HUMAN SYSTEMS
DYNAMICS INSTITUTE

Create the Path:

A Guide to Shared Strategic Change

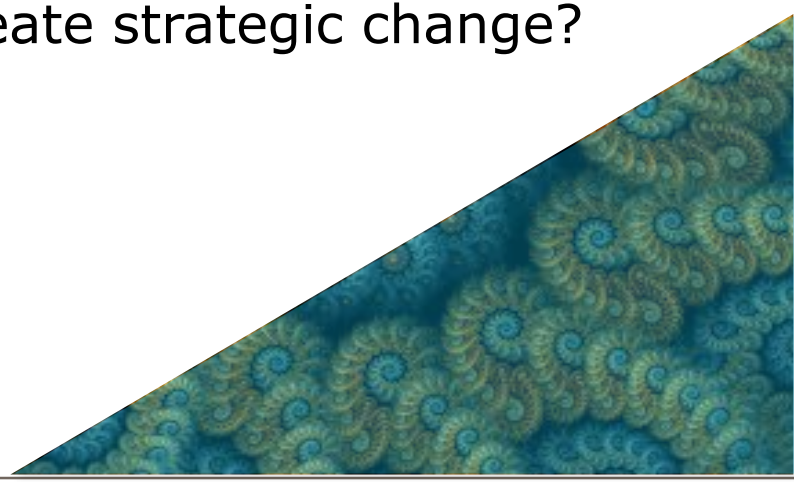
Nothing is intractable.

Live Virtual Workshop
June 2016
Glenda Eoyang geoyang@hsdinstitute.org

© 2016 Human Systems Dynamic Institute | Use with permission.

Today we will explore . . .

- **What** is strategic change?
- **So what** sets conditions for strategic change?
- **Now what** can you do to create strategic change?



© 2016 Human Systems Dynamic Institute | Use with permission.

HUMAN SYSTEMS
DYNAMICS INSTITUTE

WHAT is strategic change?

© 2016 Human Systems Dynamic Institute | Use with permission.

Strategic Change Is . . .

- Sustainable
- Across levels
- Across silos
- About core performance
- In the moment and across time
- Scalable

© 2016 Human Systems Dynamic Institute | Use with permission.

HUMAN SYSTEMS
DYNAMICS INSTITUTE

SO WHAT sets conditions for strategic change?

© 2016 Human Systems Dynamic Institute | Use with permission.

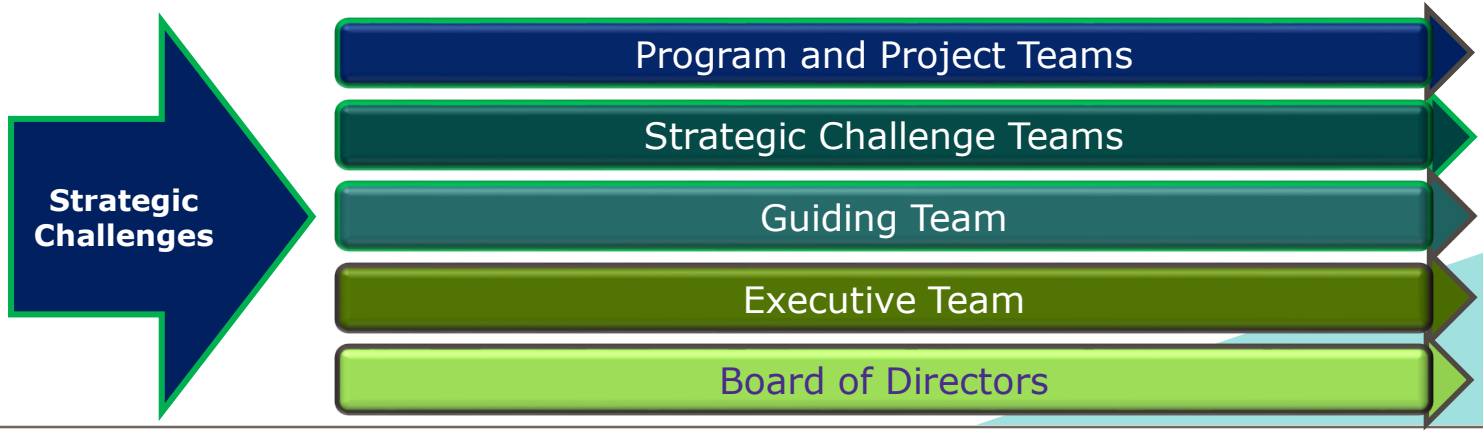
Strategic Challenges

© 2016 Human Systems Dynamic Institute | Use with permission.

