Live Virtual Workshop
See, Understand, and Influence: CDE Model in Action
Chat Transcript 07DEC23

12: 07: 36 Kerry Priest: Good day everyone! Joining from Manhattan, KS. I'll be off camera today. Glad to be here!

12: 10: 45 Jeremy Hinks: My container is currently Wiltshire in the UK.   One difference may well be time. Been a long day! Exchange - happening right here. Nice to meet you all.

12: 11: 31 Miriam Bayes: Reacted to "My container is curr..." with 👏

12: 15: 52 Ana Luisa Romero: Reacted to "My container is curr..." with 🎆

12: 16: 14 Zara: Would something like Islamophobia be a wicked challenge?

12: 17: 18 Ana Luisa Romero: Replying to "My container is curr..."

one hour ahead of you, joining from Brussels, the dark and long nights, the many celebrations of light -- greetings to all

12: 17: 31 Miriam Bayes: Reacted to "My container is curr..." with 🎆

12: 18: 11 Zara: Also happy Hanukkah to those who celebrate

12: 18: 59 Mary Nations: Replying to "Would something like..."

yes, I definitely think so, a mighty large one

12: 18: 59 Leslie Patterson: Zara, seems that Islamophobia is about as wicked an issue as we can find! Sometimes I try to state a wicked issue as a whole sentence (which would include who, when, etc., so that it kind of narrows the focus without losing the significance or importance of the issue?

12: 20: 30 Caroline Rennie: Reacted to "Zara, seems that Isl..." with 🙏

12: 20: 51 Zara: Reacted to "Zara, seems that Isl..." with 👍

12: 21: 17 Zara: I'm struggling to see how CDE could be applied

12: 22: 12 Jeremy Hinks: Reacted to "Zara, seems that Isl..." with 👍

12: 22: 42 Jeremy Hinks: Reacted to "one hour ahead of yo..." with 👋

12: 24: 51 Janice M Jaguszewski: Could the simple rules be a container as well as an exchange?

12: 25: 44 Abra Pollock (she/her): I'd be interested to know how one would apply this to a personal behavior or individual circumstances that you'd like to change. I'm thinking about my own situation-- managing a chronic illness that feels like a wicked issue.

12: 25: 47 Jeremy Hinks: Another thing that prompted by that thought @Caroline Rennie is how one of the differences in a group is how they might be working/ thinking/ feeling in different containers, without realising it.....

12: 25: 59 Kate Webster: It feels like the container might be the easiest thing to adapt - or maybe just the most obvious...

12: 26: 41 Miriam Bayes: Replying to "It feels like the co..."

Interesting... would it be so if the container is the culture?

12: 27: 14 Kate Webster: @Caroline Rennie I have a client dealing with that right now… and they are doubling down on reducing the container for focus - but they have not done the loops to see what is changing. That's my job!

12: 27: 16 Rene Garcia: Reacted to "I'd be interested to..." with 👍

12: 27: 19 Logan Dean (they/them): I read Zara's question/comment about application as having an implied "to islamaphobia" at the end. Perhaps I am over-interpreting? In any case, I see an online event on that kind of bias, that may be rescheduled for the future: https: //www.hsdinstitute.org/learning-opportunities/adaptive-action-labs/2023-aalab-deal-with-patterns-of-racism-and-bias.html

12: 28: 57 Kate Webster: Replying to "It feels like the co..."

You got me on that one, Miriam - culture is never easy to change directly, but I see it as a pattern, rather than just a container

12: 30: 23 Mary Nations: Replying to "It feels like the co..."

Thinking on this - what are key differences that matter and what container(s) would help work with them usefully?

12: 30: 25 Miriam Bayes: Replying to "It feels like the co..."

@Kate Webster you're right. And any pattern has CDE. So probably in a culture the C could be the values, the D what is relevant and a priority to the team, and E how they interact... How does this sound?

12: 30: 47 Miriam Bayes: Reacted to "Thinking on this - w..." with 👍

12: 31: 15 Caroline Rennie: Replying to "@Caroline Rennie I h..."

It's complex! Helping them see (and imagine) the impacts of narrowing the container is helpful. And of course - adapting as you observe! Understanding that the adaptation also has a human and organisational cost if the understanding isn't broadly shared. 😅

12: 31: 37 Zara: Sadly I need to jump off but I"ll look forward to the recording

12: 32: 01 Shelley Saeger: in chronic medicine, roles can be a container as well (dr., patient, caretaker)

12: 32: 08 Victoria Shaw: Reacted to "in chronic medicine,..." with 👍

12: 32: 52 Abra Pollock (she/her): I think the word container is just referencing putting a boundary around something. That's why "today" can be a container.

