

## orgdna chat

# Unpacking Transformation: What are the Critical Building Blocks?

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Between **2016 Jan 18 12:00** and **2016 Jan 19 01:00**  
10 people sent 185 messages containing #orgdna

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16:44:45 21:44:45	<b>Panteli Tritchew</b> @PanteliT		RT @sourcePOV: Excited to lead tonight's #orgdna "Transformation in the 21stC" <a href="https://t.co/g9bDA2HKAP">https://t.co/g9bDA2HKAP</a> 10pET w/ 9:30 pregame :) Join us! #l...
18:34:26 23:34:26	<b>Christy Pettit</b> @odguru		RT @sourcePOV: Excited to lead tonight's #orgdna "Transformation in the 21stC" <a href="https://t.co/g9bDA2HKAP">https://t.co/g9bDA2HKAP</a> 10pET w/ 9:30 pregame :) Join us! #l...
18:46:06 23:46:06	<b>collabdna</b> @collabdna		Thanks @VladZachary @James_R_Green @odguru @PanteliT @dc2fla @jamiebillingham for #orgdna RTs. S/b a great one. 9:30p pregame, 10p chat
18:49:59 23:49:59	<b>collabdna</b> @collabdna		"Transformation" >> #orgdna 10pET tonight c: @SJAbbott @LeadKJWalters @IanGertler @Tony_Vengrove @Versalytics @mritzius @britz @DrTimony
18:52:56 23:52:56	<b>collabdna</b> @collabdna		Here's tonight's #orgdna frame. We'll start a early with a pre-game for available folks. LOTS to cover .. <a href="https://t.co/1HNtAMQvk5">https://t.co/1HNtAMQvk5</a>
19:56:48 00:56:48	<b>Jamie Billingham</b> @jamiebillingham		That's 7pm chat in real time, right ;-) #orgdna <a href="https://t.co/BevVUGFIWg">https://t.co/BevVUGFIWg</a>
20:03:24 01:03:24	<b>Chris Jones</b> @sourcePOV		That's right Jamie, 7pm PST for #orgdna chat. If you're here early, I'll be around .. will be great to catch up! <a href="https://t.co/o17YPFszi">https://t.co/o17YPFszi</a>
20:54:42 01:54:42	<b>mark britz</b> @britz		@collabdna @SJAbbott @LeadKJWalters @IanGertler @Tony_Vengrove @Versalytics @mritzius /won't be able to make #orgdna chat tonight :(
21:02:50 02:02:50	<b>Chris Jones</b> @sourcePOV		@britz sad to hear that Mark, but we shall take good notes. Stop in and join us, if plans change !! #orgdna
21:30:47 02:30:47	<b>Chris Jones</b> @sourcePOV		Checking in a bit early for #orgdna #pregame, if anyone available. We're kicking off 2016 tonight. Lots to discuss :) #leadership #orgdev
21:35:11 02:35:11	<b>collabdna</b> @collabdna		30m til "Transformation in the 21stC Org" 10pmET <a href="https://t.co/o8BShk7vcX">https://t.co/o8BShk7vcX</a> << tonight's frame >> #orgdna   #orgdev #leadership
21:53:18 02:53:18	<b>Diane Court</b> @dc2fla		@sourcePOV EveningChris and friends here for #orgdna. Under 10 minutes until 2016 kickoff-talking #transformation
21:54:23 02:54:23	<b>Chris Jones</b> @sourcePOV		Evening Diane !! Thanks for stopping in, and definitely looking forward to the conversation .. #orgdna <a href="https://t.co/NOew3kACUk">https://t.co/NOew3kACUk</a>
21:56:24 02:56:24	<b>collabdna</b> @collabdna		In 5m, launching "Transformation" at #orgdna >> frame: <a href="https://t.co/o8BShk7vcX">https://t.co/o8BShk7vcX</a> >> hope u can join us #leadership #orgchange #transformation
21:56:41 02:56:41	<b>Diane Court</b> @dc2fla		RT @collabdna: In 5m, launching "Transformation" at #orgdna >> frame: <a href="https://t.co/o8BShk7vcX">https://t.co/o8BShk7vcX</a> >> hope u can join us #leadership #orgchange ...
