orgdna chat

Culture Change, the Dilemma of the 21st Century Organization: Can Leaders Keep Up?

Times shown in: Eastern Daylight Time and Coordinated Universal Time

Between 2016 Aug 15 12:00 and 2016 Aug 16 01:00
16 people sent 184 messages containing #orgdna

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Time	User		Message
12:51:32 16:51:32	**mark britz** @britz		Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/vX0sNdnhUT
12:54:26 16:54:26	**JD Dillon** @JD_Dillon		RT @britz: Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/v...
12:54:39 16:54:39	**Chris Jones** @sourcePOV		Does tonight not work for you Jim? We reconvene every 3rd Monday 9pET. I think we'll be on culture awhile :) #orgdna https://t.co/6GKmxJEwWb
13:01:15 17:01:15	**Barbara Anna** @bar_zie		RT @britz: Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/v...
13:03:09 17:03:09	**Chris Jones** @sourcePOV		Ack. Ironically, orig #orgdna convos (then #cdna) back in summer 2012 were Saturday a.m. US. We need a US/UK option https://t.co/SmakOgrdk4
13:28:55 17:28:55	**Chris Jones** @sourcePOV		Great #culture post, Paula. Excellent & timely input to tonight's #orgdna convo, if interested @PaulaClapon @britz https://t.co/CqyGqIkODJ
13:43:05 17:43:05	**DNA of Collaboration** @collabdna		@infocloud @noahsparks @4km @complexified @adaptivecoach @Versalytics @sjabbott @mritzius hope u can join #orgdna 9pET "Dilemma of Culture"
14:47:09 18:47:09	**Jamie Billingham** @jamiebillingham		RT @sourcePOV: "How does your Organization Work?" adapted from Handy's 4 Cultural Archetypes	discuss tonight 9pET at #orgdna https://t.co...
14:47:39 18:47:39	**Sabrina Budel** @MSBudel		RT @sourcePOV: "How does your Organization Work?" adapted from Handy's 4 Cultural Archetypes	discuss tonight 9pET at #orgdna https://t.co...
15:05:06 19:05:06	**Andy Parker** @theavangelist		RT @jimbobtyer: I wish I could join in with this #orgDNA chat. Org Culture chat. https://t.co/lfkoDQV28g
16:55:09 20:55:09	**Noah Sparks** @noahsparks		RT @sourcePOV: Great #culture post, Paula. Excellent & timely input to tonight's #orgdna convo, if interested @PaulaClapon @britz https://https://t.co/CqyGqIkODJ
17:59:51 21:59:51	**DNA of Collaboration** @collabdna		RT @jimbobtyer: I wish I could join in with this #orgDNA chat. Org Culture chat. https://t.co/lfkoDQV28g
17:59:55 21:59:55	**DNA of Collaboration** @collabdna		RT @britz: Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/v...
18:07:34 22:07:34	**DNA of Collaboration** @collabdna		@Ruthie_HB @rjpanetti @milouness @Shamlet @anne_gloger @ClaireSMBB @dc2fla @SavvyOD can u join #orgdna 9pET !? "Dilemma of Culture" #orgdev
19:45:52 23:45:52	**Jamie Billingham** @jamiebillingham		RT @britz: Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/v...
20:02:16 00:02:16	**Christy Pettit** @odguru		RT @britz: Tonight 9PM ET Join #orgdna chat on "Culture Change, the Dilemma of the 21st Century Org" https://t.co/3gSsKpzonW https://t.co/v...

