

## **Live Virtual Workshop**

### **Generative Vision and Simple Rules: Local Freedom and System Coherence**

#### **Chat Transcript 02FEB24**

12:04:51 Alex C-S (she/her): Hello, Alex from Glasgow in Scotland

12:04:54 Logan Dean (they/them): hello from California, USA

12:05:02 Antonella Pagliarani: Hi from Milano, Italy

12:05:03 Becca Peterson: Hi from Moorestown, NJ

12:05:05 Robin Atwood: Hi All, Austin, TX

12:05:10 Malini S: Good day everyone! Malini Srikanth from Dallas, Texas.

12:05:28 Mary Nations: Hello from Raleigh, NC!

12:05:31 Royce Holladay: Welcome from a chilly, sunny morning in Circle Pines, MN, USA!\

12:05:39 Carla Blanquier: Hello from Rio de Janeiro, Brazil

12:05:52 Elveta Bishop: Good morning from Albuquerque

12:06:52 Mercedes Muñoz: Hi, greetings from Idaho!

12:13:11 Royce (she/her): Look at the faces on the screen—We are a container right here....

12:17:54 Allison Titcomb: Why did you add Patterns?

12:19:42 Royce (she/her): Sorry, Allison, I didn't see the question in time...It's because the patterns are the manifestation of our behaviors that people see when we are living out those SR, within the vision....See patterns clearly, seek to understand, and act without courage...

12:20:29 Andrew Wefald: I'm curious how exchanges can be harnessed or used to make progress on challenges.

12:21:16 Allison Titcomb: Reacted to "Sorry, Allison, I di..." with ❤️

- 12:21:41 Royce (she/her): That's a great question, Andrew. I imagine she'll speak to this, but I'll bring the question up...It's about the ways you focus on differences or shift the containers...etc.
- 12:21:53 Andrew Wefald: Reacted to "That's a great quest..." with 🙏
- 12:22:24 user: Hi everyone!
- 12:22:47 Barrie McClune: I love the use of courage because changing patterns often requires going against the grain
- 12:23:02 Carla Blanquier: Reacted to "I love the use of co..." with ❤️
- 12:23:30 Allison Titcomb: Transforming turbulence and uncertainty into possibility,,,,, I'm remembering the "nothing is tractable"— it holds hope for change amidst all the VUCA
- 12:24:02 Royce (she/her): Reacted to "I love the use of co..." with ❤️
- 12:24:47 Barrie McClune: Thank you for this beautiful vision!
- 12:24:55 Andrew Wefald: Replying to "I love the use of co..."  
I would also add there is an element or risk in attempting to change patterns.
- 12:25:26 Emma Pearson: I love so much of it... but the "ALL" is so powerful... all - beyond humans, including more than humans... feels close to my heart
- 12:25:57 Royce (she/her): Replying to "I love the use of co..."  
Absolutely...Andrew...so part of it is looking for ways to also mitigate ...small cycles of Adaptive Action...thanks for that thought.
- 12:27:08 Allison Titcomb: Reacted to "I love so much of it..." with ❤️
- 12:27:43 user: How one can relate the topic under discussion " transforming uncertainty into opportunity " with the boundary spanning leadership?
- 12:27:52 Royce (she/her): What? So What? Now What? Next What?

- 12:29:38 Allison Titcomb: I've said this before, but the resonance of the vision with a personal commitment to lifelong learning is another part of the deep meaning for me.
- 12:30:48 Royce (she/her): Great way of thinking about this...Lifelong learning....is how we continue to adapt and build resilience, too!
- 12:31:27 Royce (she/her): Replying to "I love so much of it..."  
Emma, I love that...All, everywhere!
- 12:32:04 Royce (she/her): Reacted to "I love the use of co..." with 
- 12:38:05 Andrew Wefald: judgement
- 12:38:05 Logan Dean (they/them): judgment
- 12:38:08 Alex C-S (she/her): Defensiveness
- 12:38:12 Barrie McClune: assumptions
- 12:38:12 Becca Peterson: judgment
- 12:38:14 Emma Pearson: Assumptions into Questions
- 12:38:14 Colleen Svoboda | she, her: judgment
- 12:38:15 Carla Blanquier: Disagreement
- 12:38:15 Robin Atwood: Defensiveness
- 12:38:18 Allison Titcomb: Great reminders— I made the mistake of looking at work email when I woke at 2:30am this am. So defensiveness is probably my hardest.
- 12:38:21 Agnes Meneses: Disagreement
- 12:38:24 Esther Robinson: judgegement
- 12:38:28 Kristin Wiersma: defensiveness