21:58:04 02:58:04	<b>collabdna</b> @collabdna		We'll do quick intros as folks arrive. Let us know your interest, and we'll jump in. #orgdna
21:59:22 02:59:22	<b>Diane Court</b> @dc2fla		This is a great focus to start the year, @sourcePOV. Thanks for the setup. #orgdna
21:59:48 02:59:48	<b>Chris Jones</b> @sourcePOV		WELCOME TO #ORGDNA 2016. Glad u could join. Chris Jones here, instigator, host & today's moderator, re: Transformation #orgdna

22:00:53 03:00:53	<b>Chris Jones</b> @sourcePOV	 Thx Diane !! Great to "see" u again :) Credit to @PanteliT for this particular thread, discussing ideas .. #orgdna <a href="https://t.co/yMoIrBYIjR">https://t.co/yMoIrBYIjR</a>
22:01:40 03:01:40	<b>Chris Jones</b> @sourcePOV	 .. and next thing u know .. *pouf* we have an excellent series concept for 1Q16, this is 1st in a 3-part series .. #orgdna
22:02:04 03:02:04	<b>Chris Jones</b> @sourcePOV	 .@dc2fla how have u been? #orgdna
22:02:58 03:02:58	<b>Diane Court</b> @dc2fla	 Doing well, thanks @sourcePOV. And you? How is 2016 stacking up in your world? #orgdna
22:03:15 03:03:15	<b>collabdna</b> @collabdna	 MUCH to cover tonight, so we'll jump right in with Q's. Can't believe we framed 7 of them. We'll try to do them justice #orgdna
22:03:38 03:03:38	<b>Mike Ritzius</b> @mritzius	 Hello, all #orgdna
22:03:43 03:03:43	<b>Stephen Abbott</b> @SJAbbott	 Hello, #orgdna. Looking forward to reconnecting with this group. It's been a while...
22:04:00 03:04:00	<b>Chris Jones</b> @sourcePOV	 .@dc2fla doing great, actually, busy as ever !! but not stepping away from my friends and fellow instigators at #orgdna
22:04:55 03:04:55	<b>Chris Jones</b> @sourcePOV	 .@SJAbbott @mritzius excellent, Stephen & Mike .. so great u could join !! yes, it has been awhile (holidays, etc.) @dc2fla #orgdna
22:04:59 03:04:59	<b>Diane Court</b> @dc2fla	 Well the stars aligned - or something . I just finished Reinventing Organizations #orgdna
22:05:53 03:05:53	<b>Diane Court</b> @dc2fla	 @SJAbbott! Happy 2016! #orgDNA
22:06:20 03:06:20	<b>collabdna</b> @collabdna	 Tonight, we are unpacking #transformation in the #21stCorg .. let's jump in #orgdna   #leadership #orgchange
22:06:32 03:06:32	<b>Diane Court</b> @dc2fla	 RT @collabdna: Tonight, we are unpacking #transformation in the #21stCorg .. let's jump in #orgdna   #leadership #orgchange
22:07:37 03:07:37	<b>collabdna</b> @collabdna	 Q1. When facing #transformation, how much communication is enough? #orgdna   #leadership #orgdev #orgchange
22:08:33 03:08:33	<b>Chris Jones</b> @sourcePOV	 No worries, u and @odguru both delayed getting home. Be safe, we'll be here :) #orgdna <a href="https://t.co/pGpZ4cuNXZ">https://t.co/pGpZ4cuNXZ</a>
22:09:22 03:09:22	<b>Stephen Abbott</b> @SJAbbott	 A1 As long as it stays on point and moves forward, it would be hard to have too much communication. #orgdna
22:09:32 03:09:32	<b>Chris Jones</b> @sourcePOV	 A1. Personally, I never see enough communication when in throes of #transformation. Seems always something mgmt wants to hold back #orgdna
22:09:44 03:09:44	<b>Mike Ritzius</b> @mritzius	 @collabdna Depends, the people enacting the change / experiencing the change should largely be the same and in contact often #orgdna
22:10:03 03:10:03	<b>Mike Ritzius</b> @mritzius	 RT @SJAbbott: A1 As long as it stays on point and moves forward, it would be hard to have too much communication. #orgdna
22:10:10 03:10:10	<b>Chris Jones</b> @sourcePOV	 .@SJAbbott lol Stephen, seems we most always think alike :) #orgdna
22:10:50 03:10:50	<b>Diane Court</b> @dc2fla	 @SJAbbott @SourcePOV - The nature of communication would be as important (more important) as how much, no? #orgdna
22:11:07 03:11:07	<b>Mike Ritzius</b> @mritzius	 @sourcePOV Management is a challenge. Too much communication can stifle folks if it comes from the time #orgdna
22:11:14 03:11:14	<b>collabdna</b> @collabdna	 Btw, case studies in the frame for #orgdna tonight: workforce restructure, m&a, new branding or new products. Top to bottom change #orgdna
22:12:37 03:12:37	<b>Stephen Abbott</b> @SJAbbott	 @dc2fla Yes. The level of trust allows for all the nuances of vision, fear, and everything in between. #orgdna @SourcePOV
22:13:11 03:13:11	<b>Chris Jones</b> @sourcePOV	 Yes, I don't mean to flood anyone. Needs t/b planned & thoughtful. But best plans still tend to limit info #orgdna <a href="https://t.co/yK6xHg5gMc">https://t.co/yK6xHg5gMc</a>

22:14:27 03:14:27	<b>collabdna</b> @collabdna		So much to surface tonight, since this is a 3-part series. So we'll keep the Q's coming. Hoping the A's will wrap around :) #orgdna
22:14:59 03:14:59	<b>Diane Court</b> @dc2fla		Trust is critical @SourcePOV. In both directions - and that can be a big challenge for leadership -- letting go of control #orgdna
22:15:41 03:15:41	<b>Chris Jones</b> @sourcePOV		A1. Trust is absolutely huge. No doubt that one WILL weave in and out of ANY #transformation discussion .. #orgdna
22:16:09 03:16:09	<b>Diane Court</b> @dc2fla		I meant to respond to you, @SJAbbot - Yes. Trust is critical which can be a big challenge for leadership -- letting go of control #orgdna
22:16:41 03:16:41	<b>Mike Ritzius</b> @mritzius		It is also helpful that communication goes beyond broadcast. There should be intentional design of the conversational spaces #orgdna
22:16:49 03:16:49	<b>Diane Court</b> @dc2fla		RT @mritzius: It is also helpful that communication goes beyond broadcast. There should be intentional design of the conversational spaces...