12: 33: 04 Elveta Bishop: A container is any construction you is too examine exchanged and patterns

12: 33: 14 Kate Webster: Replying to "@Caroline Rennie I h..."

Some of them are seeing the costs and consequences, but aren't necessarily connecting those to the actions they have taken… they see them as "standalone symptoms"

12: 33: 52   Rene Garcia: Probably what brings clarity to what is a "container" is that there is a common understanding, that increase collective awareness.

12: 34: 10   Jeremy Hinks: Is a container something that you (in self reflection) can accept as a container, and your client(s) in coaching etc can accept as the container, and can work with that. If your client cannot buy into the notion of container perhaps you don't get differences, you get interference?

12: 34: 30   Elveta Bishop: Replying to "A container is any c..."

That should be const...

12: 34: 34   Ana Luisa Romero: Reacted to "Probably what brings..." with 👍

12: 35: 42   Leslie Patterson: Replying to "A container is any c..."

Jeremy, Abra, and Eleva, I like the way you are talking about the container -- a construction that helps us think about the complex system.

12: 35: 48   Seth Derner: I struggle with keeping CDE practical and not get overwhelmed with the could-be-all-of-the-above quality of CDE. The useful "simple rule" for me about CDE is that it can be used to make sense of the nearly countless perspectives of any wicked issue - there's not one CDE or one "right" CDE, but it helps to frame any moment-in-time and place-in-time perspective of an issue.

12: 36: 10   Kate Webster: Reacted to "I struggle with keep..." with 👍

12: 36: 14   Miriam Bayes: Reacted to "Jeremy, Abra, and El..." with 👍

12: 36: 21   Rene Garcia: Reacted to "I struggle with keep..." with 👍

12: 36: 22   Abra Pollock (she/her): Reacted to "Jeremy, Abra, and El..." with 👍

12: 36: 39 Miriam Bayes: Reacted to "I struggle with keep..." with 👏

12: 36: 46 Leslie Patterson: Right, Seth!!! It's hard to understand CDE in the abstract. I need a concrete situation and put it to work!

12: 36: 47 Laura Williams: Just self-observing here: It's been helping me to remember that we tend to think about seeing, understanding, and influencing human systems. I find the CDE useful in each of these stages of my work. I think we started off today—just reviewing the CDE is the DNA of patterns. The utility comes in relation to what stage of the work I'm in and what I need….seems we are moving into those examples now…

Not sure if this is true or useful for anyone else.

12: 36: 49 Janice M Jaguszewski: Reacted to "Some of them are see..." with 👍

12: 37: 18 Logan Dean (they/them): Reacted to "I struggle with keep..." with 👏

12: 37: 19 Leslie Patterson: Love it, Laura! The DNA of patterns. Hmmm….

12: 37: 23 Caroline Rennie: Reacted to "Just self-observing ..." with 👍

12: 37: 26 Jeremy Hinks: Reacted to "Just self-observing ..." with 👍

12: 37: 36 Jeremy Hinks: Reacted to "I struggle with keep..." with 👏

12: 37: 41 Seth Derner: Reacted to "Just self-observing ..." with 👍

12: 38: 02 Mary Nations: Reacted to "Just self-observing ..." with 👍

12: 38: 05 Shelley Saeger: Reacted to "Thinking on this -..." with 👍

12: 38: 11 Heather Oxman: Royce's post this past week provided some really clear explanations of the CDE examples of pattern shifts.

12: 38: 27 Seth Derner: Reacted to "Royce's post this pa..." with 👍

12: 39: 47 Cornelia: Reacted to "I struggle with keep..." with 👏

12: 39: 55 Cornelia: Reacted to "Just self-observing ..." with 👍

12: 41: 17 Ana Luisa Romero: international participants = change Container

12: 41: 30 Rene Garcia: Reacted to "international partic..." with 👍

12: 41: 41 Ahmed Avais: I always have the same question, @Kate Webster

12: 42: 01 April Schnell: @ Kate and Ahmed, me too!

12: 42: 05 Cornelia: Don't try to make it cleaner than it is:)

12: 42: 31 Ahmed Avais: Replying to "Don't try to make it..."

      "Keep it messy" and see what emerges!

12: 42: 38 Ahmed Avais: Reacted to "Don't try to make it..." with 👍

12: 42: 39 Caroline Rennie: Reacted to "Don't try to make it..." with 💥

12: 42: 44 Shelley Saeger: Reacted to "Don't try to make ..." with 👍

12: 42: 48 Ahmed Avais: Replying to "Don't try to make it..."

      I'm collecting HSD t-shirt slogans

12: 42: 51 Ana Luisa Romero: Reacted to "I always have the sa..." with 👏

12: 42: 57 Jeremy Hinks: Reacted to ""Keep it messy" and ..." with 👍

12: 42: 59 Ana Luisa Romero: Removed a 👋 reaction from "I always have the
      sa..."

