

Live Virtual Workshop
The Future of HSD Institute
Chat Transcript 07NOV24

00:14:43 Allison Titcomb: Allison Titcomb from Tucson, Arizona, USA

00:14:52 ankie.knijnenburg: Hi everyone, I am Ankie Knijnenburg (The Netherlands)

00:15:14 Ann Mitchell: Replying to "Paul, Leysin Switzer..."

Small world, Paul!

00:15:15 Victoria Tiller: Hi Everyone - I'm Victoria, from Westbury, Wiltshire UK. Worked with Glenda on and off from 2011 ❤️

00:15:18 Robin Postel: Robin in Geneva

00:15:22 Dr Jeremy Hinks: Jeremy in Wiltshire, UK. Hello to all.

00:15:43 France Larouche (Ottawa): Hello! France from Ottawa (Canada)

00:15:46 Sheu Sum: Hello Mary!!!!Good to see you again!

00:15:54 Michael Spayd: Reacted to "Lovely to see you, s..." with 👍

00:16:24 Sjöfn Gunnarsdóttir: Hello, I am Sjöfn Gunnarsdóttir from the Netherlands & Iceland

00:16:40 Belina Raffy: 🦋

00:16:51 Royce Holladay: Replying to "Hi everyone! I'm She..."

What a committed individual....thanks.

00:17:11 Sheu Sum: Reacted to "What a committed ind..." with 😄

00:19:15 Esther Derby: Esther Derby, Duluth, MN

00:19:24 Belina Raffy: Hi - I am Belina, half French, half US, and based in Berlin 😊

00:19:24 Ajay Reddy: Hi All — Ajay Reddy from Atlanta.

00:19:25 Alicia (she/her): I am Alicia Rule, south of Boston, MA, USA

00:19:26 Rene Garcia: Rene from Montreal, Canada

00:19:27 Kim Petersen: Hey All, Kim Petersen from Aliso Viejo, CA.

00:19:28 Bob Devlin: Bob Devlin - Washington DC area

00:19:30 Sharon Specht: Sharon Specht - Whitehorse, Yukon

00:19:31 Barry Vornbrock: Hi. Barry Vornbrock. Joining from Albuquerque, NM, USA.

00:19:38 Agnes Meneses: Hi. Agnes Meneses from Chicago, IL US

00:19:39 Neil Ankers: Hello,

Neil from Switzerland (Geneva)

00:19:39 Bridget Kelly: Hello! Bridget based in Port Townsend, Washington, USA

00:19:51 Ahmed Avais: Ahmed Avais from Apex, North Carolina (a suburb of Raleigh)

00:19:52 Royce Holladay: Please introduce yourself in the chat space as you enter the space..

00:19:57 Fode Beaudet: Hello I'm Fode Beaudet from Canada. Litterally lust landed in the UK and waiting for my luggage. Great to be here!

00:20:19 Kimberly Johnson: Kimberly Johnson joining from north of St. Paul MN

00:20:24 Miriam: Hi - Miriam from Lake Elsinore CA

00:20:24 Royce Holladay: Reacted to "Hello I'm Fode Beaud..." with 👍

00:20:36 Seth Derner: Seth Derner - Lincoln, Nebraska

00:20:42 Mary Nations: Replying to "Hello Mary!!!!Good t..."

so glad to see you too!

- 00:23:09 Tina Smith: These images are lovely
- 00:23:10 Belina Raffy: So healing to be reconnected with this now.
- 00:23:16 Ajay Reddy: Reacted to "These images are lov..." with 👍
- 00:23:19 Logan Dean: Reacted to "So healing to be rec..." with 💜
- 00:23:43 Barbara: Hello! Barbara from Umpqua, Oregon. I've had the pleasure of working with Glenda and Royce as their Executive Assistant for the last 8 years.
- 00:23:57 Royce Holladay: Reacted to "Hello! Barbara from ..." with 💙
- 00:24:01 Royce Holladay: Reacted to "Hello! Barbara from ..." with ✨
- 00:24:47 Rene Garcia: Reacted to "Hello I'm Fode Beaud..." with 😊
- 00:25:04 Michael Spayd: Reacted to "Hello! Barbara from ..." with 💙
- 00:26:06 Mary Nations: Reacted to "Hello! Barbara from ..." with ❤️
- 00:27:40 Mary Nations: HSD Gathering 2025 – May 29-30 – Guelph, Canada
<https://hsdgathering.org/>
- 00:27:51 Belina Raffy: Guelph is just fun to say
- 00:27:54 Belina Raffy: 😊
- 00:28:04 Sheu Sum: Reacted to "Hello! Barbara from ..." with ❤️
- 00:28:09 Michael Spayd: Reacted to "Guelph is just fun t..." with 😎
- 00:28:10 Belina Raffy: Reacted to "HSD Gathering 2025 –..." with ❤️
- 00:28:34 France Larouche (Ottawa): Reacted to "HSD Gathering 2025 –..." with ❤️