22:17:29 03:17:29	<b>Stephen Abbott</b> @SJAbbot		@dc2fla Two "Ts" in Abbott. :) #orgdna And yes, trust is the foundation of change.
22:17:33 03:17:33	<b>collabdna</b> @collabdna		Q2. Nature of leadership in #transformation is huge. When does supervision transition to coaching and/or serving as mentor? #orgdna
22:17:42 03:17:42	<b>Kim Walters</b> @LeadKJWalters		Sorry I had another commitment. Following the great discussion now from the sidelines #orgdna
22:18:20 03:18:20	<b>Stephen Abbott</b> @SJAbbot		Intentional. YES! #orgdna <a href="https://t.co/E2Ob6zVEK7">https://t.co/E2Ob6zVEK7</a>
22:18:33 03:18:33	<b>Diane Court</b> @dc2fla		@SJAbbot Oh dear! Clicking reply = so much safer for me than typing out anything!! ;) #orgdna
22:19:27 03:19:27	<b>Chris Jones</b> @sourcePOV		Absolutely, Mike !! "broadcast" is such a painful remnant of past org comm paradigms; can't seem to shake it .. culturally engrained #orgdna
22:20:05 03:20:05	<b>Chris Jones</b> @sourcePOV		.@LeadKJWalters Kim !! so glad u could tweet in, and say hello !! :) #orgdna
22:20:49 03:20:49	<b>Mike Ritzius</b> @mritzius		a2. Lets be careful not to conflate leadership and management/supervision. Management happens after leadership has found the answers #orgdna
22:21:06 03:21:06	<b>Chris Jones</b> @sourcePOV		A2. Imo stress levels often bring execs to command & control (broadcast) mode when they know better. So much on the line .. #orgdna
22:21:12 03:21:12	<b>Diane Court</b> @dc2fla		And yet top-down broadcast remains the most common internal communication pattern #orgdna :/
22:21:37 03:21:37	<b>Kim Walters</b> @LeadKJWalters		RT @mritzius: a2. Lets be careful not to conflate leadership and management/supervision. Management happens after leadership has found the
22:22:38 03:22:38	<b>Kim Walters</b> @LeadKJWalters		It's easy. Feedback loop is harder and depends on culture. #orgdna <a href="https://t.co/bNVWZyQ530">https://t.co/bNVWZyQ530</a>
22:22:49 03:22:49	<b>Chris Jones</b> @sourcePOV		Quite right, Mike. Afraid #140c compressing my language. But that does NOT make me advocate of #twitter10k ! #orgdna <a href="https://t.co/HblwfHApF4">https://t.co/HblwfHApF4</a>
22:23:04 03:23:04	<b>Diane Court</b> @dc2fla		It might also happen that leadership finds the answer because they manage (C&C) less and listen (as questions, communicate) more #orgdna
22:23:27 03:23:27	<b>Mike Ritzius</b> @mritzius		@sourcePOV It seems that prior to beginning a change, it is important 2 define roles for all involved 2 limit command&control impulse #orgdna
22:24:10 03:24:10	<b>Chris Jones</b> @sourcePOV		A2. We talk so much about leaders needing to listen. Dare we hope this trend is happening, in practice? #orgdna
22:25:03 03:25:03	<b>Chris Jones</b> @sourcePOV		Completely agree. Clarity on roles is huge for getting it right. Seems #transformation teams skip this step #orgdna <a href="https://t.co/cPbhI7Owrv">https://t.co/cPbhI7Owrv</a>
22:26:56 03:26:56	<b>collabdna</b> @collabdna		Q3. How do we know when it's safe to trust our leaders - and each other - during transformative change? #orgdna #leadership
22:27:17 03:27:17	<b>Mike Ritzius</b> @mritzius		@sourcePOV this seems to imply that "leader" is a positional state , one with institutional authority. Is that necessarily true? #orgdna

22:28:43 03:28:43	<b>Chris Jones</b> @sourcePOV	 Leadership can come from many places. But in capital-T Transformation, seems the top leaders = very visible #orgdna <a href="https://t.co/AiM8HuEorS">https://t.co/AiM8HuEorS</a>
22:28:59 03:28:59	<b>Kim Walters</b> @LeadKJWalters	 A3. Consistency. Relationships. What's committed to gets done. #orgdna <a href="https://t.co/sPU9xS8koC">https://t.co/sPU9xS8koC</a>
22:29:56 03:29:56	<b>Chris Jones</b> @sourcePOV	 A3. Afraid when #transformation starts, there isn't time. Often seems no choice but to dive in, trusting or otherwise #orgdna
22:30:17 03:30:17	<b>Christy Pettit</b> @odguru	 Whew made it. Crazy snow! #orgdna speed reading stream.