Strategic Challenges

- What are yours?
- What Containers are strategic?
  - Boundaries
  - Identities
- What Differences are strategic?
  - Measures of success
  - Values, hopes, dreams
- What Exchanges are strategic?
  - How?
  - With whom?

© 2016 Human Systems Dynamic Institute | Use with permission.



© 2016 Human Systems Dynamic Institute | Use with permission.

Adaptive Action Collaborative Teams

AACTs use Adaptive Action cycles to:

- Focus on their strategic challenges
- Use local resources and information
- Learn in action
- Build adaptive capacity
- And . . .

© 2016 Human Systems Dynamic Institute | Use with permission.

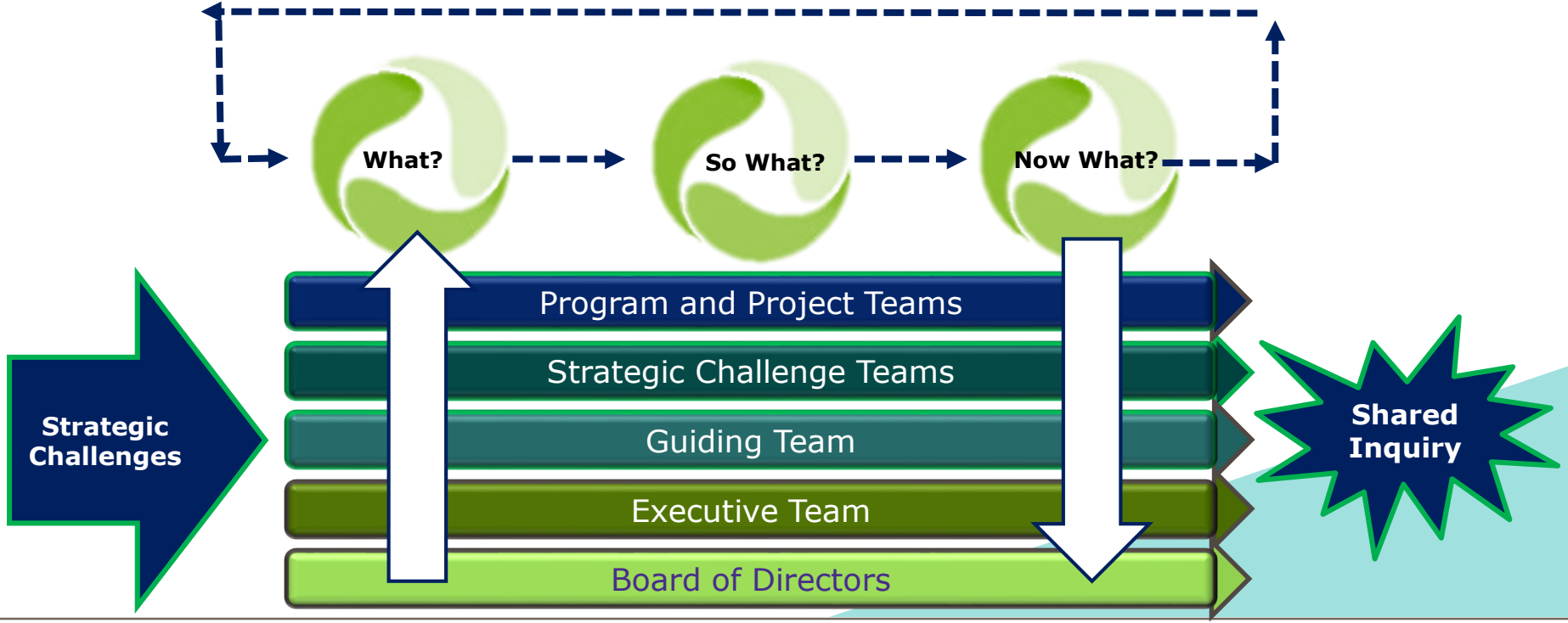
© 2016 Human Systems Dynamic Institute | Use with permission.

