

Live Virtual Workshop

Power of Questions: Inquiry Really Can Be the Answer!

Chat Transcript 05OCT23

- 12:03:25 Griff Griffiths: Griff, currently in Regensburg, Bavaria
- 12:03:32 Victoria Shaw: Good to be here, Vicky from Brighton, UK
- 12:03:45 Royce (she/her): Welcome from a sunny and breezy fall day in Circle Pines, MN, USA!
- 12:03:46 Mary Nations: Mary in Raleigh, NC
- 12:03:47 Heather Hutchings (facilitator): Hi everyone - Heather in Denver here 🙌
- 12:04:06 Jennifer Park- TSC (she/her): Jen Park calling in from Fayetteville, AR, USA!
- 12:04:52 Jan Berlage, Hamburg: In Hamburg you say MOIN
- 12:05:07 Abra Pollock (she/her): Reacted to "In Hamburg you say M..." with 👍
- 12:05:21 Tianne: Reacted to "In Hamburg you say M..." with 👍
- 12:06:41 Donna Bivens: Donna Bivens in Boston
- 12:08:07 Griff Griffiths: Replying to "Mary in Raleigh, NC"
Hey Mary!
- 12:08:16 Srikanth: Good Morning Everyone! Malini from Texas!
- 12:08:31 Abra Pollock (she/her): Reacted to "Good Morning Everyon..." with 🙌
- 12:08:32 Heather Oxman: Heather from Lethbridge, Alberta - Having a day!
- 12:08:43 Melissa Kessler (she/her): Hello:) Melissa from Capitol Hill in Washington, DC
- 12:08:44 Royce (she/her): Reacted to "Good Morning Everyon..." with 😊

12:09:32 Ana Luisa Romero: Buenas tardes from Brussels, Belgium. Curious how is the weather in Raleigh @Mary -- that is where my family lives, and I see them once a year 😊 in the summer

12:09:54 Ana Luisa Romero: Replying to "Mary in Raleigh, NC"



12:10:14 Amani El Sheikh: Evening all, Amani here from London. Curious to learn more about HSD. Heard lots of it from spending time with Mr Spayd in the last 2 weeks.

12:10:50 Royce (she/her): Amani, you have come to the right place...Feel free to post questions as they come up.

12:11:24 Melissa Kessler (she/her): Reacted to "Amani, you have come..." with 👍

12:12:05 Amani El Sheikh: Reacted to "Amani, you have come..." with ❤️

12:12:13 Jan Berlage, Hamburg: The future is made up of Things stable and Things variable. The Task is ti know which is which and not to confuse those /E.Schumacher)

12:14:20 Royce (she/her): Replying to "The future is made u..."

Jan, that makes me think of the Landscape Diagram—ways to think about which is which...

12:14:29 Beryl W (She/ Her/ Hers): Replying to "Mary in Raleigh, NC"



12:15:02 Ana Luisa Romero: anticipation, excitement, curiosity

12:15:08 Mary Nations: Replying to "Mary in Raleigh, NC"

12:15:20 Abra Pollock (she/her): Honestly, it's tolerance for ambiguity--an ability I've had to cultivate, because it doesn't come naturally

- 12:15:41 Kim Petersen: One must have an adaptable approach to deal with complexity
- 12:15:46 Heather Oxman: feel fearful, but reminding myself that to be brave you have to be afraid...
- 12:16:01 Abra Pollock (she/her): Reacted to "feel fearful, but re..." with ❤️
- 12:16:28 Royce (she/her): Reacted to "feel fearful, but re..." with 👍
- 12:16:37 Rene Garcia: In uncertainty, what helps me is to have the learned experience that nothing is permanent, that everything will change at some moment
- 12:17:14 Heather Hutchings (facilitator): Reacted to "In uncertainty, what..." with ❤️
- 12:17:30 Heather Hutchings (facilitator): Reacted to "feel fearful, but re..." with ❤️
- 12:17:43 Shelley: Reacted to "feel fearful, but ..." with ❤️
- 12:18:07 Jan Berlage, Hamburg: You will Always be a victim of the rules you live by (Jenny Holzer Trusims)
- 12:18:19 Amani El Sheikh: The only constant is change. balance between inner confidence and jumping into new challenges with letting go, at the same time.
- 12:18:27 Heather Oxman: Reacted to "You will Always be a..." with 👍
- 12:18:45 Shelley: Reacted to "In uncertainty, wh..." with ❤️
- 12:19:31 Royce (she/her): Replying to "The future is made u..."

