Patterns of Engagement: Using HSD to Design Events

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Today we will . . .

» ## WHAT?
Practice conditions for self-organizing

» ## SO WHAT?
See effects of conditions in meetings and events

» ## NOW WHAT?
Use a planning template to set conditions for your next meeting

Collective Misery

An Alternative

» People self-organize

» Not all self-organizing is productive

» Meeting design sets conditions

» CDE establishes self-organizing:

  » Speed

  » Direction

  » Outcomes

Conditions for Self-Organizing: Container

Holds agents together
until patterns form

Conditions for Self-Organizing: Differences

Create patterns AND

Motivate change

Conditions for Self-Organizing: Exchanges

Connect across differences

What are conditions?
Are they fit for purpose?

Design to Fit

Conditions	Current	Fit?	Design
Container			
Differences			
Exchanges			

Design to Fit

Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many		
Differences			
Exchanges			

Design to Fit

Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many		
Differences	Few Many Small Large Clear Fuzzy		
Exchanges			

Design to Fit

Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many		
Differences	Few Many Small Large Clear Fuzzy		
Exchanges	Tight Loose Many Few 1-way 2-way		

Design to Fit

Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many	Yes No	
Differences	Few Many Small Large Clear Fuzzy	Yes No	
Exchanges	Tight Loose Many Few 1-way 2-way	Yes No	

Case 1: Silo City

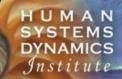| Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many	Yes No	
Differences	Few Many Small Large Clear Fuzzy	Yes No	
Exchanges	Tight Loose Many Few 1-way 2-way	Yes No	

Case 1: Silo City

Conditions	Current	Fit?	Design
Container	**Small** Large **Closed** Open **Few** Many	Yes **No**	
Differences	Few **Many** Small **Large** Clear **Fuzzy**	**Yes** No	
Exchanges	Tight **Loose** Many **Few** **1-way** 2-way	Yes **No**	

Case 1: Silo City

Conditions	Current	Fit?	Design
Container	**Small** Large **Closed** Open **Few** Many	Yes **No**	**Large Group**
Differences	Few **Many** Small **Large** Clear **Fuzzy**	**Yes** No	**Whole system**
Exchanges	Tight **Loose** Many **Few** **1-way** 2-way	Yes **No**	**Clarify significant differences**

Case 2: Exploding Team

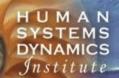| Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many	Yes No	
Differences	Few Many Small Large Clear Fuzzy	Yes No	
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Case 2: Exploding Team

Conditions	Current	Fit?	Design
Container	**Small** Large **Closed** Open Few **Many**	**Yes** No	
Differences	Few **Many** **Small** Large Clear **Fuzzy**	Yes **No**	
Exchanges	**Tight** Loose Many **Few** 1-way **2-way**	Yes **No**	

Case 2: Exploding Team

Conditions	Current	Fit?	Design
Container	**Small** Large **Closed** Open Few **Many**	**Yes** No	**Team Meeting**
Differences	Few **Many** **Small** Large Clear **Fuzzy**	Yes **No**	**Focus on the work**
Exchanges	**Tight** Loose Many **Few** 1-way **2-way**	Yes **No**	**Meet more often** **Learn skills**

Design Your Next Meeting to Fit

Conditions	Current	Fit?	Design
Container	Small Large Closed Open Few Many	Yes No	
Differences	Few Many Small Large Clear Fuzzy	Yes No	
Exchanges	Tight Loose Many Few 1-way 2-way	Yes No	

More resources

» Books
  » *Adaptive Action: Leveraging Uncertainty in Your Organization*
    (Eoyang & Holladay)
  » *Facilitating Organization Change: Lessons from Complexity Science*
    (Olson & Eoyang)
  » *Let's Stop Meeting Like This: Tools to Save Time and Get More Done*
    (Emily & Dick Axelrod)
» Web
  » www.adaptiveaction.org
  » Wiki.hsdinstitute.org
  » www.hsdinstitute.org
  » Twitter: #hsd #adaptact @GlendaEoyang

Your Opportunity To Become An HSD Professional

» Patterns and Possibilities:
  » Jan 2015 in Raleigh, NC
  » Jan 2015 in Helsinki, FI
  » July 2015 in Chicago, IL
» Four months exploring an online learning ecology:
  » Lively learning community
  » Guided practice
  » Large group learning and dialogues
  » Learning packets on relevant topics
  » Praxis Partner for support
» [Register](http://www.hsdinstitute.org/learn-more/overview.html):

http://www.hsdinstitute.org/learn-more/overview.html

Join Us!

Sep 18, 2014 **11:00 – 1:00 CDT**	*Quarterly Meeting—Associates and Friends Networking*
Oct 2, 2014 **11:00 – Noon CDT**	*Organizing for Work: CAANs and Project Management for the Future*
Nov 6, 2014 **11:00 – Noon CDT**	*Simple Rules: See, Understand, and Influence Patterns*

» [Register](#) for the next session in this series:
   http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration
» [Navigating Complexity](#): October 22-25, 2014 – Chicago, IL
   http://www.hsdconference.org/