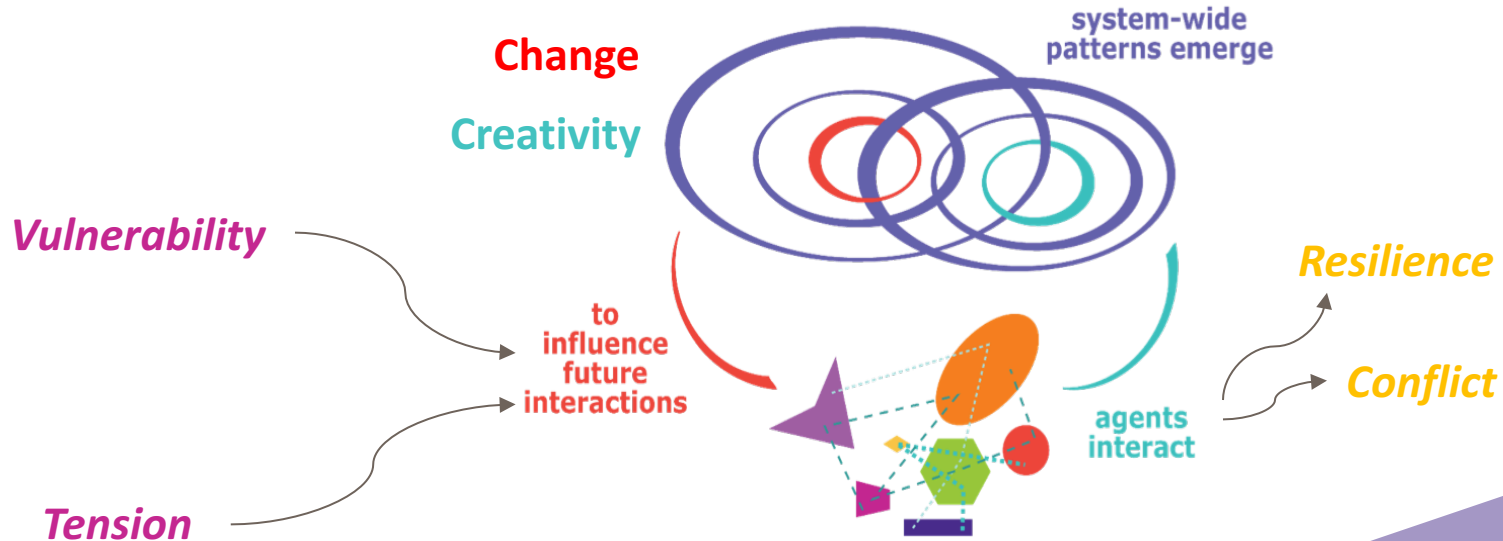


Mary Nations





## — Complex Adaptive System (CAS) —



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**A Journey...  
developing a dynamic and resilient  
HSD network**



Lecia  
Grossman



Griff  
Griffiths







# WHAT? 2015/16

Container	Difference	Exchange
Monthly Meeting	<ul style="list-style-type: none"><li>• In person</li><li>• Location</li></ul>	<ul style="list-style-type: none"><li>• Presentations</li><li>• Peer-based coaching</li><li>• FC &amp; handouts</li><li>• Free</li></ul>
HSDP (Invitees)	<ul style="list-style-type: none"><li>• Industries</li><li>• Knowledge/tenure of HSD</li><li>• Live in MN</li></ul>	<ul style="list-style-type: none"><li>• E-vite</li><li>• Sharing experiences &amp; understanding of HSD</li><li>• Peer coaching</li></ul>
Agenda	<ul style="list-style-type: none"><li>• Charter</li><li>• Structured the same</li><li>• New facilitator each time</li></ul>	<ul style="list-style-type: none"><li>• Shared at beginning</li><li>• Group designed for next meeting</li></ul>



# SO WHAT?

- ▶ Worked well
- ▶ Same people
- ▶ Not much time to network
- ▶ Missing “juicy” factor
- ▶ Few people wanted to facilitate
- ▶ Lost steam and “hosts” got busy
- ▶ A bit too “hub & spoke”



# SO WHAT did we want same/different?

## ▶ SAME

- ▶ In-person
- ▶ Learning focus
- ▶ Regular schedule
- ▶ Easy

## ▶ DIFFERENT

- ▶ More people
- ▶ More variety
- ▶ Deeper exchanges
- ▶ More time for networking
- ▶ Fun! (and food! 😊)



## NOW WHAT?

- ▶ Have a fun event – happy hour (food & beverage)
- ▶ Bring in Glenda
- ▶ Invite outside HSDPs
- ▶ Enough time for group practice



