



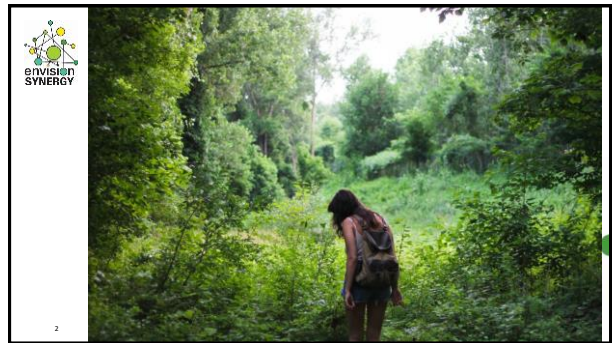

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NAVIGATING UNCERTAINTY


Facilitated by: Charlotte Young, Ph.D.



>Welcome!

envision SYNERGY ~ environmental vision together



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Strong, thriving organizations


YOUR VOICE MATTERS. Empowered

Focused 


Creative 

Collaborative 

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Imagine we're like this



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Today is mostly "one way" communication

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Make the most of your learning preference

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Today's four segments

1. The context

Tools

2. Some maps
3. Moment by moment
4. Getting ready

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Today is *not* about

- Human Resources policies
 - Supervision
 - Performance reviews
- Working with remote teams
- **Alleviating** uncertainty

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Our interaction

Poll will pop up




Chat: bottom of screen in a speech bubble

Q&A Question and Answer; Paul is monitoring




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Chat box



- Please list one word that describes you right now.

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1. Setting the context



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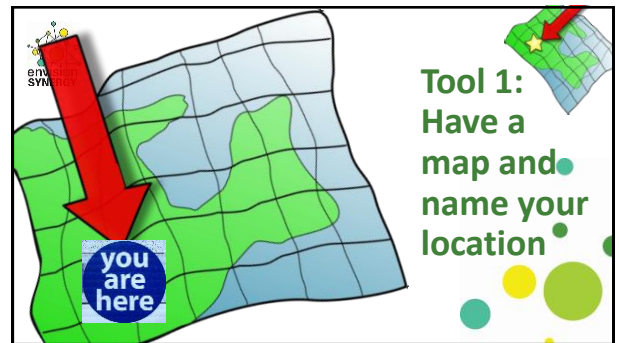
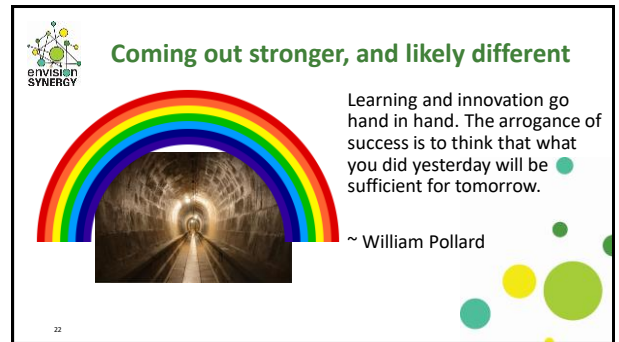


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Uncertainty part of our environmental work



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Two maps

- Bill Bridges' "Transitions" Map
- Elisabeth Kubler-Ross' Grief Map

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Stages of transitions

Adapted from: B. Bridges, Transitions

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That "in-between" space often feels...

YUKKY!

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A bit of a detour and refresher

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We are here...

- Dark
- Mysterious
- Inevitable
- Unknown
- Forward moving
- Growing
- Miraculous