22:30:52 03:30:52	<b>Chris Jones</b> @sourcePOV	 A3. There's a time element here. Trust takes time to build. And often, the heavy lifting of #change is upon you too soon .. yes? #orgdna
22:31:34 03:31:34	<b>Mike Ritzius</b> @mritzius	 @sourcePOV conflating of management and leadership in the real world ;) #orgdna. Do we wanna talk about what is or what could/should be?
22:31:45 03:31:45	<b>Chris Jones</b> @sourcePOV	 So glad u braved the (Toronto?) elements for us Christy. Sorry about that. But very glad u made it safe :) #orgdna <a href="https://t.co/g9wG08HuC6">https://t.co/g9wG08HuC6</a>
22:32:50 03:32:50	<b>Chris Jones</b> @sourcePOV	 Probably need to touch on both. Is=context & situation. Should be=solution. Yes? As 140c allows :) #orgdna <a href="https://t.co/VZeDyLKhYf">https://t.co/VZeDyLKhYf</a>
22:33:10 03:33:10	<b>Kim Walters</b> @LeadKJWalters	 Yes. And. Those who buy into the transform agenda will trust quicker. If it stays the course #orgdna <a href="https://t.co/cmWSDTA7hg">https://t.co/cmWSDTA7hg</a>
22:33:39 03:33:39	<b>Chris Jones</b> @sourcePOV	 Of course #leadership .. like #trust .. will weave throughout our #orgdna #transformation discussions ..
22:35:52 03:35:52	<b>Chris Jones</b> @sourcePOV	 And yes, that means lots of #hashtags :) lol (used on purpose, to connect people & ideas) .. #orgdna
22:35:54 03:35:54	<b>Mike Ritzius</b> @mritzius	 a3 trust can be elevated through clearly defined roles prior and intentional design of the conversational space in process #orgdna
22:36:05 03:36:05	<b>Kim Walters</b> @LeadKJWalters	 I think there's a lot to be said for the top leader's 'resume' and history. That weighs heavily on trust. #orgdna
22:36:05 03:36:05	<b>collabdna</b> @collabdna	 Q4. Owning the End State is critical for org transformation. Is it possible for an entire organization to find common ground? #orgdna
22:37:41 03:37:41	<b>Mike Ritzius</b> @mritzius	 @collabdna It is possible but hard work. We need to create space for everyone to see themselves in the new pattern of being/working #orgdna
22:38:03 03:38:03	<b>Diane Court</b> @dc2fla	 A4 Answering with a question: Is it possible for the entire org to own the End State? I say yes - if #trust & #power are distributed #orgdna
22:38:03 03:38:03	<b>collabdna</b> @collabdna	 Just joining? Tonight #orgdna kicked off a 3-part series on #transformation, with chat frame here >> <a href="https://t.co/o8BShk7vcX">https://t.co/o8BShk7vcX</a> << we're on Q4
22:38:23 03:38:23	<b>Kim Walters</b> @LeadKJWalters	 A4. I think it's possible. But always remember individual end states may not align. #orgdna <a href="https://t.co/cZiJeKkceN">https://t.co/cZiJeKkceN</a>
22:38:41 03:38:41	<b>Kim Walters</b> @LeadKJWalters	 RT @collabdna: Just joining? Tonight #orgdna kicked off a 3-part series on #transformation, with chat frame here >> <a href="https://t.co/o8BShk7vcX">https://t.co/o8BShk7vcX</a> ...
22:39:14 03:39:14	<b>Chris Jones</b> @sourcePOV	 A3. Reflecting on this, I think trust has to be established WAY in advance of a #transformation agenda. Launch time is too late #orgdna
22:39:18 03:39:18	<b>Diane Court</b> @dc2fla	 @mritzius I agree - and what would you say we need first to happen for those new patterns to emerge? #orgdna
22:39:28 03:39:28	<b>Diane Court</b> @dc2fla	 RT @sourcePOV: A3. Reflecting on this, I think trust has to be established WAY in advance of a #transformation agenda. Launch time is too l...