Shared Inquiry

Stand in inquiry:

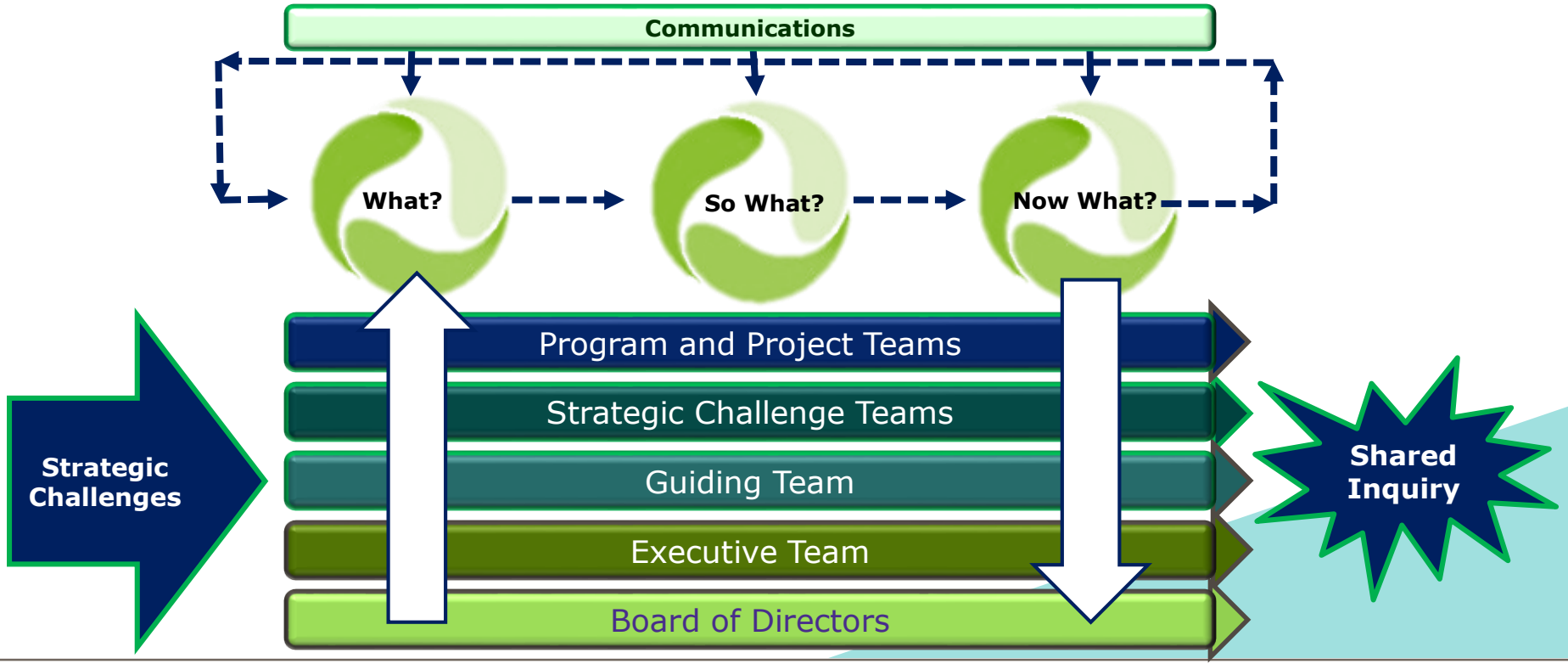
- Turn judgment into curiosity
- Turn conflict into shared exploration
- Turn defensiveness into self-reflection
- Turn assumptions into questions

© 2016 Human Systems Dynamic Institute | Use with permission.