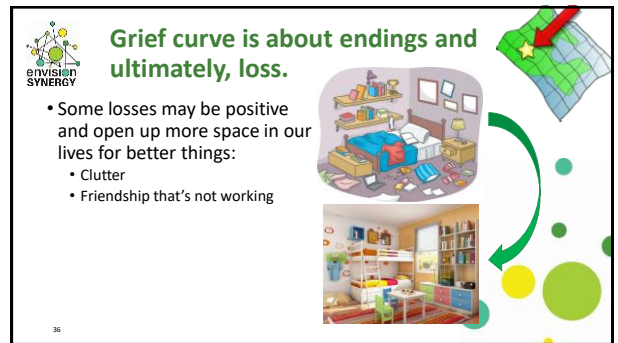
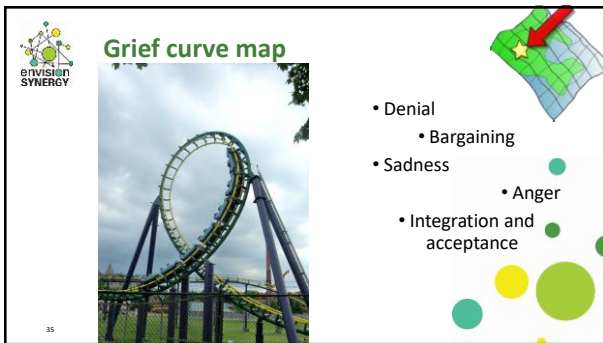
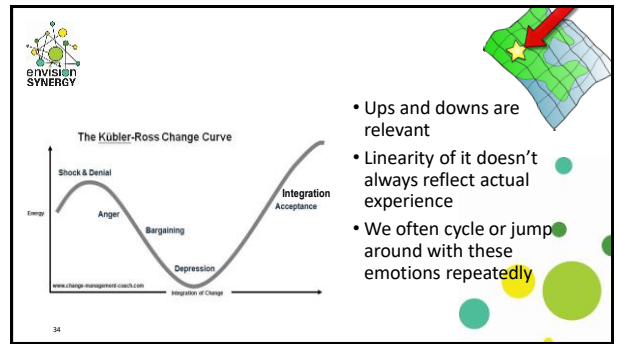
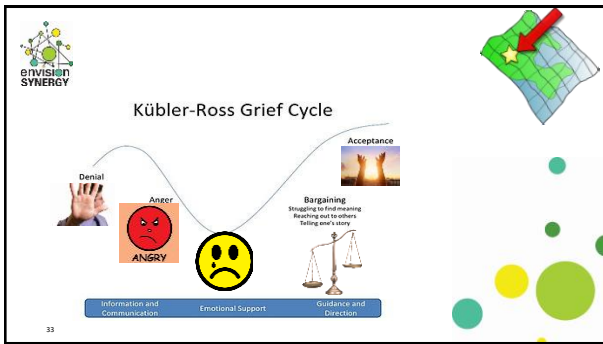
"The beauty of a chrysalis through..."

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And, yet, maybe it's also

- Warm
- Safe
- Cozy

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Losses specific to our current situation

- Known coping mechanisms
- Routines/ structures
- Employment
- Income
- Experiences
- Planned events (and positive anticipation of)
- Social interaction
- Physical interaction (hugs and more)
- Death of loved ones
- Hope


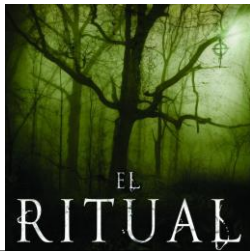
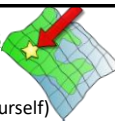


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As a culture – not good at endings or loss

- As an organization (or yourself)
 - Have a ritual/celebration/marker
- Or, a debrief







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Chat box

• What stands out for you about the “maps”?

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3 Tools

1. Map
2. MOMENT BY MOMENT
3. Getting ready



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Tool 2: Moment by moment




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RightNow.




pay attention






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We know how to do this, already

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- Practices at work
- Practices outside of work that you can bring into work – especially the “feeling” of it


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Notice your thoughts floating by...





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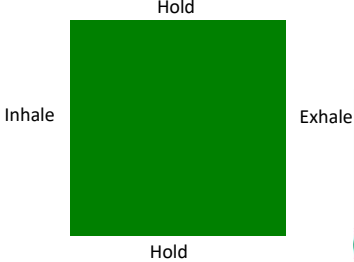


Practice 1


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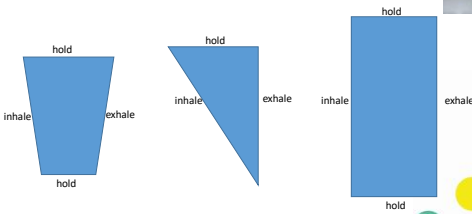

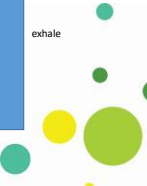
Let's try it out...