22:40:54 03:40:54	<b>Mike Ritzius</b> @mritzius	 @dc2fla humility #orgdna
22:41:18 03:41:18	<b>Chris Jones</b> @sourcePOV	 A4. Guess I go back to Kotter when it comes to clarity of vision & common ground. Ownership takes having a strong culture that fuels #orgdna
22:42:15 03:42:15	<b>Chris Jones</b> @sourcePOV	 Agree, Kim !! And I have seen many #transformation agendas fall apart when support & momentum waver #orgdna <a href="https://t.co/s8uuCbXhsf">https://t.co/s8uuCbXhsf</a>

22:42:35 03:42:35	<b>Kim Walters</b> @LeadKJWalters		Humility and resilience and authenticity emerging as future traits needed in leadership. #orgdna <a href="https://t.co/Oc8XgGqqbN">https://t.co/Oc8XgGqqbN</a>
22:43:05 03:43:05	<b>Diane Court</b> @dc2fla		@sourcePOV And that culture is grounded in #trust and as@Mritzius says #humility to start with #orgdna
22:43:34 03:43:34	<b>Mike Ritzius</b> @mritzius		RT @LeadKJWalters: Humility and resilience and authenticity emerging as future traits needed in leadership. #orgdna <a href="https://t.co/Oc8XgGqqbN">https://t.co/Oc8XgGqqbN</a>
22:43:40 03:43:40	<b>Christy Pettit</b> @odguru		@sourcePOV ideally in advance we have trust... but trust ebbs and flows, as transformation continues... #orgdna
22:43:53 03:43:53	<b>Mike Ritzius</b> @mritzius		RT @dc2fla: @sourcePOV And that culture is grounded in #trust and as@Mritzius says #humility to start with #orgdna
22:45:11 03:45:11	<b>collabdna</b> @collabdna		Q5. Risk in business seems against the grain. How do we achieve something during transformation so deeply preached against? #orgdna #orgdev
22:45:16 03:45:16	<b>Mike Ritzius</b> @mritzius		@odguru @sourcePOV acting from a position of the greater good helps mitigate the impact of the ebbs #orgdna
22:45:34 03:45:34	<b>Diane Court</b> @dc2fla		RT @mritzius: @odguru @sourcePOV acting from a position of the greater good helps mitigate the impact of the ebbs #orgdna
22:46:10 03:46:10	<b>Kim Walters</b> @LeadKJWalters		Whole different perspective on transformation when we expect our leaders to not know all answers. And trust them more through it. #orgdna
22:46:48 03:46:48	<b>Chris Jones</b> @sourcePOV		A5. Risk SO tricky. It's why C&C (top down) leaders resort to broadcast. Stakes too high for trial & error. Wall street watching #orgdna
22:47:20 03:47:20	<b>Diane Court</b> @dc2fla		@LeadKJWalters And a whole different opportunity for transformation when leadership trusts employees to assess and take risks #orgdna
22:48:10 03:48:10	<b>Mike Ritzius</b> @mritzius		a5 giving space and support to pioneers from the stable, old patterns helps mitigate the risk of the new and the risk of stagnation #orgdna
22:48:20 03:48:20	<b>Diane Court</b> @dc2fla		Yes! A5. Risk SO tricky. It's why C&C leaders resort to broadcast. Stakes too high for trial & error. Wall street watching #orgdna
22:48:34 03:48:34	<b>Kim Walters</b> @LeadKJWalters		Takes us back to basic project management principles - just being transparent about it. That's new. #orgdna <a href="https://t.co/fAk6RobJ4v">https://t.co/fAk6RobJ4v</a>
22:48:38 03:48:38	<b>Diane Court</b> @dc2fla		RT @sourcePOV: A5. Risk SO tricky. It's why C&C (top down) leaders resort to broadcast. Stakes too high for trial & error. Wall street watc...
22:48:55 03:48:55	<b>collabdna</b> @collabdna		Also, tonight we debut our quarterly planning page, accessed from the top menu bar >> link: <a href="https://t.co/HnifoizKPV">https://t.co/HnifoizKPV</a> #orgdna
22:48:59 03:48:59	<b>Mike Ritzius</b> @mritzius		RT @dc2fla: Yes! A5. Risk SO tricky. It's why C&C leaders resort to broadcast. Stakes too high for trial & error. Wall street watching #or...