© 2016 Human Systems Dynamic Institute | Use with permission.

© 2016 Human Systems Dynamic Institute | Use with permission.

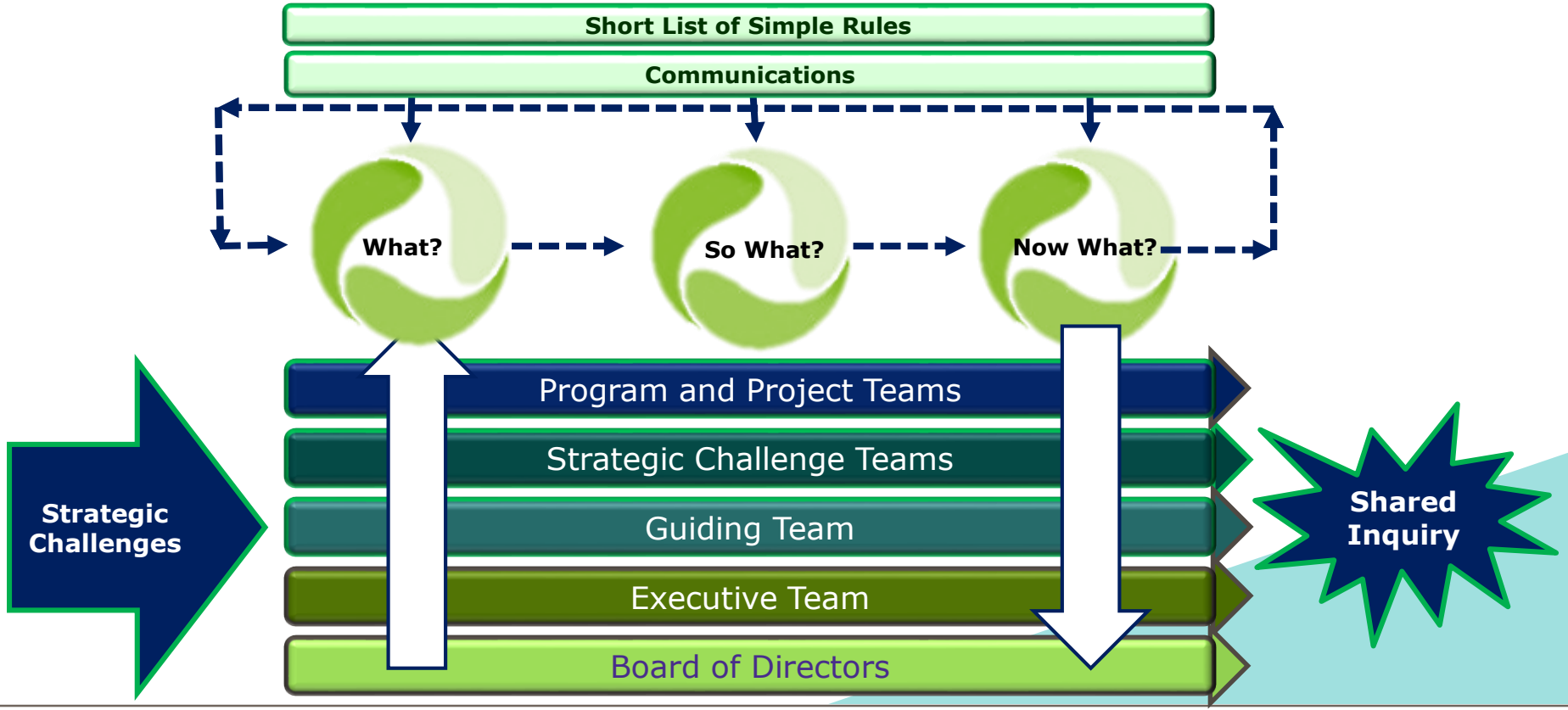


© 2016 Human Systems Dynamic Institute | Use with permission.