00:28:42 Mary Nations: please consider filling out this survey also for the HSD Gathering:

https://docs.google.com/forms/d/e/1FAIpQLSd1y8gTsEhwB7niQ1IuYJcPexPiRtAq3Hloeb4mrl1m3Z6g4g/viewform?inf_contact_key=49b64f4e16674da7eae9980c6105bd84680f8914173f9191b1c0223e68310bb1

00:28:50 Logan Dean: Reacted to "Guelph is just fun t..." with 😊

00:29:12 Belina Raffy: Weaving HSD practices with Glenda with my work in compassionate climate comedy for leaders in Nuremberg 11-13 Dec
<https://www.cocreationschool.com/stand-up-for-leadership>

00:29:31 Ann Mitchell: A very small Human-Centered Leadership group in MDE (Minnesota Department of Education).

00:29:33 Seth Derner: My HSD certification cohort is a great resource

00:29:35 Mary Nations: From Ajay:

<https://www.spryng.io/active-sensemaking-program/>

HSD Friends get a discount

00:29:36 Belina Raffy: With Glenda 😊

00:29:38 Esther Derby: Don Gray and I introduce pattern logic to software leaders in our workshops.

00:29:39 Larry Walker - Co-Host: Collaborative Marketplace Ecosystem

00:29:47 Janice Ryan: I work in healthcare and feel that HSD is indispensable for promoting change in hard to change systems.

00:29:58 Tina Smith: Groups building adaptive capacity in federal agencies by building their awareness of HSD

00:30:05 Allison Titcomb: Weaving HSD and work with Waters Center for Systems Thinking work-- building systems thinking capacity in Tucson and elsewhere

- 00:30:07 Dr Jeremy Hinks: Know You More coach community
- 00:30:08 Helena Luginbuehl: Within my Family and among friends (informal but still naming what it's about, e.g. adaptive action)
- 00:30:09 Royce Holladay: Replying to "A very small Human-C..."
I'd love to know more about
- 00:30:13 Michael Spayd: Reacted to "Don Gray and I intro..." with ❤️
- 00:30:14 Mary Nations: more from Ajay:
https://www.linkedin.com/posts/spryng-io_organizationalinsight-activesensemaking-leadership-activity-7254199760109146113-CgIC
- 00:30:27 Dr Jeremy Hinks: Informing academic leadership practice
- 00:30:38 Dr Jeremy Hinks: With my coaching clients and peers
- 00:30:53 Belina Raffy: Love the name HSD Murmuration
- 00:30:58 Sharon Specht: Replying to "I work in healthcare..."
I 100% agree. It is an invaluable approach for helping healthcare professionals understand the environment we work in much better and come up with ideas for helpful/productive change.
- 00:31:07 Royce Holladay: Replying to "I work in healthcare..."
I know a guy who would like to talk with you about HSD and folks who are neurodivergent . I connect you with him thru email
- 00:31:11 Lillian Emlet: Reacted to "more from Ajay:
htt..." with ❤️
- 00:31:20 Edwin (Ed) Olson: I continue to use HSD models in my writing
- 00:31:21 Tina Smith: Ongoing friendships and regular check-ins with HSD colleagues. Connecting whenever it "makes sense"

