

# Through the Looking Glass: Altered Reality of HSD

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# Today we will explore . . .

- » WHAT . . .  
*Is the HSD reality?*
- » SO WHAT . . .  
*Does it mean for*
  - » *Change?*
  - » *Learning?*
  - » *Leadership?*
- » NOW WHAT . . .  
*Can you do to step through the  
looking glass yourself?*



# Being, Knowing, Doing





# Positivist Reality



Every rationally justifiable assertion can be scientifically verified or is capable of logical or mathematical proof.

Objective Truth

Quantitative  
Methods

Certainty

Empiricism

Ontology

Western

Sciences

Body

Masculine

Physics

# Constructivist Reality



Each individual constructs his/her own reality so there are multiple, true interpretations.



# HSD Pattern Reality



Patterns define what things are, how they behave, and how we understand them.

# Pattern Is . . .



Similarities

Differences

Connections

That have meaning across space and time

# HSD Pattern Reality



Patterns define what things are, how they behave, and how we understand them.





# So what differences does this difference make?

- » No mind/body dichotomy
- » Underlying unity of all knowledge
- » Integration of thought and action
- » Scale-free understanding, scale-specific action
- » Respect for all ways of knowing
- » Focus on “fit for function”



# Pattern Reality of Change

## Self-organized criticality:

- » Tension accumulates at differences in the pattern
- » Connections allow the tensions to be released in one place and transferred to another
- » Similarities sustain identity through time and over multiple pattern shifts



# Pattern Reality of Learning

## Newton's Dog . . .

- » See and name similarities
- » Recognize and influence differences
- » Understand and create connections across differences

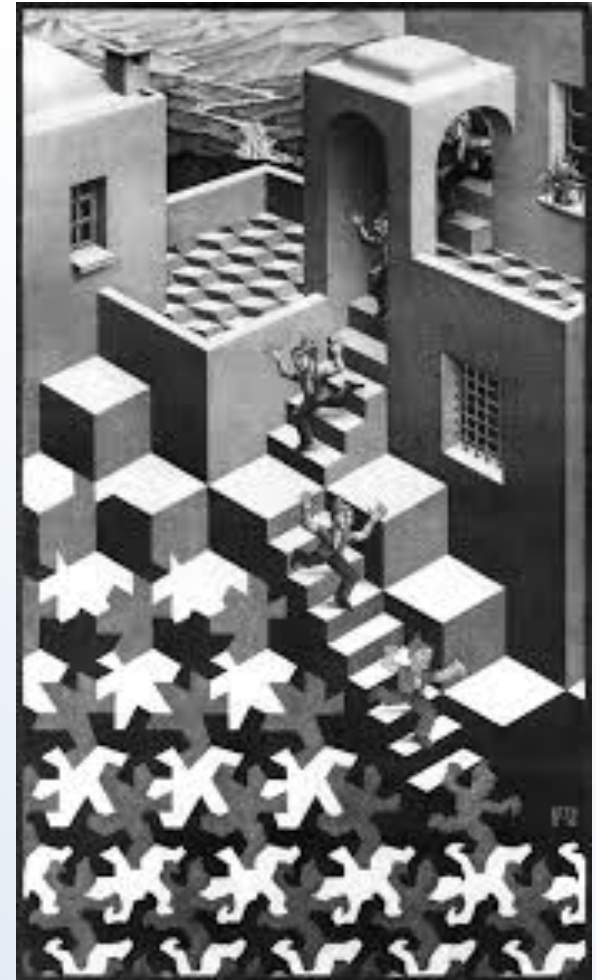




# Pattern Reality of Leadership

## Adaptive Action:

- » *What?* See patterns as they emerge
- » *So what?* Understand patterns and potential
- » *Now what?* Take action to set conditions to influence patterns in the next moment of emergence





# Now What?

## Explore More

### » Books

- » *Adaptive Action: Leveraging Uncertainty in Your Organization*  
(Eoyang & Holladay)
- » HSD Paradigm Shift (<http://bit.ly/HSDparadigm>)

### » Web

- » [www.adaptiveaction.org](http://www.adaptiveaction.org)
- » [Wiki.hsdinstitute.org](http://Wiki.hsdinstitute.org)
- » [www.hsdinstitute.org](http://www.hsdinstitute.org)
- » Twitter: #hsd #adaptact @GlendaEoyang

# Now What?

## Become An HSD Professional

- » Patterns and Possibilities:
  - » April 2015 in Vancouver, BC
  - » July 2015 in Chicago, IL
  - » Jan 2016 in Helsinki, FI
- » Four months exploring an online learning ecology:
  - » Lively learning community
  - » Guided practice
  - » Large group learning and dialogues
  - » Learning packets on relevant topics
  - » Praxis Partner for support
- » Register:

<http://www.hsdinstitute.org/learn-more/overview.html>



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# Join Us!

April 16 7:00 pm CDT	<i>Engage in Joyful Practice: Sustaining Stamina and Smiles in Spite of Everything</i>
May 7 11:00 am CDT	<i>Healing Healthcare: Our Shared Future</i>
April 13 <sup>th</sup> 11:00 AM CDT	<i>Ricardo Wilson-Grau in the Systems and Peace: Emerging Frontiers Series</i>

- » Register for the Educator series: <https://hsdineducation.wordpress.com/webinar-series/>
- » Register for the next Live Virtual Workshop: <http://www.adaptiveaction.org/Landing-Pages/Webinar-Registration>
- » Register for the Systems and Peace series: [bit.ly/peacesystems](http://bit.ly/peacesystems)