



Welcome to
HSD Institute
Quarterly Associates' Meeting
Annual Meeting

March 6, 2014

Your Host:

Glenda Eoyang, Ph.D.

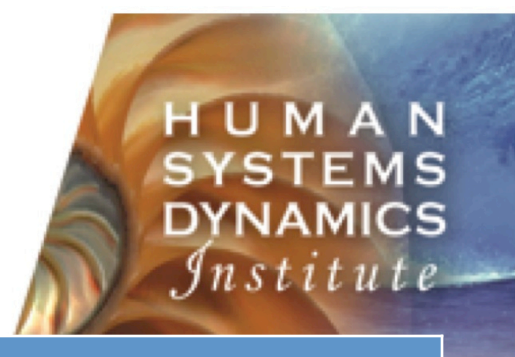
Executive Director

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	

Sharing our HSD Story



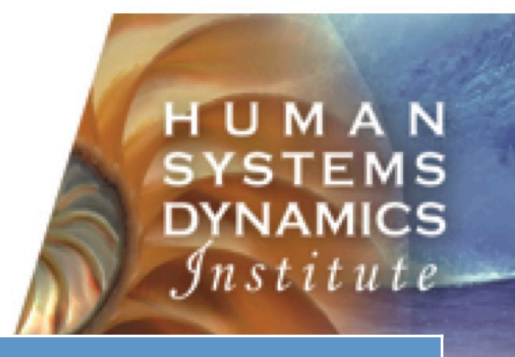
Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	

Sharing our HSD Story



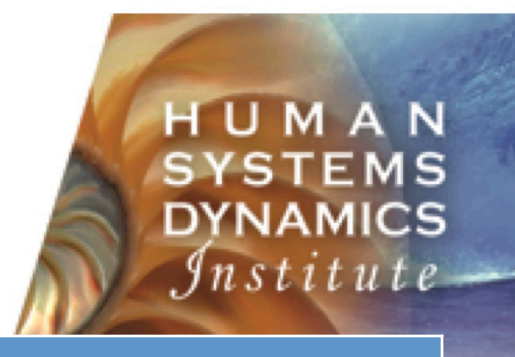
Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	
Replication	

Sharing our HSD Story



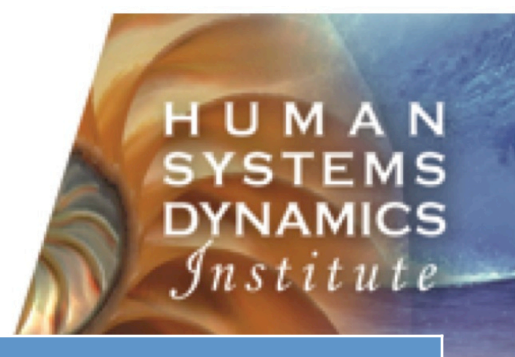
Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	
Replication	
Fidelity	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	
Replication	
Fidelity	
Predictable	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	
Replication	
Fidelity	
Predictable	
Controlled	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	
Best practice	
Packaging	
Replication	
Fidelity	
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	
Packaging	
Replication	
Fidelity	
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	
Replication	
Fidelity	
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	
Fidelity	
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	Innovation
Fidelity	
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	Innovation
Fidelity	Coherence
Predictable	
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	Innovation
Fidelity	Coherence
Predictable	Emergent
Controlled	
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	Innovation
Fidelity	Coherence
Predictable	Emergent
Controlled	Conditioned
Global expectation	

Sharing our HSD Story



Traditional Scale-Up Strategies	Scale-Free Dissemination
Homogeneous field	Heterogeneous field
Best practice	Best fit
Packaging	Patterning
Replication	Innovation
Fidelity	Coherence
Predictable	Emergent
Controlled	Conditioned
Global expectation	Local adaptation