22:49:45 03:49:45	<b>Kim Walters</b> @LeadKJWalters		RT @collabdna: Also, tonight we debut our quarterly planning page, accessed from the top menu bar >> link: <a href="https://t.co/HnifoizKPV">https://t.co/HnifoizKPV</a> #orgdna
22:50:25 03:50:25	<b>Chris Jones</b> @sourcePOV		Hoping to start 2016 with a splash, of sorts. Mb not transformative. But we'll take innovative :) #orgdna <a href="https://t.co/Vopcptg1HT">https://t.co/Vopcptg1HT</a>
22:50:30 03:50:30	<b>Christy Pettit</b> @odguru		@mritzius @sourcePOV indeed it does. Always interesting to see how different ppl feel ownership of TGG. #orgdna
22:50:31 03:50:31	<b>Diane Court</b> @dc2fla		@SourcePOV And Risk frightens BoDs even faster with Wall Street watching-Tough on visionary leaders who see a transformation path #orgdna
22:51:15 03:51:15	<b>Mike Ritzius</b> @mritzius		RT @odguru: @mritzius @sourcePOV indeed it does. Always interesting to see how different ppl feel ownership of TGG. #orgdna
22:51:35 03:51:35	<b>collabdna</b> @collabdna		On the home stretch, two Q's to go .. want to get them all into circulation as input to next month's #transformation chat #orgdna
22:52:33 03:52:33	<b>Diane Court</b> @dc2fla		@mritzius Have to credit @SourcePOV with that Risk statement & my #RTFail ;) ) I absolutely agree tho #orgdna
22:52:45 03:52:45	<b>collabdna</b> @collabdna		Q6. How does an entire organization learn? Is it possible? What are the enablers? #orgdna re: #transformation

22:53:06 03:53:06	<b>Mike Ritzius</b> @mritzius		RT @dc2fla: @mritzius Have to credit @SourcePOV with that Risk statement & my #RTFail ;) ) I absolutely agree tho #orgdna
22:54:37 03:54:37	<b>Mike Ritzius</b> @mritzius		a6. recognition that all members contribute, humility in authority to create space for other ideas, being present #orgdna
22:55:01 03:55:01	<b>Chris Jones</b> @sourcePOV		A6. Senge & Wheatley are my go to's for the learning organization. I start talking & it comes out like them .. on a good day :) #orgdna
22:55:07 03:55:07	<b>Mike Ritzius</b> @mritzius		a6 Engage in fact based optimism - Bruce Mau #orgdna
22:55:11 03:55:11	<b>Jamie Billingham</b> @jamiebillingham		Arriving late, sneaking in back hoping no one will really notice :-)) #orgdna
22:55:49 03:55:49	<b>Chris Jones</b> @sourcePOV		NOTICING. But. Very glad you're here. We're on Q6 of 7 :) :) you'll be caught up in no time #orgdna <a href="https://t.co/z3jw5lKMFm">https://t.co/z3jw5lKMFm</a>
22:56:02 03:56:02	<b>Christy Pettit</b> @odguru		RT @mritzius: a6 Engage in fact based optimism - Bruce Mau #orgdna
22:56:11 03:56:11	<b>Mike Ritzius</b> @mritzius		RT @sourcePOV: A6. Senge & Wheatley are my go to's for the learning organization. I start talking & it comes out like them .. on a good day...
22:56:40 03:56:40	<b>Christy Pettit</b> @odguru		@mritzius I like that. Fact based optimism #orgdna
22:57:40 03:57:40	<b>Jamie Billingham</b> @jamiebillingham		Me too - RT @odguru @mritzius I like that. Fact based optimism #orgdna Data or fact based anything balanced with the felt sense of course
22:57:49 03:57:49	<b>Kim Walters</b> @LeadKJWalters		RT @odguru: @mritzius I like that. Fact based optimism #orgdna
22:57:53 03:57:53	<b>Diane Court</b> @dc2fla		RT @sourcePOV: A6. Senge & Wheatley are my go to's for the learning organization. I start talking & it comes out like them .. on a good day...
22:58:18 03:58:18	<b>Diane Court</b> @dc2fla		RT @mritzius: a6 Engage in fact based optimism - Bruce Mau #orgdna
22:58:28 03:58:28	<b>Chris Jones</b> @sourcePOV		A6. Creativity and low-defect copying (assembly line) can seem light years apart. I know not fully true. Wish @Versalytics here #orgdna
22:58:34 03:58:34	<b>Jamie Billingham</b> @jamiebillingham		RT @dc2fla: Trust is critical @SourcePOV. In both directions - and that can be a big challenge for leadership -- letting go of control #org...
22:59:07 03:59:07	<b>Kim Walters</b> @LeadKJWalters		Walk the talk. People notice and engage accordingly. Live fact based optimism. #orgdna <a href="https://t.co/36CUeGbfaz">https://t.co/36CUeGbfaz</a>
22:59:30 03:59:30	<b>Chris Jones</b> @sourcePOV		NICE. I have a new label for my half-full glass. "Based on facts, thank you" !! :) #orgdna <a href="https://t.co/nxGEY4WpiI">https://t.co/nxGEY4WpiI</a>
23:00:10 04:00:10	<b>Diane Court</b> @dc2fla		Ha! Perfect RT @sourcePOV NICE. I have a new label for my half-full glass. "Based on facts, thank you" !! :) #orgdna
23:00:31 04:00:31	<b>collabdna</b> @collabdna		Q7. Do we have the patience and the time for #transformation to be successful? #orgdna
23:00:46 04:00:46	<b>Mike Ritzius</b> @mritzius		Thanks for the chat #orgdna. We're talking this stuff f2f in Philly next month. You should come! <a href="https://t.co/XoOakAvWkp">https://t.co/XoOakAvWkp</a> Off to bed now
23:01:03 04:01:03	<b>Mike Ritzius</b> @mritzius		RT @sourcePOV: NICE. I have a new label for my half-full glass. "Based on facts, thank you" !! :) #orgdna <a href="https://t.co/nxGEY4WpiI">https://t.co/nxGEY4WpiI</a>
23:02:07 04:02:07	<b>Chris Jones</b> @sourcePOV		A7. Seems we are predisposed to rush everything. Wall St. again? =10Q? Transformation can't be rushed. Not if it's going to last #orgdna
23:02:48 04:02:48	<b>Mike Ritzius</b> @mritzius		RT @jamiebillingham: Me too - RT @odguru @mritzius I like that. Fact based optimism #orgdna Data or fact based anything balanced with the f...