20:02:26 00:02:26	**Christy Pettit** @odguru	RT @sourcePOV: "How does your Organization Work?" adapted from Handy's 4 Cultural Archetypes	discuss tonight 9pET at #orgdna https://t.co
20:15:02 00:15:02	**mark britz** @britz	Well, well, well look what arrived today! Looking forward to reading this @sourcePOV #orgdna https://t.co/QavbMOhbNd
20:30:24 00:30:24	**mark britz** @britz	We're talking "Culture Change, the Dilemma of the 21st Century Org" in 30min. Join @sourcePOV & I #orgdna more here https://t.co/3gSsKpzonW
20:45:48 00:45:48	**Chris Jones** @sourcePOV	Oh gosh, Mark. How awesome. I take back what I'd said about slow boats :) can't wait to get your thoughts .. #orgdna https://t.co/BVnyR8iv9Z
20:48:27 00:48:27	**Chris Jones** @sourcePOV	Indeed we are. And we kick off in about 10 minutes :) refill your beverage of choice .. we'll start in a sec #orgdna https://t.co/wsb7wKqi3b
20:49:14 00:49:14	**Ian Gertler** @IanGertler	@britz re: Look what arrived today! Looking forward to reading this @sourcePOV #orgdna > Still need to order my @collabdna! #collaboration
20:50:20 00:50:20	**Chris Jones** @sourcePOV	Hey Ian, great to see you !! Will u be able to join the #orgdna chat this evening? We kick off at 9p ET .. https://t.co/maUmzRoEsd
20:53:24 00:53:24	**Chris Jones** @sourcePOV	Thanks @joegerstandt @LeadershipABC @odguru @britz @IanGertler @MSBudel @noahsparks @jimbobtyer .. great energy for #orgdna today ..
20:53:54 00:53:54	**Ian Gertler** @IanGertler	@sourcePOV @britz @collabdna Working on something and on a call, but aiming to pop into #orgdna sporadically, Chris.
20:56:49 00:56:49	**DNA of Collaboration** @collabdna	Please let us know if you arrive early for #orgdna .. we like to start w/ brief introductions, to see who's here. Lurkers welcome, of course
20:58:20 00:58:20	**Chris Jones** @sourcePOV	Super excited about tonight's "The Dilemma of Culture" at #orgdna, top props to @britz for input & dialog this week to help shape it ..
20:59:28 00:59:28	**John Bordeaux** @jbordeaux	#orgdna Ugh, hashtags. https://t.co/FkznMjaFSL
20:59:35 00:59:35	**Christy Pettit** @odguru	@collabdna Present! #orgdna
21:00:10 01:00:10	**Chris Jones** @sourcePOV	Weclome John, so glad u could stop in !! Yes, hashtags help .. and so does the Schein and Handy chorus .. #orgdna https://t.co/Ao7cAyIodV
21:00:46 01:00:46	**Chris Jones** @sourcePOV	Welcome Christy !! glad u could make it :) .. and we're just about ready to start #orgdna https://t.co/jT2ILHycUl
21:01:21 01:01:21	**Chris Jones** @sourcePOV	WELCOME TO #ORGDNA my friends, great you could stop in for a bit. Chris Jones here, Charlotte NC .. ready to talk culture .. #orgdev
21:01:48 01:01:48	**DNA of Collaboration** @collabdna	RT @sourcePOV: WELCOME TO #ORGDNA my friends, great you could stop in for a bit. Chris Jones here, Charlotte NC .. ready to talk culture .....
21:02:23 01:02:23	**mark britz** @britz	Hello, Mark Britz joining in from #Syracuse NY. long time L&D pro fascinated by perf ecosystems and #orgdesign #orgdna
21:02:35 01:02:35	**Chris Jones** @sourcePOV	Tonight we're doing a deep dive on both the structure & flow of cultural dynamics, w/ hat tip's to OD leaders Schein & Handy .. #orgdna
21:02:49 01:02:49	**Christy Pettit** @odguru	RT @sourcePOV: WELCOME TO #ORGDNA my friends, great you could stop in for a bit. Chris Jones here, Charlotte NC .. ready to talk culture .....
21:02:55 01:02:55	**DNA of Collaboration** @collabdna	Please share a brief intro, if you haven't .. #orgdna
21:04:00 01:04:00	**DNA of Collaboration** @collabdna	Our frame tonight? "The Dilemma of Culture Change" https://t.co/waaC5QL6Lf .. unpacking forces of structure & flow in the 21stC org #orgdna
21:04:21 01:04:21	**mark britz** @britz	@sourcePOV I first heard of Handy as a recommend from @jonhusband. And when Jon speaks... I listen :) Gr8 to be here tonight. #orgdna
21:04:34 01:04:34	**John Bordeaux** @jbordeaux	@collabdna #orgdna John Bordeaux, Mgmt Scientist for RAND. Consulted in tortured world of KM for nearly 20 years. Hi.

