

00:27:01 Dorian: Hello! Dorian Spears from Memphis, TN, Momentum Nonprofit Partners.

00:27:13 Royce Holladay: Yes, Claudy, good luck with the afternoon....

00:27:42 Mary Nations: Hi Dorian – I am in Raleigh, NC awaiting wind and rain from your hurricane namesake!

00:27:59 Royce Holladay: Welcome, Dorian, haven't seen you in awhile, since I was with you all for the virtual sessions. How is all going?

00:28:07 Rich Ann Baetz : Greetings from Washinton, DC!

00:28:31 Mary T: Greetings from St Paul, MN

00:29:05 Royce Holladay: Hey Bruce. Hope all is good for you.

00:29:25 Royce Holladay: Hey, Faye. Hope you are doing well.

00:29:31 British Columbia Organization Development Network: Hello from Vancouver, BC

00:29:40 Mary Nations: Hi all – feel free to connect with each other here, and choose all panelists and attendees if you want all to see your note. Otherwise just the panelists (Glenda, Royce, and me) see it!

00:29:58 Mary Nations: and welcome to the webinar!

00:30:06 Royce Holladay: Can't believe it's only a couple of weeks till you get here.

00:30:10 Dorian: Hi Mary! I do hope that it rolls through with little complications. I have a friend in Durham I need to check on. Hi Royce! Things are well. HSD work keeps me sane and calmer in the midst of chaos and change.

00:30:44 Bruce Pappas: Hi, Royce. Yes, all is good. Good seeing you here.

00:31:37 Royce Holladay: @Dorian, can I quote you on that? Grins

00:32:40 Mary Nations: glad you are here, we skipped the fb connection

00:33:24 Dorian: @Royce. You sure can. (smile)

00:34:14 Royce Holladay: Thanks, I will, @Dorian. It's a great statement.

00:35:24 Laurie Webster: Great concrete example!

00:36:52 Juli: Can you please expand on how tension and difference intersect (or not!)? Thank you

00:39:11 Royce Holladay: Hey, Shawna. Hello and hey and how are you? How did the family reunion go?

00:39:40 Juli: Very helpful– my I have a lot of work to do:)

00:39:43 Oluf: There seems to be a connection between emotions/ tensions and human needs here, as taught in nonviolent communication.

00:39:52 Dorian: Yes.

00:39:52 British Columbia Organization Development Network: Yes

00:39:53 Lisa Negstad: Yes

00:39:56 Laurie Webster: Yes, I have used it.

00:39:57 Joann Ricci: yes

00:39:58 Rich Ann Baetz : yes

00:40:00 Liz Coenen: Yes, in a variety of ways

00:40:01 Mary T: I use is daily

00:40:35 Reed: All the time.

00:42:32 Lisa Negstad: Like that... "Now means Now" need to scale so can be truly and "now"

00:43:36 Mary Nations: sorry I texted your old number – I have now blocked it and you cannot contact me anymore from that Canadian number!

00:43:49 KLGm: I just used Adaptive Action to work with colleagues to process the changing political climate in Illinois. We used it to look for opportunities to shift patterns.

00:45:36 Royce Holladay: Let me know when you have some time. Toni leaves tomorrow to spend some time with a friend on the west coast...I'll be lonely and will want to chat, probably!

00:45:44 British Columbia Organization Development Network: KLGm, what did using Adaptive Action give the group?

00:46:09 Lisa Negstad: I used AA to craft reflection questions for a group who is meeting to evaluate a network that they are a part of

00:46:10 Jason Hu: Hello from Jason Hu @ Washington DC. I wonder who else is from DC/MD/VA area who are interested in Glenda's excellent work? If we could form a local group for face to face discussions? Please let me know – Thanks – Jason jjh@wintopgroup.com

00:46:38 shawna vivant: has anyone used adaptive action as an evaluation tool?

00:46:43 Royce Holladay: Great idea, Jason. Hope you get some responses...

00:48:03 Royce Holladay: Welcome to the members of Cohort 55, our 2nd all-virtual Certification Cohort. We have a group of 15 eager and interesting and wonderful participants.

00:48:13 KLGm: When we used it as a group– we realized we had to define "equity" for our organization, and then see how new people in positions of power were defining the term and working toward greater equity in social systems. Where were we aligned? How could we leverage that energy?

00:48:29 Carolyn: Re: evaluation; yes, I share and use it within projects regularly

00:49:39 Rich Ann Baetz : yes, great idea, Jason! I just sent you an email – thx!