- 00:31:41 Bridget Kelly: Reacted to "Ongoing friendships ..." with 👍
- 00:31:42 April Schnell: Council Tree Career Development Community of Practice
- 00:31:44 Allison Titcomb: Reacted to "A very small Human-C..." with ❤️
- 00:32:05 Logan Dean: Reacted to "Don Gray and I intro..." with ❤️
- 00:32:23 Mary Nations: An announcement about the HSD Gathering in Guelph was sent out Fri Nov 1st - if you missed that, please send your email via direct message to me and I will forward it!
- 00:32:25 Allison Titcomb: Replying to "A very small Human-C..."
- Would love to talk about how to spread that idea to other depts. of education -- and in universities/colleges too
- 00:32:29 Royce Holladay: I love all this so much...seeing the ways so many people are exploring, sharing, engaging in HSD!!!
- 00:32:32 Alicia (she/her): team coaching and OD work
- 00:32:45 Lillian Emlet: Replying to "I work in healthcare..."
- I work in healthcare too would love to stay connected
https://www.linkedin.com/in/lillian-liang-emlet-transforming-healthcare-coaching?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app
- 00:32:48 Janice Ryan: Replying to "I work in healthcare..."
- @Sharon Specht Yes. Slow to catch on but so necessary.
- 00:32:59 Michael Spayd: Reacted to "I work in healthcare..." with 👍
- 00:33:03 Lillian Emlet: Reacted to "I work in healthcare..." with 👍
- 00:33:07 Belina Raffy: Is there an HSD LinkedIn group?
- 00:33:18 paul van nobelen: Replying to "I work in healthcare..."

Anyone from the Netherlands present?

00:33:25 Lillian Emlet: Reacted to "Is there an HSD Link..." with 👍

00:33:33 Belina Raffy: YES 😊

00:33:45 Michael Spayd: Replying to "YES 😊"

just a bit ahead of her time...

00:33:48 Janice Ryan: Replying to "I work in healthcare..."

@Lillian Emlet Thanks. I would love that too

Janice@attunementsolutions.com

00:33:57 Belina Raffy: Reacted to "just a bit ahead of ..." with 🙌

00:34:24 Janice Ryan: Replying to "I work in healthcare..."

@Royce Holladay Sounds great.

00:34:31 Barry Vornbrock: I've used HSD in healthcare (IT and leadership), volunteer organizations (food co-op, alumni association), and social justice situations. Generally as both change agent and gently sharing the concepts in hopes of sparking interest and seed planting.

00:34:32 Belina Raffy: Replying to "YES 😊"

As George Carlin said, "trouble is, I'm only about a minute and a half ahead"

00:34:46 Lillian Emlet: Reacted to "I've used HSD in he..." with 👍

00:34:51 Michael Spayd: Reacted to "As George Carlin sai..." with 😄

00:35:07 Mary Nations: Replying to "Is there an HSD Link..."

<https://www.linkedin.com/company/human-systems-dynamicsplaza/posts/?feedView=all>

00:35:15 Mary Nations: <https://www.linkedin.com/company/human-systems-dynamicsplaza/posts/?feedView=all>

00:35:29 Allison Titcomb: Reacted to "I've used HSD in he..." with ❤️

00:35:47 Belina Raffy: Reacted to "https://www.linkedin..." with ❤️

00:35:52 Belina Raffy: Now following

00:36:11 Royce Holladay: Reacted to "Now following" with 👍

00:36:24 Ann Mitchell: Replying to "A very small Human-C..."

Happy to chat at a future time. ann.mitchell@state.mn.us

00:36:48 Allison Titcomb: Replying to "A very small Human-C..."

atitcomb@cox.net 520.904.1058

00:36:52 Ann Mitchell: Excited about following on Linked In!

00:37:08 Royce Holladay: Reacted to "Excited about follow..." with 👍

00:37:32 Michael Spayd: Reacted to "https://www.linkedin..." with ❤️

00:37:34 Janice Ryan: Replying to "I've used HSD in he..."

Sounds great Barry. My email is Janice@attunementsolutions.com. I would love to connect with any in this way.

00:37:44 Allison Titcomb: Reacted to "Happy to chat at a f..." with 👍

00:38:13 Barry Vornbrock: Replying to "I've used HSD in he..."

My email is bvornbrock@gmail.com. Glad to connect with you and others.

00:38:32 Logan Dean: Replying to "Is there an HSD Link..."

That looks like a page I can Follow, but not a group I can join. Am I properly understanding how to interact with it?

00:38:43 Ann Mitchell: Replying to "A very small Human-C..."

Allison, I will reach out next Friday (finding a bit of space in my calendar).

