



# Holiday Celebration and Story Time

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**Nothing is intractable.**



## HSD Vision

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

## HSD Simple Rules

- ▶ 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
- ▶ Give and get value for value
- ▶ Connect through stories and impacts
- ▶ Search for the true and useful
- ▶ Celebrate life



Οι άνθρωποι ευημερούν όταν βλέπουν ξεκάθαρα ορισμένα μοτίβα, προσπαθούν να κατανοήσουν και ενεργούν με θάρρος για να μετατρέψουν την αναταραχή και την αβεβαιότητα σε δυνατότητα για όλους.

La prosperidad llega cuando somos capaces de ver los patrones, deseamos (queremos, buscamos) entendernos y tenemos valor para actuar y transformar la inestabilidad y la incertidumbre en oportunidad (posibilidad).

Chacun, partout dans le monde, est capable de donner le meilleur de lui-même lorsqu'il est capable de voir clairement les patterns, De chercher à comprendre l'autre, Et d'agir avec courage et discernement pour transformer turbulence et incertitude en potentiel, en possibilité, en opportunité

As pessoas em todos os lugares crescem e progredem porque veem padrões com clareza, buscam entender e agem com coragem para transformar a turbulência e a incerteza em possibilidades para todos.

当我们清楚看见模式寻求彼此了解并带着勇气将混乱与未知转化成可能性不管身处何处，人类都将繁盛

Mennesker trives alle vegne, fordi vi ser mønstre tydeligt, stræber efter at forstå, og handler modigt for at forvandle turbulens og usikkerhed til muligheder for alle.

Masyarakat dimana-mana berjuang karena melihat sebuah pola yang jelas dan berupaya untuk memahami dan bertindak secara berani untuk mengubah guncangan dan ketidakpastian menjadi sebuah peluang yang baik bagi semua.

Человеческое благополучие, зависит от умения четко видеть тренды, стремления понять друг друга и готовности действовать смело, превращая хаос и неопределенность в возможности.

Ka tipu te iwi i nga wahi katoa ina kite tatou i nga tauira tino marama, te rapu ki te mohio ki a raatau, a ka mahi me te maia ki te huri i te turbulence me te kore papaku

La gent a tot arreu prospera perquè veiem clarament els patrons, busquem entendre, i actuar amb valentia per transformar la turbulència i la incertesa en possibilitat per a tothom

至る所で人々が繁栄するパターンがはっきり見えるときお互いを理解しようそして勇気を持って行動する乱流と不確実性を可能性

Menschen gedeihen überall weil wir Muster klar erkennen, uns um das Verstehen bemühen, und mit Mut handeln um Turbulenz und Unsicherheit in Möglichkeiten für alle zu entfalten.

Oamenii de pretutindeni prosperă pentru că vedem clar tiparele, căutăm să înțelegem și să acționăm cu curaj pentru a transforma turbulența și incertitudinea în posibilități pentru toți

بر جگہ لوگ ترقی کر رہے ہیں  
کیونکہ ہم پیش رفت واضح طور پر دیکھ رہے ہیں  
ایک دوسرے کو سمجھنے کے خواہاں ہیں  
اور بہت سے کام لیتے ہوئے ہلچل اور غیر یقینی صورتحال میں  
نا ممکن کو ممکن میں تبدیل کر رہے ہیں

Mae pobl ym mhobman yn ffynnu oherwydd ein bod ni'n gweld patrymau yn glir, yn ceisio deall a gwrithredu yn ddewr i drawsnewid cynnwrf ac ansicrwydd yn bosibl i bawb

Overall floreren mensen als we patronen duidelijk kunnen zien, en bereid zijn om te onderzoeken hoe we elkaar kunnen begrijpen, en lef tonen om in tijden van onzekerheid en turbulentie mogelijkheden zien en actie te ondernemen.

Благополуччя людей, залежить від спроможності чітко бачити тренди прагнення зрозуміти один одного та готовності діяти сміливо, перетворюючи хаос та невизначеність на можливості.

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

İnsanlar her yerde gelişip başarıyorlar çünkü patternleri açıkça görüyor anlamaya çalışıyoruz. Türbülansı ve belirsizliği herkes için fırsat dönüştürmek için çalışıyoruz

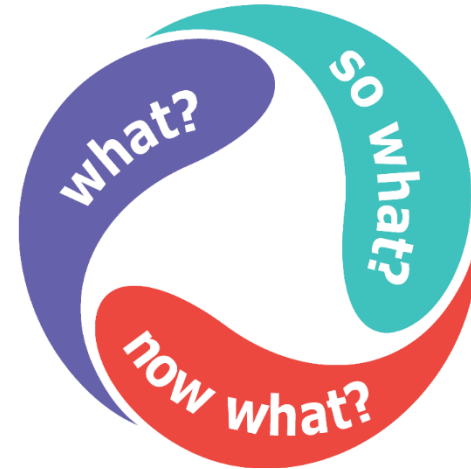


# Essential Tools of HSD



## Inquiry

- ▶ turn judgment into curiosity
- ▶ turn disagreement into shared exploration
- ▶ turn defensiveness into self-reflection
- ▶ turn assumptions into questions