00:50:18 British Columbia Organization Development Network: Thank you, KLGm

00:50:53 Rich Ann Baetz : Shawna – I have used adaptive action as an evaluation tool – there are several HSD associates who work in evaluation

00:51:46 Dorian: In hearing "don't go it alone", conversations with my therapist have helped me to process things in confidence and reconcile things presently and possibly how the past influences thoughts and feelings. I've had breakthroughs as a result of sharing and getting things out.

00:51:52 KLGm: Rich–can you tell me more about how AA is used in evaluation? Is it evaluation of systems?

00:51:54 Royce Holladay: Shawna, is there a more specific evaluation question you have?

00:53:01 Mary Nations: @KLGGM – interesting to compare the potential different definitions of equity...and to consider how those show up as patterns – thanks for sharing!

00:53:02 Royce Holladay: @Dorian, I agree that a therapist/counselor helps with this internal AA cycle.

00:53:34 Rich Ann Baetz : Shawna – are you familiar with this article of Glenda's and Judy Oakden's: <https://journal.emergentpublications.com/article/adaptive-evaluation/>

00:53:46 Mary Nations: we CAN give him voice if you want

00:55:13 KLGGM: Thanks, Rich. I am going to read the article you shared.

00:55:24 Royce Holladay: Jay, if you use the dropdown box just above this space, you will be able to select all panelists and attendees and get this to the whole group.

00:55:27 Mary Nations: Hi Jay and welcome! would you like to share that with all? if so, choose the “all panelists and attendees” option here in chat

00:55:36 Rich Ann Baetz : You are welcome! Rich Ann

00:55:44 Royce Holladay: Look, Mary and I had the same thought at the same time.

00:56:00 shawna vivant: yes I know the article well. I'm looking to use AA for evaluation with my PhD work in Education. Anyone have experience in that area?

00:57:53 Claudy: What do you do with the tension when some people think a problem is solvable if the other party only/just changes. How do you address that from an HSD perspective?

00:58:30 Jay Rothman: Thanks for the shout out/welcome home. i work with creative conflict engagement from the inside out thank you! just arrived in San Diego (would love to connect with locals who resonate with this work)
website ariagroup.com
book: resolving identity-based conflict in nations, organizations and communities.

00:59:31 Royce Holladay: That question will move us forward as we go along.

01:00:05 Royce Holladay: greetings, Alejandra. Good to see you here.

01:00:09 Jennifer Jones-Patulli: Thanks @Jay!

01:00:22 Donna Bivens: I would lvoe to hear more about poverty as a pattern. It's something we've been struggling with but had not called on HSD language. Here's a resou<https://www.atd-fourthworld.org/> that I think is beginning to do that. I love their motto "All Together in Dignity"

01:01:03 Royce Holladay: Hey Cathy, we need to chat sometime. Just to catch up with all the interesting things you are doing!

01:01:14 ti communication: Here in PDX ... homelessness as a pattern ...

01:01:47 ti communication: Funny on the dignity – will be presenting on dignity for organization development practice in October

01:02:26 Donna Bivens: So the what was rheir tools and you moved to a so what?

01:03:20 Royce Holladay: @Donna B. It is interesting, thanks for the link. I'll look at it..Consider the conditions that shape the pattern? And as @ti comm is saying homelessness as a pattern. Interesting about the dignity pattern in your presentation.

01:04:00 Royce Holladay: @Donna B, I will ask her to expand on that a bit when she takes another look at what folks are asking.

01:05:06 Donna Bivens: Excuse my typos. I have a hard time multi-tasking. But my question how does this work for a group or community dealing with their collective conflict.

01:05:44 Royce Holladay: @Donna B...this is a no apology for typos space-or at least I hope it is...

01:05:56 Royce Holladay: :>}

01:06:33 Donna Bivens: Ok. The this in my question is coming to a so-what for a group.

01:06:43 Laurie Webster: Can you give another word for "scale"?

01:07:43 Mary Nations: interesting notes about poverty and dignity - thanks!

01:08:32 Royce Holladay: Sure, @Laurie...the scale refers to the level or space of the organ or system-individual is one scale...group is another, whole system is another, and they are completely linked and what happens at one can impact what happens at another...

01:09:09 Laurie Webster: Thanks for the explanation Royce. The term just tripped me up.

01:09:25 Royce Holladay: no problem, @Laurie...hope it helps.

01:10:42 Rich Ann Baetz : Shawna - I encourage you to talk with Royce - I'm sure she could provide suggestions on folks to connect with who have used AA in education and who might could be a resource for your research. Good luck!