[Landscape Diagram](#)

- 12:20:03 Anne vdHorst: Reacted to "https://www.hsdinsti..." with 👍
- 12:20:24 Royce (she/her): Reacted to "You will Always be a..." with 👍

12:21:12 Jan Berlage, Hamburg: Replying to "The future is made u..."
Multi-Level perspective by F.Geels is good reference to Landscape thinking

12:21:34 Abra Pollock (she/her): Could you post the reflection questions to the chat?

12:22:01 Shelley: Shelley Saeger - Phoenixville, PA

12:22:14 Trang Nguyen: I cam a bit late, Trang from Vietnam

12:22:20 April Schnell: "empowering"

12:22:24 Heather Oxman: revelatory

12:22:25 Rene Garcia: Enriching

12:22:27 Ahmed Avais: Group therapy

12:22:27 Trang Nguyen: energizing

12:22:29 Srikanth: Liberating

12:22:29 Kim Petersen: Revealing

12:22:39 Barrie McClune: Refreshing

12:22:40 Trang Nguyen: ongoing

12:22:40 John N Murray: revealing

12:22:41 Anne vdHorst: lightning

12:22:43 Ashok Mohan: reflection

12:22:45 Srikanth: Community building

12:22:45 Tamela Handie: Deep

12:23:22 Royce (she/her): Replying to "Shelley Saeger - Pho..."

Welcome...

12:24:34 Victoria Shaw: Replying to "The future is made u..."



12:24:40 Royce (she/her): Reacted to "Group therapy" with thumbs up emoji

12:26:01 Kim Petersen: Change management and culture....how management and an organization can adapt to changing times.

12:26:47 Royce (she/her): Miriam Bayes, who is in the group today, has created an IFC coaching model that engages both the coach and the coach in Inquiry and Adaptive Action...It's been fun to work with her.

12:26:50 Rene Garcia: Complexity in working with organizations with different worldviews

12:27:25 Royce (she/her): Yes, Rene, those worldviews just bring more complexity, right?

12:27:41 Rene Garcia: Reacted to "Yes, Rene, those wor..." with thumbs up emoji

12:27:43 Miriam Bayes: Reacted to "Miriam Bayes, who is..." with red heart emoji

12:27:50 Melissa Kessler (she/her): Reacted to "Miriam Bayes, who is..." with red heart emoji

12:27:57 Melissa Kessler (she/her): Replying to "Miriam Bayes, who is..."

I'd love to learn more about that.

12:28:07 Miriam Bayes: Removed a red heart emoji reaction from "Miriam Bayes, who is..."

12:28:08 Miriam Bayes: Reacted to "Miriam Bayes, who is..." with red heart emoji

12:28:24 Royce (she/her): Replying to "Miriam Bayes, who is..."

Drop me an email and I can talk with you about it.

- 12:28:31 Jan Berlage, Hamburg: wicked Problems correspond with change Leadership not change management. Everything "Management" means you have an answer...that is not inquiry
- 12:28:34 Seth Derner: Reacted to "Miriam Bayes, who is..." with ★
- 12:28:40 Abra Pollock (she/her): Reacted to "wicked Problems corr..." with 😊
- 12:28:49 Miriam Bayes: Reacted to "Drop me an email and..." with 🙏
- 12:28:51 Miriam Bayes: Reacted to "I'd love to learn mo..." with 🙏
- 12:33:59 Royce (she/her): How would you describe this challenge to a 3-year old?
- 12:34:03 Tianne: What would be missing if the wicked issue was solved?
- 12:34:05 Jan Berlage, Hamburg: where is your Knowledge constraining your answer
- 12:34:13 Melissa Kessler (she/her): The wicked issue got a lot richer...
- 12:34:20 Rene Garcia: Reacted to "What would be missin..." with 👍
- 12:34:21 Royce (she/her): To a 95-year-old person?
- 12:34:27 Abra Pollock (she/her): Reacted to "To a 95-year-old per..." with 😊
- 12:34:28 Shelley: Reacted to "Welcome..." with 👍
- 12:34:32 Srikanth: What are the characteristics of this perfect ally to untangle this wicked issue?
- 12:34:50 Abra Pollock (she/her): It revealed the deep, paralyzing emotional quality of the wicked issue
- 12:34:53 Abra Pollock (she/her): *wicked
- 12:35:17 Shelley: Replying to "The wicked issue g..."

Ohh, richer in what way? Curious.

