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Message From Our CEO, Dr. Irina Fursman

Navigating Chaos: When Too Much Becomes the Enemy of Balance

Chaos isn't always a sign of breakdown — sometimes it's a symptom of imbalance.

In our work with teams and organizations, we often see chaos emerge from **two extremes**:

- ➔ Too much structure, where control turns into rigidity and innovation suffocates.
- ➔ Too much freedom, where flexibility becomes fragmentation and energy is lost in constant adaptation.

Both paths eventually lead to confusion, frustration, and disconnection.

The key isn't to control chaos — it's to **navigate the polarity** between structure and freedom.

When we hold both intentionally, we find the flow that allows creativity and accountability to coexist.

This month at HueLife, we're exploring "Chaos" as our theme – not as a failure, but as an opportunity to recalibrate.

Join us as we reflect on how to stay grounded when systems bend, how to create boundaries that liberate rather than constrain, and how to use polarity thinking to find the rhythm between order and emergence.

[Follow us on LinkedIn to read Irina's full reflection on finding balance between structure and freedom.](#)

Upcoming Courses

HUE™ Conversation Method

- **December 15-16:**
Virtual - half-day sessions [Register](#)

ToP Facilitation Methods

- **November 10-11:** Minneapolis, MN [Register](#)
- **December 2-3:**
Milwaukee, WI
[Register](#)
- **December 10-11:**
Minneapolis, MN
[Register](#)

ToP Strategic Planning

- **November 13-14:** Minneapolis, MN [Register](#)

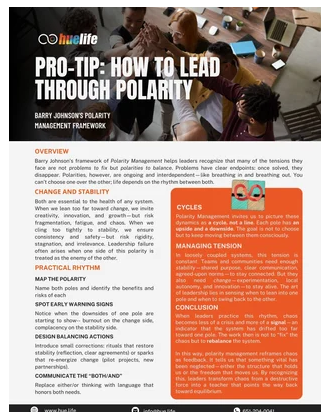
- December 3-4:
Cambridge, MA
[Register](#)

Pro Tip

Polarity Management and the Paradox of Chaos

Barry Johnson's framework of Polarity Management helps leaders recognize that many of the tensions they face are not problems to fix but polarities to balance. Problems have clear endpoints: once solved, they disappear. Polarities, however, are ongoing and interdependent —like breathing in and breathing out. You can't choose one over the other; life depends on the rhythm between both.

Change and Stability are one such polarity. Both are essential. Both, when overused, create the very chaos leaders hope to avoid. The art lies not in choosing one over the other, but in learning to dance between them.



Upcoming Program Spotlight

Previously offered exclusively to select clients, HUE™ Implementation Strategies is now available for **open enrollment beginning December 2025**.

HUE™ Implementation Strategies

Ready to lead strategic planning with confidence and skill? HUE™ Implementation Strategies is a two-day intensive designed to equip you with the tools, frameworks, and facilitation

expertise needed to guide organizations through meaningful strategic change.

In this course you will:

- Strengthen your confidence in leading the team through implementation
- Enhance understanding of team dynamics and change
- Deepen engagement skills and effectively apply ToP Methods during implementation
- Engage in co-facilitation, practice, and peer mentoring

I'm Interested

Partner in Action

Greg Stopka - Innovation Leader

We're thrilled to join forces with Greg Stopka as our partner in action and contributor to HUE Programs!

Greg is a true champion for innovation, using the methods and tools he learned through HueLife , including the D.E.V.C.A. framework, to design creative solutions, improve systems, and engage teams in transformative change at the Food Bank.

As a subcontractor and faculty member, Greg will support our clients with innovation strategies, change management, project management and strategy implementation workshops.



Greg brings a wealth of experience from his work in local government, his time with the Alliance for Innovation, and his current role as Innovation Team Lead at the Northern Illinois

Food Bank. His passion for innovation and continuous improvement shines through in everything he does. We're excited to have Greg's energy, insight, and creativity helping us bring more innovation and impact to the communities we serve!