# WHAT? 2017 Kick-off

Container	Difference	Exchange
Monthly Meeting (Event)	<ul style="list-style-type: none"><li>• <b>Happy Hour!</b></li><li>• In person</li><li>• Location</li></ul>	<ul style="list-style-type: none"><li>• Presentations</li><li>• FC &amp; handouts</li><li>• Follow-up thank you &amp; resource (coming!)</li><li>• Free</li></ul>
HSDP (Invitees)	<ul style="list-style-type: none"><li>• Industries</li><li>• Knowledge/tenure of HSD + <b>NON-HSDPs</b></li><li>• Live in MN</li></ul>	<ul style="list-style-type: none"><li>• Sharing experiences &amp; understanding of HSD</li><li>• E-vite</li><li>• <b>Small Group Work</b></li></ul>
Agenda	<ul style="list-style-type: none"><li>• <b>Expert Presenter (Glenda)</b></li><li>• <b>The Dr. is IN</b></li><li>• <b>Small Groups Practice</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Networking</b></li><li>• Shared in E-vite</li><li>• Hosts (not Group) designed meeting</li></ul>



# SO WHAT?

- ▶ 20 people!
- ▶ Non-HSDP & HSDP
- ▶ Time for deeper conversations and practice on your own stuff, versus just one person's issue
- ▶ Energizing networking
- ▶ It felt like an event, versus a meeting
- ▶ People shared interest in being at next event (one person said they'd actually pay for a Rotary style event)
- ▶ Still 'hub & spoke' on the hosts
- ▶ Other?



## NOW WHAT?

- ▶ Keep Happy Hour & Networking!  
(*Wednesday, Oct. 27<sup>th</sup>!*)
  - ▶ 4:30-5:00 Networking
  - ▶ 5:00-6:30 Program (Simple Rules) & Practice
- ▶ Continue:
  - ▶ Bring in Presenter
  - ▶ Invite outside of HSDPs
  - ▶ Food & Beverage (donation box)
  - ▶ In-person & Rainbow Research



## What will we watch for?

- ▶ What of the new design seems most engaging?
- ▶ How can we keep it easy as we grow?
- ▶ What is needed to build more resiliency in the network?
  - ▶ How else can we continue the conversations, learning, support?
- ▶ What is needed to not have it become a hub & spoke network?