- 12:35:48 Tianne: It made me curious to work on it
- 12:35:53 Melissa Kessler (she/her): Yes perhaps another question - how do we raise hands on Zoom these days...?
- 12:36:24 Shelley: Reacted to "It revealed the de..." with ❤️
- 12:36:34 Royce (she/her): Melissa...across the bottom of your screen, there's a smily face that says Reactions>.
- 12:36:53 Tianne: Replying to "Yes perhaps another ..."
Check out the „reaction“ section
- 12:37:00 Melissa Kessler (she/her): Reacted to "Melissa...across the b..." with ❤️
- 12:37:09 Melissa Kessler (she/her): Replying to "Melissa...across the b..."
Thank you! I looked and looked...
- 12:38:09 Sandi: it felt like climbing into it rather than observing it from a distance
- 12:38:17 Tianne: Reacted to "it felt like climbin..." with 👍
- 12:38:18 Trang Nguyen: Reacted to "it felt like climbin..." with ❤️
- 12:38:27 Royce (she/her): Sandi, what a great visual!
- 12:38:47 Heather Hutchings (facilitator): Reacted to "it felt like climbin..." with 💛
- 12:39:15 Melissa Kessler (she/her): Reacted to "it felt like climbin..." with ❤️
- 12:40:20 Royce (she/her): Find the recordings for the PoQs at this link:
[Inquiry IS the Answer](#)
- 12:40:42 Seth Derner: Reacted to "Find the recordings ..." with 👍
- 12:44:26 Rene Garcia: How to cultivate the adequate conditions for a container that nurture these inquiry guidelines?
- 12:45:16 Trang Nguyen: Reacted to "How to cultivate the..." with ❤️

- 12:46:12 Srikanth: So, testing the assumption first when standing in inquiry loosen/ melt the other 3 situations - judgement, disagreement, defensiveness
- 12:47:43 Royce (she/her): That is interesting...because it may be the assumptions that have me making judgments, feeling defensive, or believing the other is "totally" wrong!
- 12:47:52 Ana Luisa Romero: How can you go beyond the conflict and get into shared exploration? There is typically much emotion (anger, etc) in situations of conflict...
- 12:49:14 Trang Nguyen: What are some questions you have had in the past that can turn disagreement into shared exploration? (I feel inquiry in the middle of conflicts is a two-blade knife)
- 12:49:38 Royce (she/her): What works for me Ana Luisa...I have to recognize my own tension...Take a deep breath, and ask an authentic question that can either invite the other person to look as a shared concern beyond the disagreement...or I also sometimes ask them a question about what they have seen that has them believe that...things like this help me.
- 12:50:00 Beryl W (She/ Her/ Hers): Those rules for inquiry are also strategies therapists use to help people shift 😊 and ask them to practice
- 12:50:03 Royce (she/her): Having a "nag buddy" who can give you hard feedback!
- 12:50:06 Heather Oxman: If only our politicians could follow this practice, so much better exchanges across the floor of discussion might occur - how can we get these ideas planted in the House? with major decision makers...
- 12:50:19 Trang Nguyen: Reacted to "If only our politico..." with ❤️
- 12:50:27 Sandi: Reacted to "How can you go bey..." with 👍
- 12:50:31 Ana Luisa Romero: Reacted to "What are some questi..." with 😞
- 12:50:47 Trang Nguyen: Reacted to "Those rules for inqu..." with ❤️

- 12:50:49 Jan Berlage, Hamburg: Reacted to "If only our politico..." with 👍
- 12:50:55 Shelley: Reacted to "What works for me ..." with 👍
- 12:51:07 Ana Luisa Romero: Reacted to "What works for me An..." with 🙏
- 12:51:09 Seth Derner: The dissonance I'm working through is realizing that Rules for Inquiry don't necessarily get to a "solution" but can get to a next "wise action." I can't use these to get people to see my perspective and come to my way of thinking.
- 12:51:20 Abra Pollock (she/her): Reacted to "The dissonance I'm w..." with 🙏
- 12:51:24 Melissa Kessler (she/her): Reacted to "If only our politico..." with 👍
- 12:51:24 Royce (she/her): What Barrie does with her kids is that as sh tucks them in at night, she asks what questions they have before they go to sleep....
- 12:51:30 Melissa Kessler (she/her): Reacted to "What Barrie does wit..." with ❤️
- 12:51:32 Trang Nguyen: Reacted to "The dissonance I'm w..." with 👍
- 12:51:40 Rene Garcia: Reacted to "What are some questi..." with 👍
- 12:51:49 Trang Nguyen: Reacted to "What Barrie does wit..." with ❤️
- 12:51:55 Sandi: Reacted to "The dissonance I'm..." with 🙏
- 12:52:22 Anne vdHorst: Reacted to "What Barrie does wit..." with ❤️
- 12:52:26 Ana Luisa Romero: Reacted to "What Barrie does wit..." with 😊
- 12:52:28 Royce (she/her): Seth! That's lovely...It's such a better way to think about it rather than I berate myself for "beating people over the head" with my story....
- 12:52:32 Abra Pollock (she/her): Yes, what Glenda is describing is what frustrates me at times with this method
- 12:52:37 Abra Pollock (she/her): The value of the left-hand side