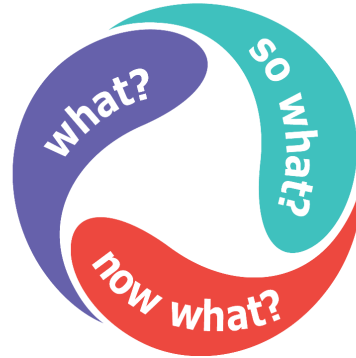
## HSD Gets a Name

Deep dives into philosophy, complexity, and practice generated a new way to see, understand, and influence change in human systems.

It didn't fit into academic containers.

Should it shift to fit or should the container?

Balance theory and practice and call it **Human Systems Dynamics.**



I needed to get done, and I wanted to set conditions for the future.

My committee included brilliant people who are knowledgeable about all the related fields.

I had my defense meeting  
We played with words and ideas for a day.



# Preparing HSD Professionals

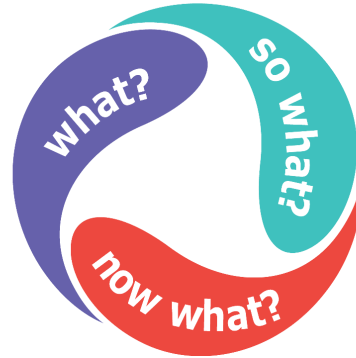
HSD could be a powerful force for good in the world, but both the HSD theory and practice are challenging for people.

Should we simplify it to fit in with current paradigms easily or share the depths and help people swim in them?

Introduce Praxis Partners to mediate the differences.

Include Adaptive Action Cycles to merge theory and practice.

Write books and do LVWs to get the ideas out there.



C and E were pretty clear, but the D was too large.

I see differences that were rooted in my experience and education, but others couldn't see them.

I lived differences in practice that were familiar to people, and the action was useful.



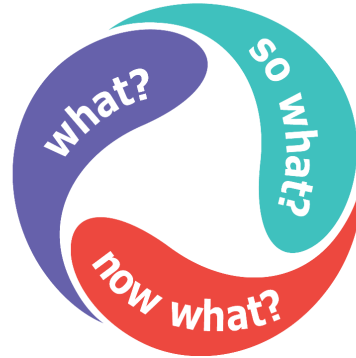
# Practicing What We Preach

We have long-term relationships with clients.

Every engagement mixes training and consulting.

What should we call our service?

Create Adaptive Action Labs that integrate all the theory and practice into acting on Wicked Issues.



The essential tools of the work: Adaptive Action. Inquiry, Pattern Logic.

Clients needed to understand the work before they did it.

We wanted to focus on the useful as well as the true.



# Finding a Fit with the Future

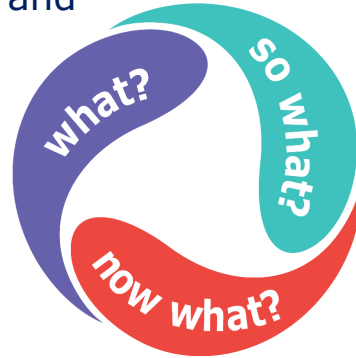
Complexity is no longer a surprise.

Many people are talking about complexity, but few are able to do it.

How must our patterns fit to be true and useful in the future?

Develop the HSD Vision.

Revise HSD Simple Rules



Explore futures and foresight practice.

Host a global exploration into What is the work of HSD in the world in 2051?

Scan reveals massive turbulence and need for putting learning into action.



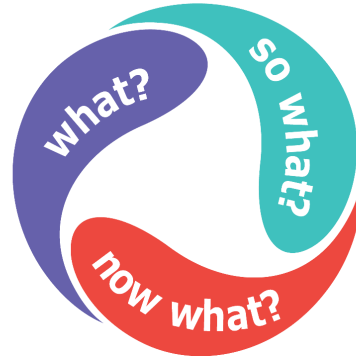


# Nurturing the HSD Communities

What is essential for sustainability of individuals' practices?

- ▶ Interview from 25 Associates.
- ▶ Revisit the HSD 2051 findings.
- ▶ Convene three action teams.

Establish HSD Global Communities and Services.



There is lots of energy, but not much money.

HSD matters to people around the world and across interests and decades.