HueLife Updates & Announcements

New Team Member - Shayna Keppeler

We're excited to welcome **Shayna Keppeler** as HueLife's new External Communications and Community Engagement Coordinator!

Shayna's involvement with HueLife began in 2014 when she documented the P.E.A.C.E. Summit led by Irina and Richard in Kiev, Ukraine. Shayna earned her Master's in Global History in Berlin, Germany and has conducted documentary research across three continents. Her passion for storytelling and human connection perfectly aligns with our mission to inspire action for the greater good.

[Watch Video](#)



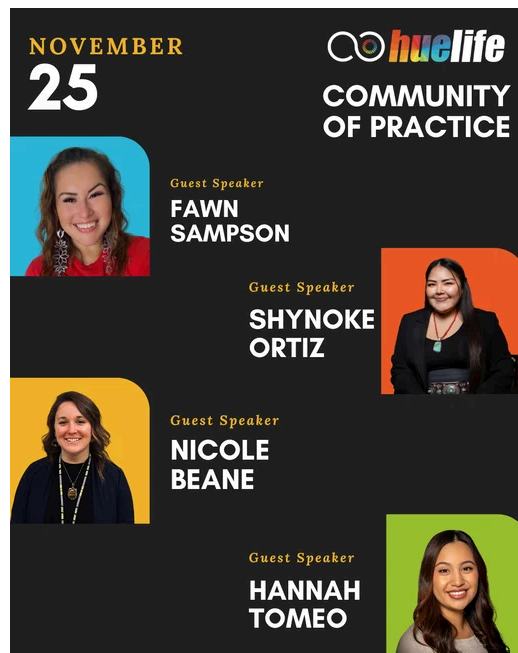
Community of Practice - Facilitating with Cultural Awareness

November 25 and the fourth Tuesday of each month from 2:00-3:00 p.m. CT.

Expand your toolkit and cultural understanding at our November Community of Practice.

This month, we're diving into Indigenous culture in facilitation with four special guest presenters. They'll share their expertise and demonstrate appropriate, inclusive customs during a highly engaging fishbowl demonstration.

RSVP for Meeting Link



Mission Update

Reflections from Ksyusha Lohvinenko: What Happens to a Leader during Wartime?

In times when so little can be controlled and so much pressure falls on the shoulders of the younger generation, Ukrainian youth has an answer.

YouLEAD, an annual program for **Ukrainian Youth Leadership Engagement and Development**, brought 16 participants to the USA in 2025 – not only to foster an environment for professional growth, but also to give them a fresh breath of peace and normalcy away from the realities of war at home.

“The YouLEAD program showed me that despite any difficulties, you can remain active and influence the world around you. Even during daily shelling and blackouts, our community does not give up: we discuss plans, apply for projects, and inspire each

other with new ideas every week.”

— Valeria Makarenko, 16, Kharkiv

[Read the full story on our website to discover how these 16 young leaders are transforming their communities and shaping Ukraine's future.](#)



In Case You Missed It

Have you seen what's new with HueLife? In case you missed it, check out our last newsletter and stay updated on what's happening!

- **Message from HueLife Team:** Resilience as a Daily Practice
- **Upcoming Program Spotlight:** Mastering ToP
- **Pro Tip:** How to Build Resilience in Yourself and Others
- **People Making a Difference:** Not Easy, But We Move: Ksyusha Lohvinenko on Ukrainian Youth, Resilience & Hope
- **Announcement:** Sticky Walls are in Stock but Going Quickly
- **HueLife Updates:** Linda Alton Scholarship Fund Launched
- **Mission Updates:** YouLEAD 2025 – A Journey of Growth and Gratitude



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September Newsletter

Have questions or suggestions for our HUE News? Either respond to this email or contact Shayna Keppeler, Director of Community Engagement at shayna.keppeler@hue.life



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