- 12:52:53 Heather Oxman: Reacted to "The dissonance I'm w..." with 👍
- 12:53:04 Heather Hutchings: Reacted to "What Barrie does wit..." with ❤️
- 12:53:08 Ana Luisa Romero: Replying to "What Barrie does wit..."
- Like a gratitude practice, a question practice -- that's a great way to build curiosity into a beautiful practice 🌸
- 12:53:11 Royce (she/her): It's when the system gets "stuck" that you look to which side if causing the challenge.
- 12:53:18 Abra Pollock (she/her): Reacted to "It's when the system..." with 👍
- 12:53:36 Ana Luisa Romero: Reacted to "The dissonance I'm w..." with 🙌
- 12:53:52 Trang Nguyen: Reacted to "Yes, what Glenda is ..." with 😄
- 12:54:06 Ana Luisa Romero: Reacted to "It's when the system..." with 😞
- 12:54:15 Royce (she/her): Or might be causing the challenge
- 12:55:16 Beryl W (She/ Her/ Hers): Great, Mary! Context matters. As there is richness and reward with differences, too.
- 12:55:25 Victoria Shaw: Reacted to "What Barrie does wit..." with 😊
- 12:56:09 Abra Pollock (she/her): Sorry, I need to get ready for my next meeting. Thanks for the conversation!
- 12:56:24 Royce (she/her): Thanks for being here...Abra
- 12:56:28 John N Murray: Same for me - sorry to leave!
- 12:56:37 John N Murray: Thanks all, have a wonderful end to the week.
- 12:56:43 Royce (she/her): Bye John...alwasy good to have you here
- 12:57:02 Sandi: Reacted to "Bye John...alwasy g..." with 😞

- 12:57:23 Sierra Woods: Why does this practice of standing in inquiry together seem to have this effect of building community/relationships?
- 12:58:12 Rene Garcia: Reacted to "Like a gratitude pra..." with 👍
- 12:58:41 Royce (she/her): Interesting Sierra...I think it's about coherence. If we cannot stand in these spaces together, how can we build the connections, mutual support, openness, understanding to build strong relationships...individually, in the community, in our organizations?????
- 12:58:43 Seth Derner: Replying to "Why does this practi..."
- I wonder if it has something to do with vulnerability and trust
- 12:59:18 Sierra Woods: Reacted to "I wonder if it has s..." with ❤️
- 12:59:33 Rene Garcia: Reacted to "I wonder if it has s..." with 👍
- 12:59:44 Sierra Woods: Replying to "Interesting Sierra...I..."
- Hmm yeah good points!
- 12:59:54 Royce (she/her): Replying to "Why does this practi..."
- Yes...if I experience you as not judging or disagreement...etc...then we will build the pattern of trust...it's easier to accept the pattern of vulnerability.]
- 13:00:02 Jan Berlage, Hamburg: Dear All, Sorry to leave now
- 13:00:24 Heather Oxman: + seeing the tensions in the Inquiry questions
- 13:00:32 Seth Derner: + deeper understand of how Rules of Inquiry are useful
- 13:00:33 Victoria Shaw: Just being here with you all
- 13:00:37 Ashok Mohan: + Listening to the questions while holding my wicked issue was great!
- 13:00:38 Ana Luisa Romero: +A very actionable way to put PoQ in motion

- 13:00:39 Anne vdHorst: + practicing in all Kinds of every-day-situations
- 13:00:41 Royce (she/her): + (helpful). -(could have been better). ?(questions you have)
- 13:00:51 Sierra Woods: + feeling possibilities emerge
- 13:00:52 Trang Nguyen: Replying to "Interesting Sierra...I..."
- Inquiry keeps us going together (rather than turning away or shutting down)
- 13:00:57 Shelley: Thank you!
- 13:01:03 Tianne: + Finding the Balance within the inquiry rules
- 13:01:04 Heather Hutchings: + fractals - own practice can be enough, to influence others and the system
- 13:01:08 Trang Nguyen: + The questions we received
- 13:01:11 Srikanth: + Deliberating on the process of inquiry
- 13:01:21 Seth Derner: - would love a set of starter power questions 😊
- 13:01:26 Rene Garcia: Replying to "Interesting Sierra...I..."
- + Rituals and practices, ? Differences