Communications

- Within and between groups
- With stakeholders and boards
- Externally to experts
- To people on the ground
- To clients
- And . . .

© 2016 Human Systems Dynamic Institute | Use with permission.



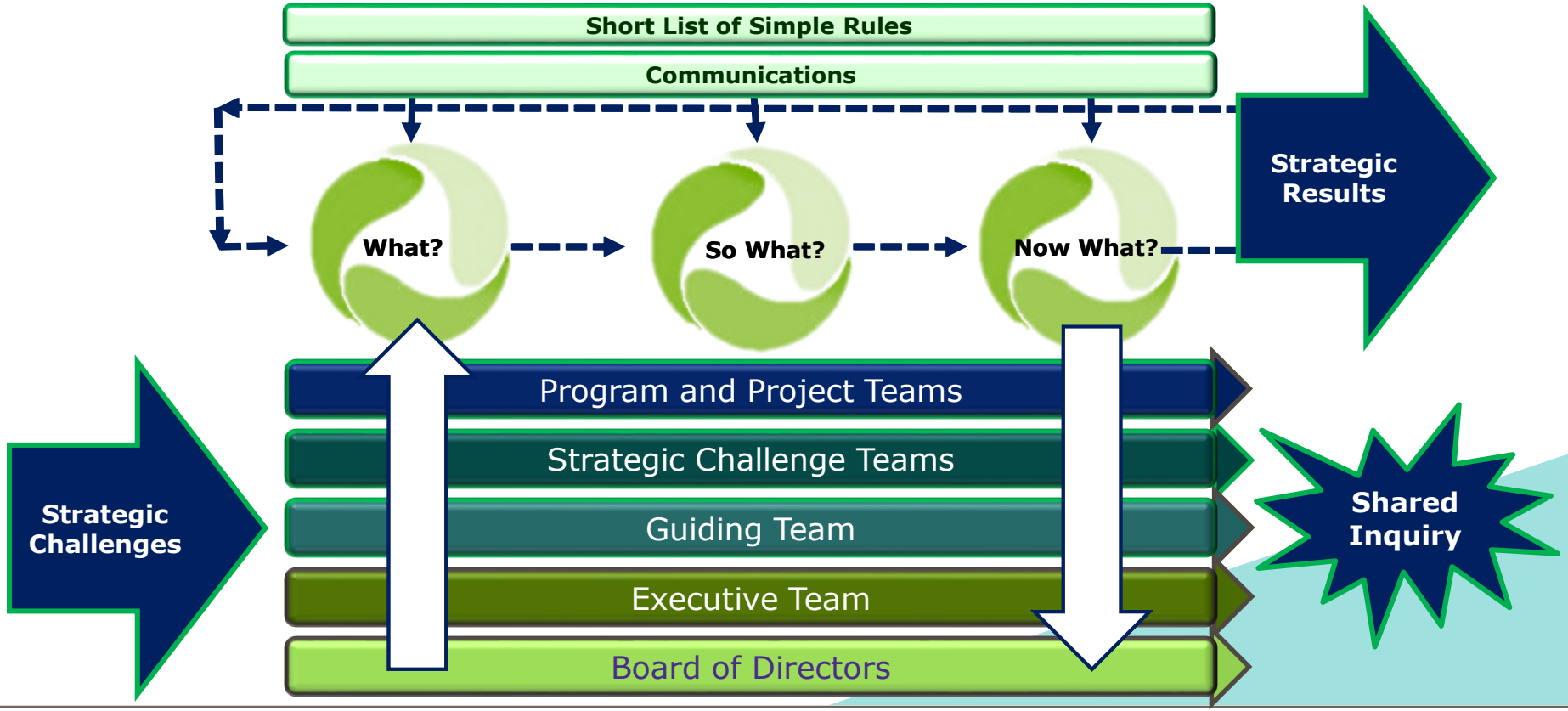
© 2016 Human Systems Dynamic Institute | Use with permission.