23:03:02 04:03:02	<b>Chris Jones</b> @sourcePOV		Thanks, Mike. Def need to consider it. Plus my daughter is there. I am due for a visit :) #orgdna #meetup << philly? <a href="https://t.co/ofrnHXgYIB">https://t.co/ofrnHXgYIB</a>
23:03:28 04:03:28	<b>Jamie Billingham</b> @jamiebillingham		A7 and yet sometimes transformation seems to just rush into the room when you aren't looking #orgdna

23:04:23 04:04:23	<b>Chris Jones</b> @sourcePOV		.@jamiEBillingham we sure coulda used you on trust, mentoring, common ground, Hero's Journey .. tho we did our level best :) #orgdna
23:04:45 04:04:45	<b>Jamie Billingham</b> @jamiEBillingham		A7 this is the issue for me - transformation is organic and person-made, constructed. It's both/and. #orgdna
23:05:07 04:05:07	<b>Jamie Billingham</b> @jamiEBillingham		RT @sourcePOV: .@jamiEBillingham we sure coulda used you on trust, mentoring, common ground, Hero's Journey .. tho we did our level best :)...
23:05:20 04:05:20	<b>Kim Walters</b> @LeadKJWalters		A7. Excellent question. Leads me to what defines successful transformation? Only known with hindsight. #orgdna <a href="https://t.co/USzDI62HjI">https://t.co/USzDI62HjI</a>
23:05:24 04:05:24	<b>Christy Pettit</b> @odguru		@collabdna we'll do better when we have new models 4 change (personal and org) that acknowledge the continuous/agile nature of it. #orgdna
23:06:01 04:06:01	<b>Diane Court</b> @dc2fla		Great insights, tonight @mritzius - So glad I was able to be here tonight - it's been a while for me. See you next time? #orgdna
23:06:11 04:06:11	<b>Christy Pettit</b> @odguru		RT @mritzius: Thanks for the chat #orgdna. We're talking this stuff f2f in Philly next month. You should come! <a href="https://t.co/XoOakAvWkp">https://t.co/XoOakAvWkp</a> Off ...
23:06:22 04:06:22	<b>Jamie Billingham</b> @jamiEBillingham		@sourcePOV Darn it - I was evading semi's on the freeway. Soo would have rather been chatting Campbell #orgdna
23:06:23 04:06:23	<b>Diane Court</b> @dc2fla		RT @jamiEBillingham: A7 this is the issue for me - transformation is organic and person-made, constructed. It's both/and. #orgdna
23:07:27 04:07:27	<b>Chris Jones</b> @sourcePOV		No worries. Priority = be safe !! But next month, we can focus on Campbell, if everyone up for it :) #orgdna <a href="https://t.co/oI3AtqGuNh">https://t.co/oI3AtqGuNh</a>
23:07:38 04:07:38	<b>Diane Court</b> @dc2fla		RT @mritzius: Thanks for the chat #orgdna. We're talking this stuff f2f in Philly next month. You should come! <a href="https://t.co/XoOakAvWkp">https://t.co/XoOakAvWkp</a> Off ...
23:07:53 04:07:53	<b>Christy Pettit</b> @odguru		@sourcePOV @jamiEBillingham def want to revisit heroes and mentors... #orgdna
23:08:19 04:08:19	<b>Jamie Billingham</b> @jamiEBillingham		RT @odguru: @sourcePOV @jamiEBillingham def want to revisit heroes and mentors... #orgdna
23:08:44 04:08:44	<b>Jamie Billingham</b> @jamiEBillingham		Me too @odguru @sourcePOV - def want to revisit heroes and mentors... #orgdna
23:09:36 04:09:36	<b>Chris Jones</b> @sourcePOV		I need help on "hero" in org context though, seems that archetype a bit counter to #orgdev literature :) #orgdna <a href="https://t.co/RZBYz8hBol">https://t.co/RZBYz8hBol</a>
23:11:01 04:11:01	<b>collabdna</b> @collabdna		Ok, we are truly out of time. Looks like our new 3-part topic series has legs. We shall reconvene w/ #transformation part 2 in FEB #orgdna
23:11:19 04:11:19	<b>Jamie Billingham</b> @jamiEBillingham		help on "hero" in org context though - ultimately we are all on our own hero's journey regardless of place in org. #orgdna
23:11:51 04:11:51	<b>Christy Pettit</b> @odguru		@sourcePOV all these whole selves on journeys at work... Messy. #orgdna
23:11:52 04:11:52	<b>Jamie Billingham</b> @jamiEBillingham		And org's are on their own kind of hero's journey - or can be. #orgdna
23:11:56 04:11:56	<b>Diane Court</b> @dc2fla		RT @mritzius: a3 trust can be elevated through clearly defined roles prior and intentional design of the conversational space in process #o...