00:39:36 Belina Raffy: Replying to "Is there an HSD Link..."

Logan - speak your good question out loud:)

00:39:38 Allison Titcomb: So no "formal" connecting beyond these containers for those who have done "Associate" training?

00:39:48 Ajay Reddy: Reacted to "more from Ajay:

htt..." with ❤️

00:39:49 Royce Holladay: Replying to "Is there an HSD Link..."

Logan, I am not very familiar with LinkedIn, so I can't help you...I'll check or if someone else can answer tht'd be great.

00:40:29 Belina Raffy: Replying to "Is there an HSD Link..."




There is a difference between a page and a group 😊 What is set up is a page.

00:41:34 Mary Nations: Reacted to "There is a differenc..." with 👍


00:41:40 Royce Holladay: Right @Allison Titcomb Those who have done the training will continue, as many of them do now, create their own hubs and connect in those ways










00:41:50 Barry Vornbrock: I wonder how to convey HSD into efforts ... off-planet. Not so much wanting to suggest splintering such as HSD Lunar, HSD Mars or HSD Universal rather how to be sensitive to opportunity and actively seed planting into those spaces, too.

- 00:41:55 Ajay Reddy: Reacted to "Ongoing friendships ..." with 👍
- 00:42:45 Allison Titcomb: Yes monthly-- especially in the early months of the transition
- 00:42:49 Michael Spayd: This group meeting monthly seems, in this moment, like a REALLY good idea.
- 00:43:09 Michael Spayd: Reacted to "Yes monthly-- espec..." with 👍
- 00:43:12 Belina Raffy: Atm we can't post to the HSD page
- 00:43:53 Belina Raffy: The page can have the link to the group 😊
- 00:43:55 Helena Luginbuehl: Even though I haven't been around for some time I would appreciate very much if those Monthly meetings would take place from time to time - would be great to stay in contact in this way.
- 00:43:56 Barry Vornbrock: I also like the monthly sessions. Perhaps as part of stewardship, developing a transition to more people sustaining them...
- 00:43:56 Kim Petersen: Reacted to "Atm we can't post to..." with 👍
- 00:43:58 France Larouche (Ottawa): Replying to "Yes monthly-- espec..."
- I agree
- 00:44:06 Alicia (she/her): I like the monthly or some cadence to stabilize the container as things are in transition
- 00:44:08 France Larouche (Ottawa): Reacted to "This group meeting m..." with 👍
- 00:44:14 Royce Holladay: Reacted to "I wonder how to conv..." with 👍
- 00:44:14 Kim Petersen: Reacted to "This group meeting m..." with 👍
- 00:44:19 France Larouche (Ottawa): Reacted to "Even though I haven'..." with 👍
- 00:44:20 Allison Titcomb: Reacted to "I like the monthly o..." with 👍
- 00:44:28 Helena Luginbuehl: Reacted to "I like the monthly o..." with 👍

- 00:44:36 Ann Mitchell: Reacted to "I like the monthly o..." with 
- 00:44:41 Ann Mitchell: Reacted to "Yes monthly-- especi..." with 
- 00:44:45 Belina Raffy: What is the criteria? If we haven't done the certification training but adore your stuff - is that good enough? 
- 00:44:57 Logan Dean: Replying to "The page can have th..."

yes! and, the Jan 1 comment helps me understand the current state.
- 00:45:26 Ann Mitchell: Replying to "What is the criteria..."


- 00:45:59 Royce Holladay: Replying to "What is the criteria..."

Absolutely...the door is open anyone who is interested in HSD...learning, using, expanding...
- 00:46:07 Belina Raffy: Reacted to "Absolutely...the door ..." with 
- 00:46:11 Logan Dean: Reacted to "Absolutely...the door ..." with 
- 00:46:12 Belina Raffy: Reacted to "" with 
- 00:46:13 Ann Mitchell: Reacted to "Absolutely...the door ..." with 
- 00:46:20 Helena Luginbuehl: Reacted to "Absolutely...the door ..." with 
- 00:46:21 Barry Vornbrock: Reacted to "What is the criteria..." with 
- 00:46:43 Michael Spayd: Reacted to "What is the criteria..." with 
- 00:46:52 Allison Titcomb: Already following LinkedIn page-- join group as soon as it is formed. Introduce others to library. Consider ideas for contributions to library. Reconnect with members of my Associate Cohort. Meet with Ida Rose about ideas for Arizona.
- 00:46:53 Ajay Reddy: Reacted to "What is the criteria..." with 

00:47:05 Belina Raffy: Does the murmuration group have t-shirts? 😊 If not, can we make them 😊

00:47:13 Royce Holladay: Reacted to "Does the murmuration..." with 👍

00:47:20 Michael Spayd: Reacted to "Does the murmuration..." with 😊

00:47:28 Michael Spayd: Replying to "Does the murmuration..."
you're in charge, Belina!