Simple Rules

Local rules generate behaviors AND Behaviors generate patterns:

- Five to seven
- Active Verbs
- For all, but adapted for each
- Create strategic patterns

© 2016 Human Systems Dynamic Institute | Use with permission.



© 2016 Human Systems Dynamic Institute | Use with permission.

Strategic Results are . . .

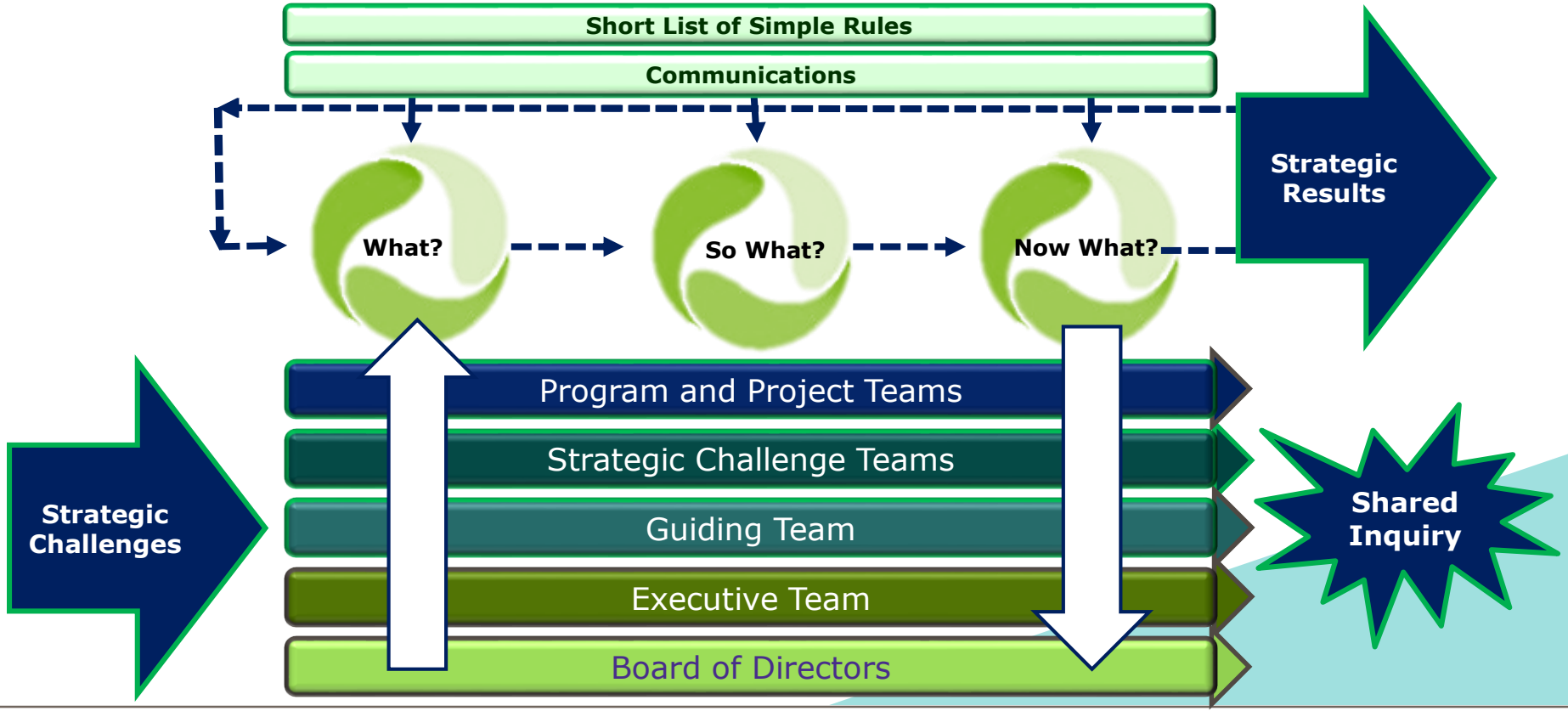
- Sustainable
- Across levels
- Across silos
- About core performance
- In the moment and across time
- Scalable

© 2016 Human Systems Dynamic Institute | Use with permission.