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Infinite breathing patterns exercises to try

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Practice 2

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Practice 3

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Gift of moment by moment

Focus on task at hand

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- Get more done
- Improved quality
- Replenishes “bank” of attention and motivation
- Enjoy the change in pacing

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Gift of moment by moment

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“In the spirit of recognizing the joy found in small things, our family is making a multicolored paper chain to mark our days at home, and to record daily gratitude. Our paper chain hangs in our kitchen, and is a constant reminder of the steadfast goodness and love that surround us in the midst of these palpably uncertain times.”

52 — Natalie Jackson, Lookout Mountain, Tenn. From New York Times, April 22, 2020 (Earth Day)

What do you think?

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3 Tools

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1. Map
2. Moment by moment
3. GETTING READY FOR WHAT'S NEXT

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Coming out stronger, and better



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“Sub-tools” under getting ready

1. Ways of thinking
2. Taking stock
3. Generating options

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See ?



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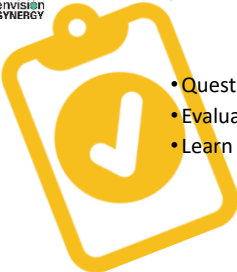

1. Ways of thinking: “Both and”

- Marathon AND a sprint:
 - Go fast AND go slow
 - Hurry up AND wait
- Be present AND plan for future
 - Now AND longer term
- Big picture AND details

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2. Taking stock

- Question assumptions
- Evaluate progress
- Learn from less than stellar outcomes

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3. Generating options




“Only in a crisis – actual or perceived – produces real change. When that crisis occurs, the actions that are taken depend on the ideas that are lying around. That, I believe, is **our basic function: to develop alternatives to existing policies, to keep them alive and available until the politically impossible because the politically inevitable.**”

M. Friedman, Preface. 1982 ed. *Capitalism and freedom.*

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Why generate options



- Takes full advantage to do more longer term thinking
- Generates hope
- Prepares for what’s possible
- Sparks new insights being outside your “normal”
- Helps us consider what capacities we’d need to implement them

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Generating options: the idea



- Invent **stories**, not predictions, about how things might unfold.
- **Wildest** dreams and hopes for a healthy planet – brainstorming in true sense of word
- “What ifs” possible plots
 - How might you respond?
 - What capacities do you need to build now?
- In uncertain times: people may be looking for direction. We’ve been thinking about a better world a very long time.

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Generating options

WINNERS & LOSERS




- Consider non-traditional connections
 - Public health
 - Social services
 - Health
 - Political
 - Business

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Gardening organization -- example





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Three sets of tools to navigate uncertainty

- **Map**
 - Transitions map
 - Grief curve
- **Moment by moment**
 - Watching your thoughts
 - Meditating
 - Rhythmic activities
 - Creative activities
- **Getting ready for what's next**
 - Ways of thinking
 - Taking stock
 - Generating options


ready, set, go!

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Exploring deeper?


- Build your capacity with VUCA: volatile, uncertain, complex and ambiguous
- Support your options generation or scenario planning
- Figure out how to evaluate initiatives, campaigns
- Support you and colleagues to process the "in-between" stage



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Visually capture your thinking




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Over to you...



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"The Peace of Wild Things"

When despair for the world grows in me
and I wake in the night at the least sound
in fear of what my life and my children's lives may be,
I go and lie down where the wood drake rests in his beauty on the
water, and the great heron feeds.
I come into the peace of wild things
who do not tax their lives with forethought of grief.
I come into the presence of still water.
And I feel above me the day-blind stars waiting with their light.
For a time I rest in the grace of the world, and am free.

Wendell Berry

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Let nature be our guide



Take 5 minutes to reflect on ONE THING you can do to navigate these uncertain times



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