



## HUMAN SYSTEMS DYNAMICS INSTITUTE

### Community Commons

Chat Transcript | 21 MAR 2024

- 00:28:50 John N Murray: John Murray in Saint Paul, MN on the traditional and unceded lands of the Dakota.
- 00:28:53 Carla Blanquier: Carla at very hot weather in Rio de Janeiro, Brazil!
- 00:29:29 Royce Holladay: Welcome from Circle Pines, MN, USA!
- 00:29:57 Janice Ryan: Hi. I am Janice Ryan in Chattanooga, TN, USA
- 00:32:53 John N Murray: Welcome all to the Community Commons! Throughout the presentation - feel free to leave thoughts or questions here in the Chat - Carla and I, along with Royce of course, will be monitoring 😊
- 00:35:05 Barry Vornbrock (he / him): I'm in Blaine, MN.
- 00:35:36 Barry Vornbrock (he / him): Industries seem to persist the longest.
- 00:35:47 John N Murray: Industries was my guess too!
- 00:38:20 Royce Holladay: I think those are interesting designations ...
- 00:39:37 Royce Holladay: Can motivation emerge inside the hygiene work?
- 00:42:21 Glenda Eoyang (she/her/hers): [Landscape Diagram](#) if it is new to you.
- 00:44:02 John N Murray: Fascinating!
- 00:45:13 Royce Holladay: 3rd Thursday of the month from 8-9 Mountain time
- 00:45:40 John N Murray: Community Commons was an early adopter of an experiment 😊
- 00:45:47 John N Murray: Started last year!
- 00:47:43 Royce Holladay: I am in year 2 of an experiment...engaging an a year-long adaptive action where a cohort of people do the AA Lab in January and then follow up with monthly meetings on ongoing conversations as they move toward their goals. One group completed in 2023 and I have another group going for 2024.

Nothing is intractable.

00:47:59 John N Murray: "How could Simple Rules set conditions across an emergent network of HSD experiments?"

Stand in inquiry

- ▷ Turn judgment into curiosity
- ▷ Turn conflict into shared exploration
- ▷ Turn defensiveness into self-reflection
- ▷ Turn assumptions into questions

Find the energy in difference

Zoom in and Zoom out

Connect through Stories and Impacts

Search for the true and useful

Celebrate Life!

01:11:51 Royce Holladay: Observations? Questions? Comments? Insights?

01:12:42 Alejandro: my 2 cents, after we finished our conversation... Simple Rules set the conditions for the container so everyone is invited to come connect, at the "neutral zone"/complexity/core of the VUCA/chaos, to have conversations with respect

Carla Blanquier: Reacted to "my 2 cents, after we..." with ❤️

01:14:00 Royce Holladay: "You can't do someone else's Adaptive Action....but you can advocate for change that's beyond your scope...."

Carla Blanquier: Reacted to ""You can't do someon..." with 🙏

01:15:11 John N Murray: Similarly - I can't set simple rules for another scale in the system and expect coherence.

01:16:21 Royce Holladay: And I'd add what I heard John say...work with those around you to change patterns...that then may influence elsewhere.

01:16:38 John N Murray: If we're all following the same simple rules - even in different places - they bring coherence, a key to creating patterns.

01:16:52 Dr. Matthew: Hemi-sync

01:17:27 John N Murray: One interesting thing that was shared in our group - a note of coherence actually with a few who shared, was taking on a "Beginner's mind" - an openness to the emergence that may occur in a system

Royce Holladay: Reacted to "One interesting thin..." with 👍

01:17:27 Dr. Matthew: Transmit and Generate

Nothing is intractable.

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Royce Holladay: Reacted to "Transmit and Generat..." with 👍 Nice, Matt.

01:22:26 Royce Holladay: Lovely, Alejandra...

01:24:10 Glenda Eoyang (she/her/hers): Thanks, thanks, thanks.

01:24:33 John N Murray: [Learning Opportunities](#)

01:25:28 Royce Holladay: [info@hdsinstitute.org](mailto:info@hdsinstitute.org)

01:25:34 Alejandro: Thank you for the session, good seeing you. I need to go to another meeting... wishing you all happiness!!

01:25:45 Janice Ryan: Thanks. This was great as always!

01:25:55 John N Murray: [murr0328@umn.edu](mailto:murr0328@umn.edu)

01:25:57 Pamela Smit: Thank you!