HUMAN SYSTEMS
DYNAMICS INSTITUTE

NOW WHAT can you do to create strategic change?

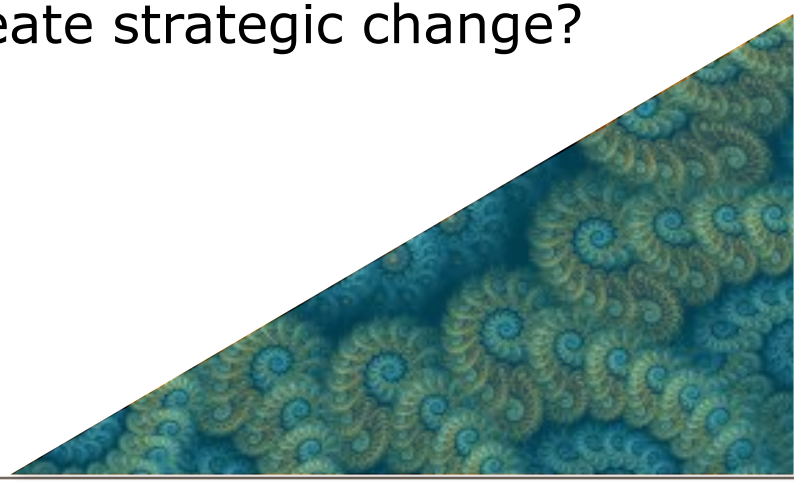
© 2016 Human Systems Dynamic Institute | Use with permission.



© 2016 Human Systems Dynamic Institute | Use with permission.

Today we explored . . .

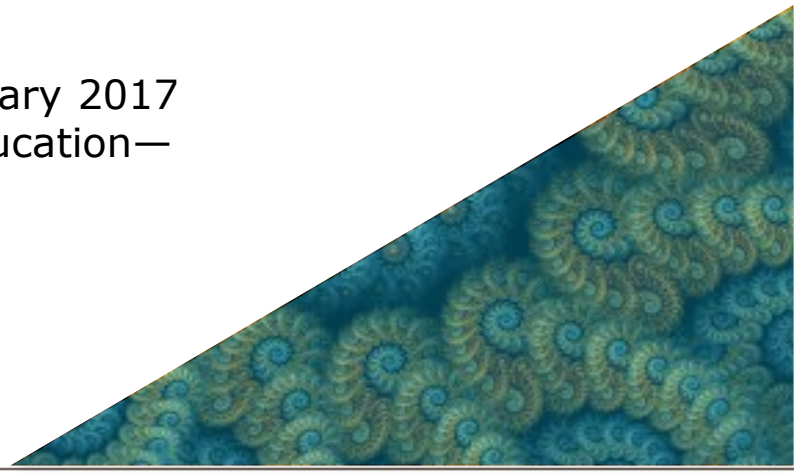
- **What** is strategic change?
- **So what** sets conditions for strategic change?
- **Now what** can you do to create strategic change?



© 2016 Human Systems Dynamic Institute | Use with permission.

Learn more . . .

- Online:
  - Adaptiveaction.org
  - HSDinstitute.org
  - Wiki.hsdinstitute.org
- Adaptive Action Labs:
  - HSD Professional Certification—January 2017
  - Leadership in Health Professions Education—September online
  - Coaching
  - Conflict
  - Health and Wellness
  - Future of Democracy



© 2016 Human Systems Dynamic Institute | Use with permission.

HUMAN SYSTEMS
DYNAMICS INSTITUTE

Join us for upcoming webinars

May 12th, 11 am CST Live Virtual Workshop	*Courage to Create: Build Adaptive Capacity for Continuous Innovation*
Jun 2nd, 11 am CST Live Virtual Workshop	*One Answer is No Answer: Teaching as Learning*
Jun 16th, 11 CST Quarterly Associates Meeting	

Mary thanks for fixing this up. G

© 2016 Human Systems Dynamic Institute | Use with permission.