23:12:07 04:12:07	<b>Chris Jones</b> @sourcePOV		I'm all ears. Keep typing :) :) #orgdna <a href="https://t.co/PZL36C5UsV">https://t.co/PZL36C5UsV</a>
23:12:50 04:12:50	<b>Diane Court</b> @dc2fla		RT @collabdna: Ok, we are truly out of time. Looks like our new 3-part topic series has legs. We shall reconvene w/ #transformation part 2 ...
23:12:57 04:12:57	<b>Jamie Billingham</b> @jamiEBillingham		I have to sort through that a bit more in my now drained brain lol How about a longer comment on your blog instead :-)) #orgdna
23:13:28 04:13:28	<b>Chris Jones</b> @sourcePOV		THANK YOU EVERYONE for being a part of #orgdna #cdna, now in our 3rd year (we'll be 4 in August !!). Couldn't do this without you .. !!
23:14:05 04:14:05	<b>Jamie Billingham</b> @jamiEBillingham		Thank you! @sourcePOV #orgdna #cdna, now in our 3rd year (we'll be 4 in August !!). Couldn't do this without YOU .. !!

23:14:17 04:14:17	<b>Diane Court</b> @dc2fla	 @jamiEBillingham Please write that comment-I wd like to hear more. This idea of orgs on their own hero journey has my gears turning #orgdna
23:15:09 04:15:09	<b>collabdna</b> @collabdna	 Watch for the #orgdna #transformation (part-1) transcript, courtesy @JohnWLewis @holosoft .. should be posted tomorrow
23:15:16 04:15:16	<b>Jamie Billingham</b> @jamiEBillingham	 @dc2fla I will this week for sure. I had something sketched out on Sunday and then life took over lol #orgdna
23:16:11 04:16:11	<b>Diane Court</b> @dc2fla	 @sourcePOV How great to be back in "the room" with you. Thank you and everyone for tonight's conversation on #transformation #orgdna #cdna
23:16:18 04:16:18	<b>collabdna</b> @collabdna	 .. and check out our new #orgdna planning page, here: <a href="https://t.co/HnifoizKPV">https://t.co/HnifoizKPV</a> (also linked at top menu bar) ..
23:16:24 04:16:24	<b>Jamie Billingham</b> @jamiEBillingham	 RT @collabdna: .. and check out our new #orgdna planning page, here: <a href="https://t.co/HnifoizKPV">https://t.co/HnifoizKPV</a> (also linked at top menu bar) ..
23:17:18 04:17:18	<b>Chris Jones</b> @sourcePOV	 As I said, truly thrilled to have you back Diane. Told ya we'd save your seat :) #orgdna <a href="https://t.co/cfqibYqwqG">https://t.co/cfqibYqwqG</a>
23:17:26 04:17:26	<b>Kim Walters</b> @LeadKJWalters	 I see the hero's journey closely aligned w/inspirational leadership. How does the leader bring us al along. #orgdna <a href="https://t.co/B5cUplehcO">https://t.co/B5cUplehcO</a>
23:18:09 04:18:09	<b>Kim Walters</b> @LeadKJWalters	 G night all #orgdna
23:18:33 04:18:33	<b>Chris Jones</b> @sourcePOV	 Ok guys, its bewitching hour back east. 8 a.m. meeting tomorrow :( y'all be good and be safe .. we'll see u Feb 15, for the next #orgdna
23:18:55 04:18:55	<b>Chris Jones</b> @sourcePOV	 Great you could stop in as well, Kim. Truly appreciate it :) #orgdna <a href="https://t.co/A7Bct5ysfA">https://t.co/A7Bct5ysfA</a>
23:19:21 04:19:21	<b>Jamie Billingham</b> @jamiEBillingham	 Thanks again Chris @sourcePOV - Sorry I missed so much of what looked like and awesome chat! #orgdna
23:19:48 04:19:48	<b>Diane Court</b> @dc2fla	 @sourcePOV Hope we can talk more offline soon! Thanks for keeping these powerful conversations going #orgdna
23:20:21 04:20:21	<b>Chris Jones</b> @sourcePOV	 No worries. We're just getting warmed up. Plenty more ahead :) so long for now .. #orgdna <a href="https://t.co/YPUzWoyUms">https://t.co/YPUzWoyUms</a>
23:22:53 04:22:53	<b>Chris Jones</b> @sourcePOV	 And a hearty thank u to @mritzius @SJAbbott @odguru as well .. I saw you sneak out :) .. hope to see u next time, 3rd WEDS 10pET for #orgdna
23:25:17 04:25:17	<b>Mike Ritzius</b> @mritzius	 RT @sourcePOV: And a hearty thank u to @mritzius @SJAbbott @odguru as well .. I saw you sneak out :) .. hope to see u next time, 3rd WEDS 1...
23:38:31 04:38:31	<b>Kim Walters</b> @LeadKJWalters	 RT @sourcePOV: Ok guys, its bewitching hour back east. 8 a.m. meeting tomorrow :( y'all be good and be safe .. we'll see u Feb 15, for the...