12: 43: 06 Mary Nations: Reacted to "I'm collecting HSD t..." with 👍

12: 43: 12 Leslie Patterson: Yes, Ana — and as that container of "international
      participants" shifts, the differences and exchanges also shift. All are
      connected as they interact.

12: 43: 16 Ana Luisa Romero: Replying to "I always have the sa..."

      hello @Kate Webster hello @Ahmed Avais

12: 43: 18   Cornelia: Reacted to ""Keep it messy" and ..." with 👍

12: 43: 31   Leslie Patterson: Replying to "Don't try to make it..."

Love it, Ahmed!

12: 43: 35   Logan Dean (they/them): Reacted to ""Keep it messy" and ..." with 👍

12: 43: 36   Barrie McClune: Replying to "Don't try to make it..."

I'd get a "Celebrate life!" tshirt

12: 43: 49   Ahmed Avais: Reacted to "I'd get a "Celebrate..." with 🙌

12: 43: 56   Logan Dean (they/them): Reacted to "I'd get a "Celebrate..." with 🙌

12: 43: 57   Rene Garcia: Reacted to ""Keep it messy" and ..." with ❤️

12: 44: 14   Rene Garcia: Reacted to "Yes, Ana — and as th..." with 👍

12: 44: 15   Miriam Bayes: Reacted to "Is a container somet..." with 👍

12: 44: 20   Ana Luisa Romero: Replying to "Don't try to make it..."

What's the difference that makes the difference

12: 44: 27   Rene Garcia: Reacted to "I'd get a "Celebrate..." with ❤️

12: 44: 43   Leslie Patterson: CDE portrait is an X-ray of the pattern. . . I need to think about that . . . I kind of like that image.

12: 44: 57   Ana Luisa Romero: Reacted to "Yes, Ana — and as th..." with 😍

12: 47: 10   Seth Derner: Reacted to "CDE portrait is an X..." with 👍

12: 48: 30   Caroline Rennie: We think of a container as the boundaries of the system we are exploring. In the example of too many rules creating too tight a container, and no rules creating too loose a container, that was the key aspect of our container we were looking at. Other aspects of our container was the retailer who owned the whole program. Ultimately we felt that one retailer was too limiting to our work, and

now we have loosened that aspect of the container to involve other retailers. So it's a tool for looking at the system under exploration. Not, in my mind, seeking to find THE right way to characterise a whole system. Perhaps someone sees this very differently?

12: 49: 01 Miriam Bayes: Reacted to "We think of a contai..." with 👍

12: 49: 41 Janice M Jaguszewski: Reacted to "We think of a contai..." with 👍

12: 51: 18 Jeremy Hinks: Reacted to "We think of a contai..." with 👍

12: 53: 25 Kogi I Govender (DSI): Appreicate the space for thinking and reflecting. Need to leave though. Look forward to the slide deck and future interactions.

12: 53: 38 Leslie Patterson: Thanks, Kogi!

12: 53: 49 Kate Webster: @Seth Derner … Leslie's comments just sparked a brain flash for me… one of the ways to keep CDE from feeling too abstract might be to realize that sometimes what feels fuzzy is a question of scale - a pattern at one level can become a container at another…because, fractals.

12: 54: 26 Leslie Patterson: Caroline! That seems to be a very useful example!

12: 54: 37 Seth Derner: Question: how do you account for time in this example? E.g. some associates will retire & where do new ones come from? This is always what confounds me: accounting for the onward march of time

12: 54: 44 Miriam Bayes: Reacted to "@Seth Derner … Lesli..." with 👍

12: 54: 45 Leslie Patterson: Thanks, Seth! Right-o!

12: 56: 52 Jeremy Hinks: Replying to "@Seth Derner … Lesli..."

nice!

12: 57: 45 NDUWARUGIRA Oscar: Sound is gone on my side

12: 58: 06 Rene Garcia: Thinking about family reunions and holidays season, I appreciate having more awareness of these "two difference that will make the difference": If the system is open or close, if the system is static or adaptive. It could change all the end of the year experience😄

12: 58: 20 Leslie Patterson: So Sorry, Oscar. We'll try to capture content in the chat.

12: 58: 52 April Schnell: In this example, is HSD Vision the purpose?

12: 58: 59 Laura Williams: Reacted to "In this example, is ..." with 👍

12: 59: 05 Leslie Patterson: How does the HSD drive for a better world fit in?