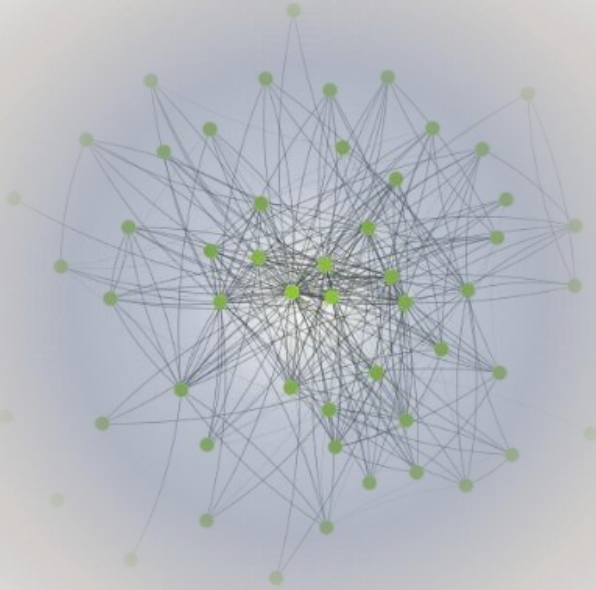
Many exciting things are already happening for individuals, small groups, and larger communities of all kinds.

# HSD Global

Vision

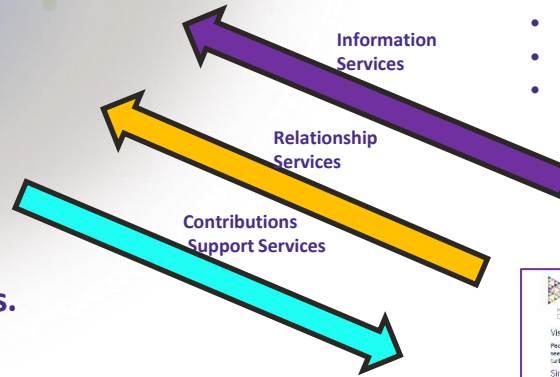
Simple Rules

Essential Models and Methods



**HSD Communities—**  
Each agent works with their own  
passions, resources, and constraints.

- Autonomous
- Interdependent
- Individuals, groups, organizations
- For-profit and not-for-profit
- Permanent or temporary
- **Some Communities, like the Murmuration, self-organize to serve the whole!**



**HSD Services—**  
All HSD Communities have access to Library and Plaza and are invited to support those services through the Bank.

- Non-Profit organization (501(c)3 US)
- Governed by the Council of Stewards (Board of Directors)
- Funded by contributions to the Bank
- Has no governing capacity or responsibility over the Communities

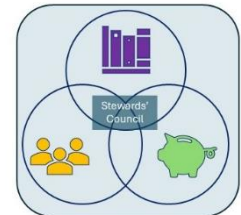
**HUMAN SYSTEMS DYNAMIC SERVICES**

**Vision**  
People everywhere to live because we see patterns clearly, open to understanding and we work courage to transform imbalance and uncertainty into possibility for all.

**Simple rules**

- Stand in reality
- Zoom in and zoom out
- Engage in the exchange
- Find the energy in difference
- Search for what is new and next
- Connect with stories and impacts
- Celebrate life!

**Welcome to HSD Services**  
Visit the Library to learn more.  
Visit and share to connect with the HSD Community.  
Visit the Bank to make a gift and support these services.  
Email [info@HSDGlobalServices.org](mailto:info@HSDGlobalServices.org) with questions and comments.





## HSD Communities Emerging

HSD Essentials program

ICF-HSD Coaching

Dragons of Transformation

HSDP Certification

Annual Gathering

Simple Rules Dialogues

Dutch Cohort

Educational Publishing

Consulting in Cluj

Miss Handie Podcast

Patterns and Possibilities

Career Prep

Oasis

Wondering, Using, Expanding

HSD in a Nutshell

Active Sensemaking

**YOU!**

**HSD Community of Care**

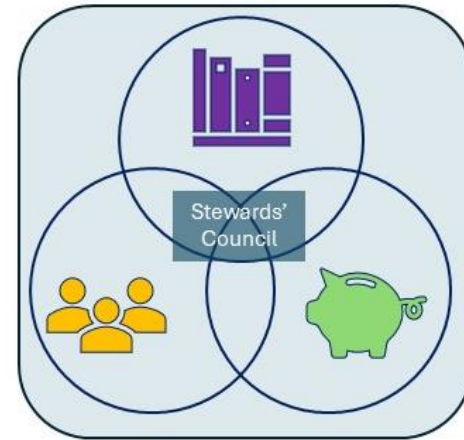
**HSD Services**

And many more . . .



# HSD Services Stewards

- ▶ Library
  - ▷ Jeffrey Ong, Singapore
  - ▷ Malini Srikanth, Dallas
- ▶ Plaza
  - ▷ Erin Lewis, Minneapolis
  - ▷ Raj Ramal, Australia
- ▶ Bank
  - ▷ Paul Kirst, Minneapolis
  - ▷ Monica Leon, Aukland





NOW WHAT is your next wise action?