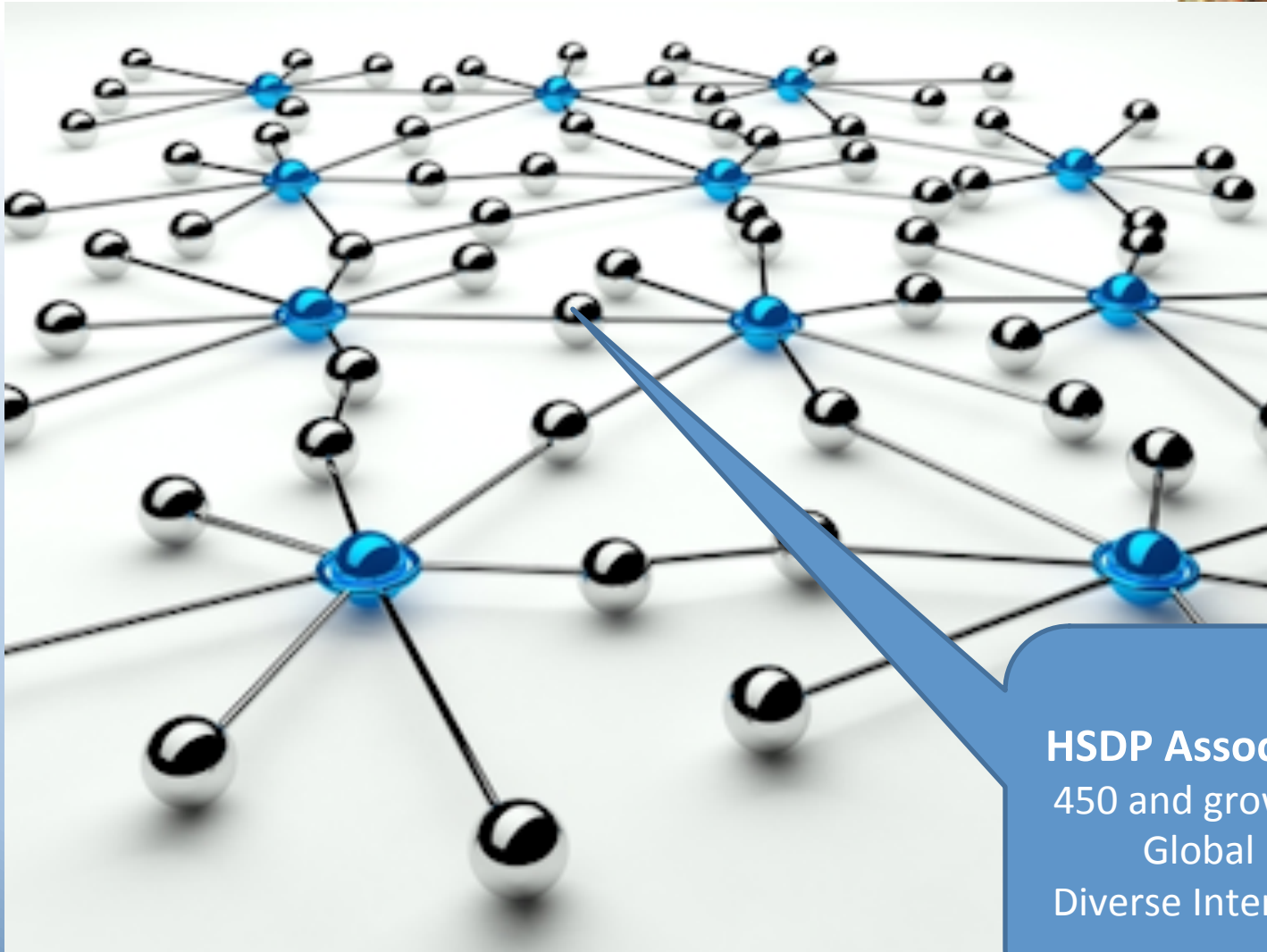
What is the HSD story?



