Adaptive Action: Beyond Conflict Resolution

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Complex Adaptive System (CAS)
Self-Organizing System

A collection of individual agents who have the freedom to act in unpredictable ways, and whose actions are interconnected such that they produce system-wide patterns.
What Can We Do?

Adaptive Action

What?
Now what will we do?
So what does it mean?
Objective Truth
Subjective Truth

Normative Truth
What does conflict look like?
What does resolution look like?
Static Change
What does conflict look like?
What does resolution look like?
More resources

- **Books**
  - Facilitating Organization Change (Olson & Eoyang)
  - Coping with Chaos (Eoyang)
  - Patterns (Holladay & Quade)
  - *Adaptive Action: Leveraging Uncertainty in Your Organization (Eoyang & Holladay)*

- **Web**
  - www.adaptiveaction.org
  - Wiki.hsдинstitute.org
  - www.hsдинstitute.org
  - Hsdcommunity.ning.com
  - Twitter: #hsd #adaptact @GlendaEoyang

Even More Resources

- **Training**
  - Webinars (free monthly)
  - HSD Professional Certification (Portland, 2013)
  - Custom training

- **Adaptive Action Laboratories**
  - Focus on your own sticky issues
  - Learn HSD models and methods
  - Build adaptive capacity for individuals and groups
  - Involve large groups or small
  - Address major issues or “trivial”
  - Commit to half-day to three-day sessions