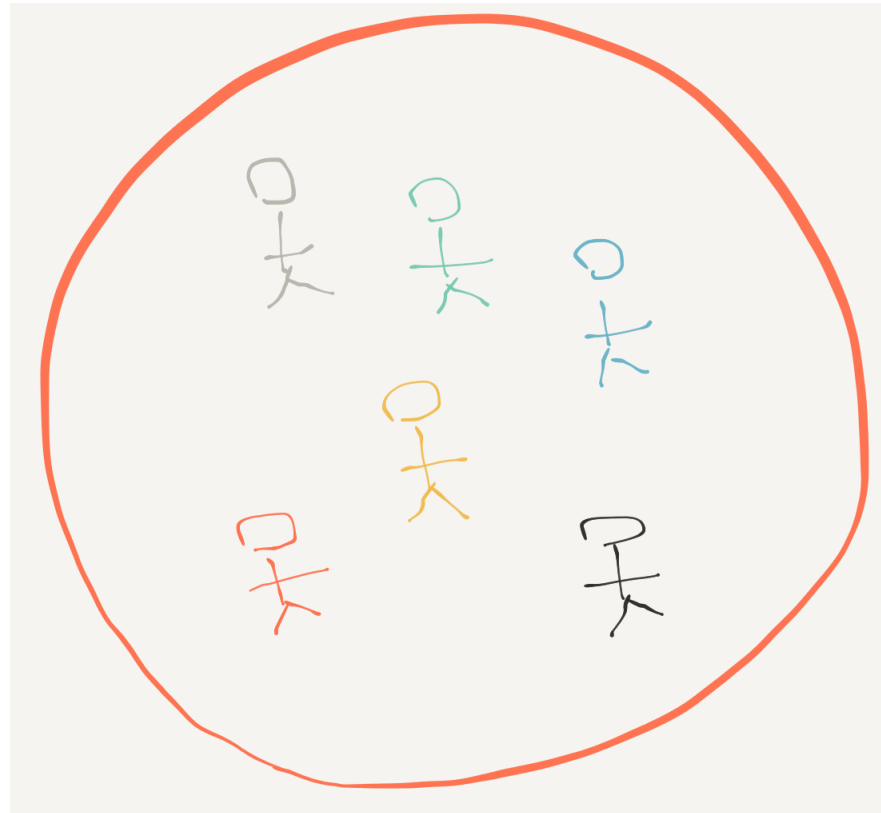


## UK Network of HSD Associates & HSD-Curious

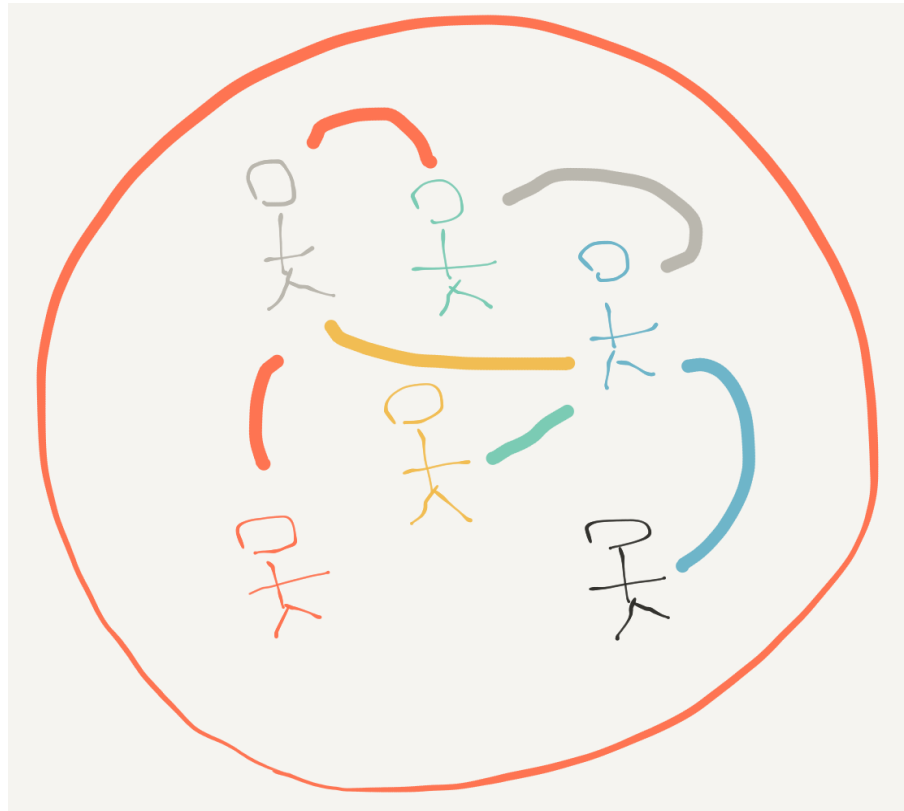


First build a container, a bi-weekly email!

- 'I like that it's restricted, by invite'
- 'I like not to have to click if possible'
- 'I don't want reply-all conversation clogging my inbox'

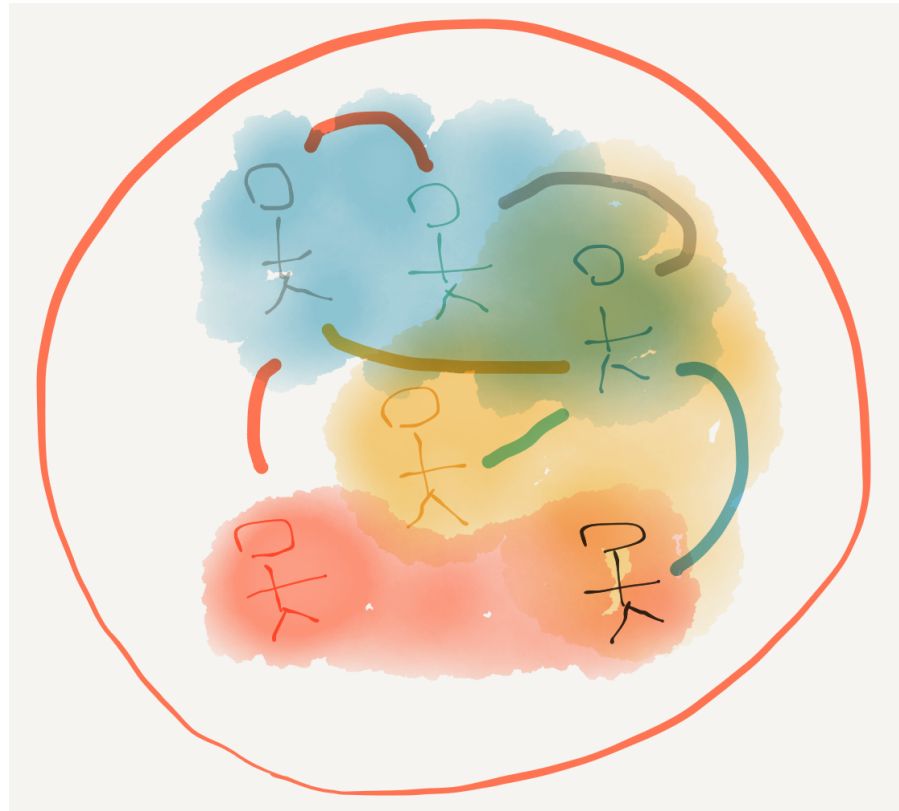


Explore difference:  
get members to  
contribute something, a  
question, an article, a  
provocation



Offer connection:

- physical events
- virtual discussion  
(REAL - v low friction)



Support new  
containers as they  
emerge



**What's available?**



## Learn more...

- ▶ Explore online at [HSDInstitute.org](http://HSDInstitute.org) (*Resources and Take Action*)
- ▶ Consider these upcoming Adaptive Action Labs:

HSD Professional Certification	October-January	Minnesota UK South Africa
Leadership in Medical Education	September-October February-March	Online
Public Adaptive Action Labs	Many topics Many times	Online



- ▶ Build Your Resilience: Thrive in the Midst of Chaos  
*Launches October 19*
- ▶ Adaptive Action Coaching  
*Launches November 1*
- ▶ Conflict: Dialogue Across Difference  
*Launches November 1*





**Thanks!**