Multiplication and Variation



Structuration



HSDP Associate
450 and growing
Global
Diverse Interests



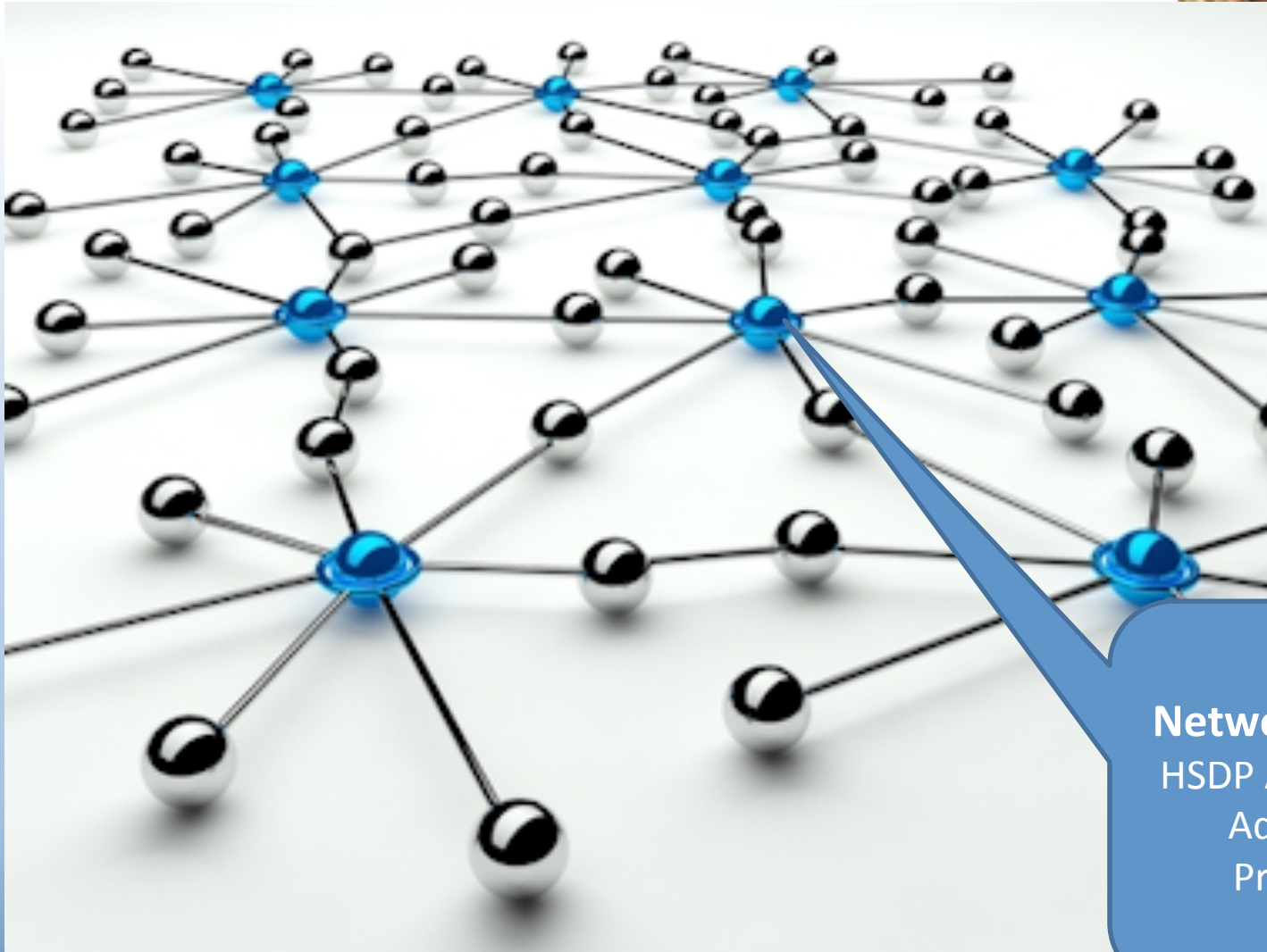
Nicole Johnston

One Associate's View:



- What benefits do you see in being a member of the HSD Associate Network?
- As a relatively new member of the Network, what do you feel you have to offer other members of the network?
- What do you want/need from other members of the network?
- Overall, how has HSD changed the way you work with your colleagues and students in your school?