00:47:46 Belina Raffy: Replying to "Does the murmuration..."
Excellent 😊

00:47:58 Royce Holladay: What do you want to, individually want to take from HSD Global, and what do you want to give HSD Global?

01:03:54 Allison Titcomb: That was so fun

01:04:13 Bob Devlin: Will the HSD certification continue to be offered?

01:04:30 Bob Devlin: Highlight - the positive one energy in our break out

01:04:33 Bridget Kelly: Replying to "Will the HSD certifi..."
we talked about this in our group as well

01:04:39 Allison Titcomb: Highlight: Getting to see a familiar face AND a new HSD colleague!

01:05:33 Dr Jeremy Hinks: The warmth that we all felt towards the thinking collected under the banner of HSD. That is quite something...

01:05:48 Michael Spayd: Reacted to "The warmth that we a..." with ❤️

01:05:52 Logan Dean: Reacted to "The warmth that we a..." with ❤️

01:06:06 Belina Raffy: Reacted to "The warmth that we a..." with ❤️

01:06:08 paul van nobelen: Reacted to "The warmth that we a..." with ❤️

01:06:11 Fode Beaudet: Would love to hear about the new evolving design:
fode.beaudet29@gmail.com

01:06:54 Tom Kenward: I found myself saying to the group that I would like to be able to support newer Associates/practitioners to deepen their understanding and practice. Through mentoring, or something. Is there a space where that could be offered? Now or from 25 onwards. Maybe the Plaza structures.

01:07:10 Michael Spayd: Reacted to "I found myself sayin..." with ❤️

01:07:14 Dr Jeremy Hinks: Reacted to "I found myself sayin..." with ❤️

01:07:21 Mary Nations: Reacted to "I found myself sayin..." with ❤️

01:07:50 Mary Nations: Replying to "I found myself sayin..."

I love this idea and would join you, Tom!

01:07:54 Royce Holladay: Replying to "I found myself sayin..."

Tom, that's lovely and quite a possibility...Others could certainly join tn that endeavor.

01:07:55 Allison Titcomb: Reacted to "I found myself sayin..." with 👍

01:07:57 Dr Jeremy Hinks: Great idea @Tom Kenward

01:08:06 Tom Kenward: Reacted to "Tom, that's lovely a..." with 👍

01:08:06 Griff Griffiths: Replying to "I found myself sayin..."

Likewise!

01:08:09 Fode Beaudet: Insight: was reflecting on how give/take can take the form of a common space, i.e. how can I learn from you in the process of designing adaptive action, and how can I share what has been learned from intervening in a space, informed by your wisdom. Give & Take blended together

- 01:08:13 Belina Raffy: I loved being part of a regular group sharing stories about the practice. Would love to be part of another one.
- 01:08:18 Esther Derby: Reacted to "I found myself sayin..." with ❤️
- 01:08:19 Esther Derby: Reacted to "I found myself sayin..." with 👍
- 01:08:25 Victoria Tiller: @Tom Kenward great idea. Would love to help tto
- 01:08:31 Tina Smith: What are the book ideas?
- 01:08:34 Mary Nations: What are the books?
- 01:08:50 Mary Nations: Replying to "What are the book id..."
jinx!
- 01:09:08 Fode Beaudet: Reacted to "I found myself sayin..." with 👍
- 01:09:32 Dave Jamieson: Tom, I like your idea also and have been asked to do some of that and have been piloting and they are working well
- 01:09:37 Logan Dean: Reacted to "I loved being part o..." with ✚
- 01:10:08 Allison Titcomb: Excelsior!
- 01:10:34 Michael Spayd: nan nu nan nu
- 01:10:48 Royce Holladay: Reacted to "nan nu nan nu" with 👍