12: 59: 18 Kate Webster: Shameless plug for the HSD reading and Discussion group next Tues, Dec 12 from 10 - 11: 30 Eastern. https://us02web.zoom.us/j/82623817890?pwd=VVcyUHhSS0tlQ0RqK3lNRC9aSE1QZz09

12: 59: 27 Caroline Rennie: Reacted to "@Seth Derner … Lesli..." with 👍

12: 59: 29 Seth Derner: Reacted to "Shameless plug for t..." with 👍

12: 59: 32 Jeremy Hinks: Reacted to "Shameless plug for t..." with 👍

12: 59: 42 Kate Webster: It is all about CDE and playing with the CDE portrait

12: 59: 48 Miriam Bayes: Reacted to "Shameless plug for t..." with 👍

12: 59: 49 Ana Luisa Romero: Reacted to "It is all about CDE ..." with 💥

12: 59: 54 Miriam Bayes: Reacted to "It is all about CDE ..." with 👍

12: 59: 54 Ana Luisa Romero: Removed a 💥 reaction from "It is all about CDE ..."

13: 00: 00 Ana Luisa Romero: Reacted to "Shameless plug for t..." with 💥

13: 00: 16 Csaba: Thank you for the valuable experience! Cheers, Csaba

13: 00: 28 Doneen Swart: Apologies, I need to drop -- this dialogue and information is so interesting. Thank you!

13: 00: 43 Leslie Patterson: Thanks for coming, Doneen!

13: 01: 03 Seth Derner: I like that - the flexibility to have levels of containers so that larger context isn't lost

13: 01: 19 Jeremy Hinks: Thank you for the sharing and thought provocation. Hope to join next week.

13: 01: 26 Caroline Rennie: Replying to "Shameless plug for t..."

It's a beautiful invitation! Thank you 🙂

13: 01: 27 Kate Webster: @Cornelia love that sensitivity to naming something smaller making it smaller…

13: 01: 34 Miriam Bayes: Reacted to "Thank you for the sh..." with ❤️

13: 01: 34 Laura Williams: Reacted to "Shameless plug for t..." with 👍

13: 01: 44 April Schnell: Thanks everyone…I need to jump. Love this community!!!

13: 01: 55 Leslie Patterson: How do you focus on more specific containers without losing the vision?

13: 01: 56 Seth Derner: Reacted to "@Cornelia love that ..." with 👍

13: 02: 09 Ana Luisa Romero: @Cornelia this makes me think about what a very forward-thinking sustainability communicators are advancing: Truths must be written and spoken so they are known... ==> the power of words

13: 02: 17 Leslie Patterson: Thanks, everyone!

13: 02: 17 Caroline Rennie: Thank you for provoking so much thinking! I thought I used HSD all the time, but this has reminded me how much I let slip!

13: 02: 22 Balazs Furjes, EIT Health: thank you, it was very insightful

13: 02: 47 Leslie Patterson: Let's revisit Zara's question about islamophobia in the future!

13: 02: 47 Janet: Thank you Royce

13: 02: 49 Janice M Jaguszewski: Very helpful, Royce -- thank you!

13: 03: 07 Alicia Rule (she/her): +

13: 03: 08 Shelley Saeger: +

13: 03: 12 Miriam Bayes: Thank you Royce. great LVW. looking forward the discussion next week

13: 03: 15 Janet: +

13: 03: 20 Ana Luisa Romero: ➕

13: 03: 20 Seth Derner: + CDE as x-ray and/or as the DNA of patterns. (love these)

13: 03: 25 Kate Webster: Come join us fro the reading group - we can play with more of these questions! Check out the newsletter for details

13: 03: 28 Ahmed Avais: Reacted to "+" with ➕

13: 03: 31 Ahmed Avais: Reacted to "➕" with ➕

13: 03: 34 Ahmed Avais: Reacted to "+ CDE as x-ray and/o..." with ➕

13: 03: 35 Janice M Jaguszewski: +greater clarity about how to use this tool

13: 03: 39 Ahmed Avais: Reacted to "+greater clarity abo..." with ➕

13: 03: 41 Joel Quast: `+ Power of lenses: intention and flexibility to explore

13: 03: 41 Hoffie Conradie: +

13: 03: 41 Leslie Patterson: Yes! Looking forward to the Reading Group, Kate!

13: 03: 41 Ana Luisa Romero: Replying to "Come join us fro the..."

where? when?

13: 03: 42 Rene Garcia: + Some key distinctions and different perspectives.Thank you! Very insightful reflection today! Serious and fun at the same time!

13: 03: 42 Heather Oxman: Happy Holidays everyone.

13: 03: 44 Alicia Rule (she/her): thank you!

13: 03: 49 Janice Ryan: + how to use CDE Portrait for planning presentations

13: 03: 55 Seth Derner: ? will continue to think about the impact of smaller containers