- 12:38:31 Antonella Pagliarani: assumption
- 12:38:48 Leslie Patterson: Judgment and assumptions are linked for me . . .
- 12:38:48 Ana Maria Tamayo: Assumptions
- 12:39:16 Allison Titcomb: A mantra for me now when I'm feeling "judgy"— Be Curious! (Ted Lasso helped with this!)
- 12:39:16 Royce (she/her): Replying to "Judgment and assumpt..."  
Yup! Must be genetic, right?
- 12:39:33 Colleen Svoboda | she, her: Reacted to "A mantra for me now ..." with 
- 12:39:48 Royce (she/her): Replying to "Great reminders— I m..."  
Looks like that's a reasonable path
- 12:40:27 Mary Nations: from holding tight to loosening up
- 12:42:21 Andrew Wefald: Reacted to "A mantra for me now ..." with 
- 12:42:28 Andrew Wefald: Reacted to "from holding tight t..." with 
- 12:43:47 Royce (she/her): One of my issues is that I assume my technology will work...then I get defensive when it doesn't.
- 12:43:58 Colleen Svoboda | she, her: Reacted to "One of my issues is ..." with 
- 12:43:58 Kristin Wiersma: Reacted to "One of my issues is ..." with 
- 12:44:00 Royce (she/her): Thanks for your patience.
- 12:45:41 Royce (she/her): Both videos are very powerful. Please find the time to watch them. Mary will post them for you in a minute.
- 12:45:59 Mary Nations: All that we share:  
<https://www.youtube.com/watch?v=jD8tjhVO1Tc&t=35s>

- 12:46:22 Royce (she/her): How people apply HSD....
- 12:46:29 Leslie Patterson: Language and culture differences
- 12:46:33 Kristin Wiersma: location difference, role differences, world view difference
- 12:46:40 Emma Pearson: So many walks of life, many different kinds of professions (not just LD/OD/Coaching which is the common theme in other networks I am part of)
- 12:46:53 Becca Peterson: professions; age - stage in life
- 12:47:38 Royce (she/her): Theory, practice.....tools, approaches, way of life . . . ?
- 12:47:50 Allison Titcomb: Differences in what counts as systems understanding and doing
- 12:49:24 Royce (she/her): Similarities and differences are both important...Similarities hold us together, Differences move us apart.
- 12:49:57 Allison Titcomb: Powers of 10! Great video
- 12:49:57 Mary Nations: Universe Size Comparison | Cosmic Eye:  
<https://www.youtube.com/watch?v=8Are9dDbW24> for zoom in and zoom out
- 12:50:11 Royce (she/her): Thanks so much Mary...so helpful!
- 12:51:43 Royce (she/her): One of my favorite understandings is this: I can't do someone else's Adaptive Action, so I have to zoom in and figure out what I can touch that might influence/advocate for/with that other person/group to take action.
- 12:52:38 Mary Nations: that sure works for parenting teens, Royce!
- 12:52:46 Allison Titcomb: Reacted to "that sure works for ..." with ❤️
- 12:53:04 Royce (she/her): OH, I do so remember...And it works when they get to be 40-ish, as well.

- 12:53:31 Mary Nations: everything is relational 😊
- 12:53:39 Royce (she/her): I am still here...bandwidth stuff.
- 12:55:19 Royce (she/her): I'm back. Power came up.
- 12:56:13 Royce (she/her): What has influenced your patterns in HSD across time and space.
- 12:56:21 Royce (she/her): Reacted to "everything is relati..." with ❤️
- 12:57:06 Allison Titcomb: Opportunities to try it out and apply with teams and partners and work— differences are when groups are more open (or not) to trying Adaptive Action and learning together.
- 12:57:09 Royce (she/her): Power of Question sessions
- 12:57:14 Malini S: Power of questions?
- 12:57:18 Malini S: Reacted to "Power of Question se..." with 👍
- 12:57:19 Kristin Wiersma: Helping people zoom out so they can see patterns. Inviting curiousity. Those two are life changing
- 12:57:33 Carla Blanquier: Power of Inquiry
- 12:57:37 Andrew Wefald: Reacted to "Helping people zoom ..." with 🎉
- 12:57:52 Robin Atwood: Tfocus on standing in inquiry
- 12:58:09 Royce (she/her): Replying to "Power of Question se..."
- This is the event Emma referenced as having shifted her practice and understanding of HSD
- 12:59:09 Malini S: Thank you everyone!
- 12:59:18 Royce (she/her): Esther....I would love to chat with you about that...I am also a writer and a visual artist...and I do use AA and consider how many of the tools are helpful.

13:00:00 Antonella Pagliarani: Being more and more relational-wise, looking at patterns in a ever changing processs and focusing on the 4 truths

13:00:24 Kristin Wiersma: Beautiful Esther

13:01:34 Kristin Wiersma: Thanks! Great stuff. Be well.

13:01:36 Agnes Meneses: Thank you.

13:01:38 Robin Atwood: Thank you!

13:01:41 Antonella Pagliarani: Thank you!

13:01:44 Becca Peterson: thank you and take care

13:01:45 Becca Peterson: 1

13:01:47 Allison Titcomb: April 6th... special date!

13:01:47 Alex C-S (she/her): Thank you!