Structuration Step 2



Network Board
HSDP Associates
Advisory
Projects



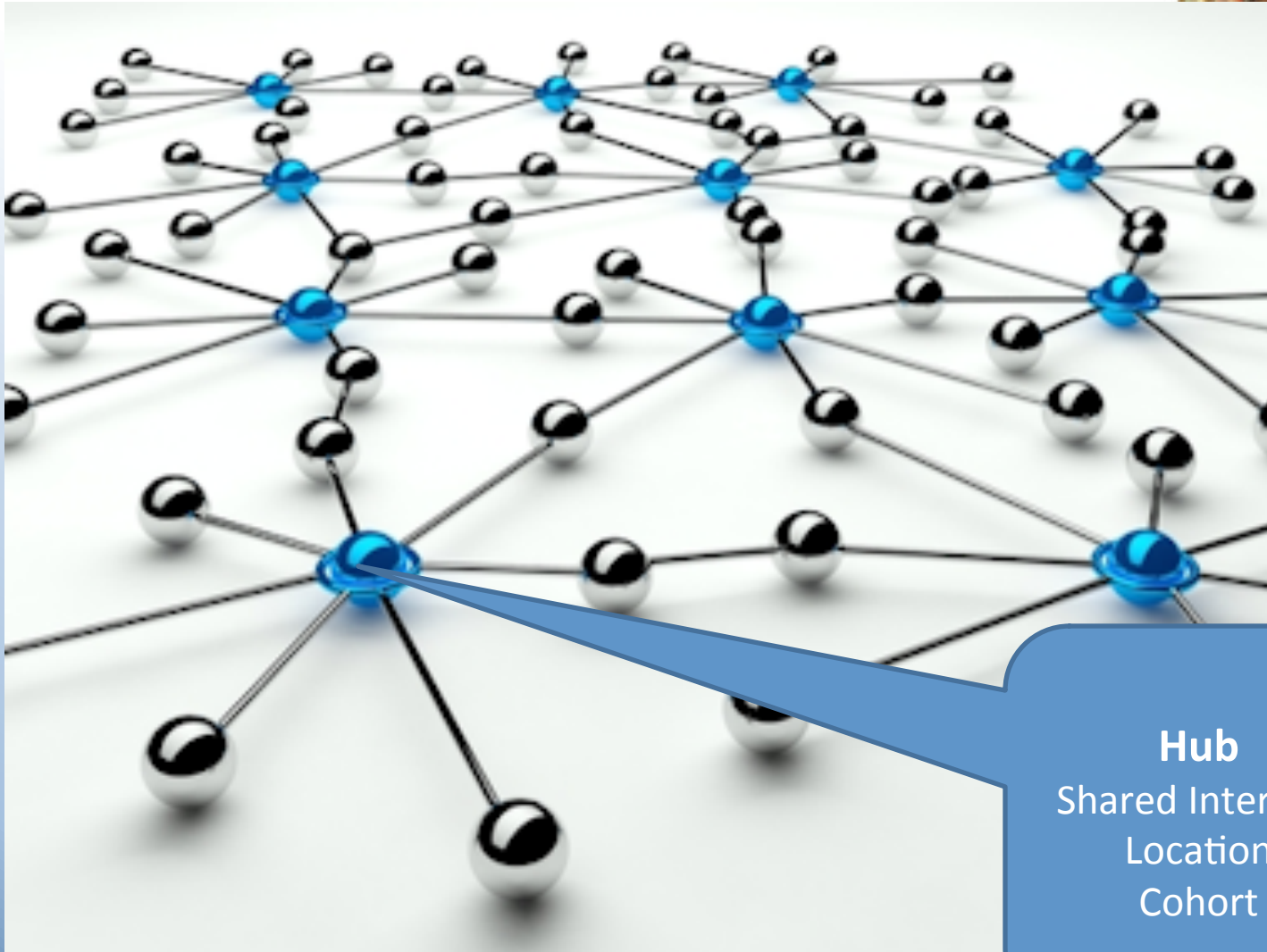
Rebecca Korphage

View from the Network Board:

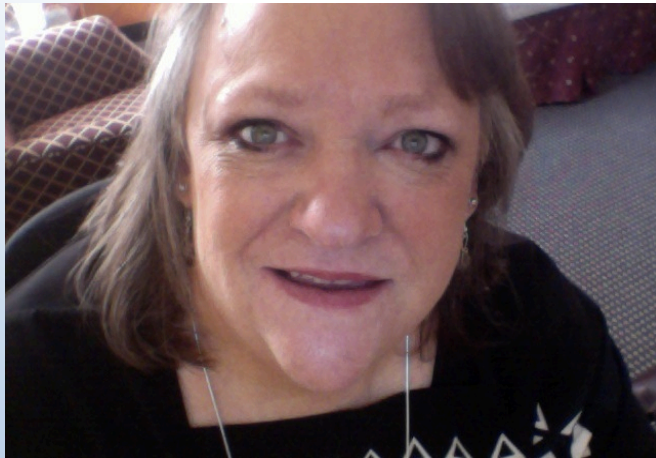


- What role do you see the Board playing in shaping patterns across the network?
- What one question would you ask of each member of the network, if you could?
- What one thing would you say to each member of the network, if you could?

Structuration Step 3



Hub
Shared Interests
Location
Cohort



Royce Holladay

View of the HUBs:



- What are HUBs?
- How do they form?
- What are the plans for the HUBs, moving forward?

Structuration Step NEXT



Where are you
in this picture?

Join us for future live virtual workshops:



April 3, 2014:
11am – 12 noon (CDT)

Agile Organizations:
Setting Conditions for
Self-Organizing

May 1, 2014:
11am – 12 noon (CDT)

Re-Form: Healthcare
and Education for
Tomorrow

June 5, 2014:
11 am – 1pm (CDT)

Quarterly Meeting:
Associates and Friends
Networking

No session in July

For more info:



- *Adaptive Action: Leveraging Uncertainty in Your Organization*
Eoyang and Holladay
- *Radical Rules for Schools: Adaptive Action for Complex Change*
Patterson, Holladay, and Eoyang
- *Facilitating Organization Change*
Olson and Eoyang
- *Influencing Patterns for Change*
Holladay and Quade
- <http://www.hsdinstitute.org/http://www.adaptiveaction.org/>
- @GlendaEoyang, @rjholladay, @AdaptAct

Thanks!



- To our presenters for sharing their stories:
 - Nicole Johnston
 - Rebecca Korphage
 - Royce Holladay
- To you for being with us today and every day