01:11:32 Royce Holladay: @RichAnn-thanks...Sure @Shawna...give me a call or drop an email.

01:12:52 Jay Rothman: No issue Glenda, thank you the recognition of the work (name is less important)

01:13:11 Royce Holladay: @Donna, if you want to have a quick conversation about other questions about that idea of patterns...drop me a note and we can schedule a quick talk.

01:13:22 Rich Ann Baetz : YES! Thank you for sharing the form

01:13:36 Stephen Bosacker: Yes, please share this form.

01:14:10 Royce Holladay: We will post it when Mary posts the recording -and it will be in the followup email with the link to the recording. thanks.

01:14:31 Joann Ricci: the write it down seems too offer another opportunity to go back to The What stage and go deeper

01:14:54 Royce Holladay: Great insight @Joann...absolutely

01:15:06 Reed: Like Orwellian horses.. just keep working harder, repeating the same mistakes.

01:15:25 Royce Holladay: :>} @Reed

01:16:00 KLG M: I like the idea of continuing to revisit the 'What

01:16:10 Royce Holladay: Perfect...perfect...perfect!

01:16:14 Joann Ricci: helps folks see the iterative and fractal nature of an issue it seems to me and

01:16:19 KLGm: Like the idea of going deeper.

01:16:27 Juli: love the idea of gaining a clearer view of the wider system...and this can help me challenge my o so sure assumptions.

01:17:13 Jay Rothman: Glenda, question: we had this conversation a few years ago but I still don't quite understand the answer/differences. As you know, in my conflict engagement work, I use What, Why, How inquiries in my work. Why being the core/resonance about what deeply matters to people. their assumptions. Their narratives. Their values. Their needs. Their identities. So...what is the difference between your work with So What? and mine Why?

01:17:29 Royce Holladay: @Juli, you are right...sometimes they sorta slap me in the face. and I have to concede.

01:17:41 British Columbia Organization Development Network: Can you comment on layering AA cycles across different system and time scales?

01:18:41 Joann Ricci: I SO appreciate the learning from everyone and have to drop off early Be well everyone and deep thanks Glenda

01:18:47 Donna Bivens: Yes, I think that's what I did with my "poverty teach-in". I didn't frame it as poverty is a pattern. That would have helped. I did use inquiry etc, But that assumption that it's a pattern often treated as a problem is key to lift up.

01:19:00 Royce Holladay: Thanks @Joann, for sharing your insights as well.

01:19:25 Donna Bivens: This is so helpful. I use HSD so much and this helps me see my own process.

01:19:39 Juli: Why is taught as "judgemental" in the professional coaching space. Instead using what questions to help be on the same side of the table as people.

01:20:33 Royce Holladay: Mila, you will receive a copy of the recording at the same email where you received the invitation and link.

01:20:44 Jay Rothman: so so what gets to system linkages where why gets you in to the existential roots...this is very clear. i wonder about sequencing from the deep identity work i do and the broader systemic work you do. in deed a major frustration of my work is after we make progress on the whys we often get stuck in the how's.

01:21:03 Royce Holladay: Also all the recordings are on the website. www.hsdinstitute.org

01:21:43 Royce Holladay: Great insight, @Jay. I'll make sure Glenda gets that note. She can't see it right now.

01:22:16 KLGm: Very interesting difference between working with Why? and So What? I agree that focusing on causes and history of an issue has bogged me down in the past.

01:22:46 Royce Holladay: <https://www.hsdinstitute.org/resources/resource-listing.html?resourceTypes=virtualWorkshops&resourceTypes=videos>. HSDP LVWs recordings

01:24:42 Royce Holladay: I will do that today, Jay. would love her insights (and yours).

01:24:58 Mary Nations: sounds interesting, Jay - glad to see you here as well!

01:25:17 Royce Holladay: @esltinso thanks for being here.
01:25:31 Royce Holladay: Thanks Oluf.
01:25:40 Jennifer Jones-Patulli: diversity
01:26:17 Mary Nations: Jen and I are also doing a session on
Diversity, Equity and Inclusion in October!
01:26:24 Liz Coenen: Thank you Glenda and All
01:26:25 Nancy Westrup: Muchas gracias...
01:26:25 ti communication: Thank you.
01:26:29 Rich Ann Baetz : Thank you!
01:26:29 Donna Bivens: Thank you! This was great!
01:26:30 Stephen Bosacker: Thank you, as always!
01:26:34 KLGm: Thanks to all! This was great.
01:26:34 Claudy: Thank you!
01:26:37 Reed: TY!