21:05:15 01:05:15	**DNA of Collaboration** @collabdna	Quite a bit to discuss tonight, so we'll jump right in. Have a quick look at the frame, if you need a Schein or Handy refresher .. #orgdna
21:05:40 01:05:40	**mark britz** @britz	@jbordeaux Hi John. Great of you to join in. BTW my book arrived today :) #orgdna
21:05:41 01:05:41	**Chris Jones** @sourcePOV	Absolutely. I can take subtle hints :) #orgdna https://t.co/iy4tYz6991
21:06:47 01:06:47	**Chris Jones** @sourcePOV	As many of youi know, Schein spoke often of culture operating in layers, many dimensions working at once .. explains complexity .. #orgdna
21:07:17 01:07:17	**Chris Jones** @sourcePOV	So we'll start with that concept .. layers of influence .. #orgdna
21:07:29 01:07:29	**mark britz** @britz	@sourcePOV its definitely a perfect example of complexity #orgdna
21:08:46 01:08:46	**DNA of Collaboration** @collabdna	Q1. Layers. How do the Schein's layers of culture interact during times of transformation? Is there a structural dynamic at work? #orgdna
21:09:22 01:09:22	**John Bordeaux** @jbordeaux	@collabdna #orgdna Stepping outside organizations, look to Fukuyama: Primacy of Culture. https://t.co/DgeSByoVlg 1/2
21:09:34 01:09:34	**John Bordeaux** @jbordeaux	@collabdna #orgdna Think of concentric gears, the inner moving more slowly over time. 2/2
21:10:02 01:10:02	**Ian Gertler** @IanGertler	@collabdna Great topic. For @Digital_Thirst, we say connect the dots btw people (culture!), processes & tech. #orgdna #DigitalTransformation
21:10:08 01:10:08	**EA DT Camp** @EADTcamp	RT @IanGertler: @collabdna Great topic. For @Digital_Thirst, we say connect the dots btw people (culture!), processes & tech. #orgdna #Digi...
21:10:17 01:10:17	**Chris Jones** @sourcePOV	A1. I wasn't sure about this one. Layers may connote a structural element. Like a geological formation ..? #orgdna https://t.co/7DpMBL0gy5
21:12:09 01:12:09	**Chris Jones** @sourcePOV	Some say #culture is an emergent property of an org. I didn't go there just yet. But it's there #orgdna #complexity https://t.co/8f9B6kMcgM
21:12:23 01:12:23	**mark britz** @britz	A1. Hmm transformation as in designed transformation (top down)? I'd imagine 1 layer, worker past history drives flight or fight #orgdna
21:12:45 01:12:45	**Ian Gertler** @IanGertler	@sourcePOV re: we'll start with ... layers of influence. #orgdna > This is a fundamental piece for trust, relationships & #leadership.
21:13:10 01:13:10	**John Bordeaux** @jbordeaux	This is the right question - top-down, consultant-led 'transformation'? That releases antibodies. #orgdna https://t.co/25NPKp5uIc
21:13:49 01:13:49	**Christy Pettit** @odguru	Ask ppl to identify artifacts (what's on our team crest/if we were a car which one) and see if gears are grinding w/ espoused values #orgdna
21:14:15 01:14:15	**mark britz** @britz	@jbordeaux And I suspect antibodies are derived from past experiences, current comforts #orgdna
21:14:36 01:14:36	**Chris Jones** @sourcePOV	Transformation req's definition: Let's say 'structural change, where resulting org fundamentally different' #orgdna https://t.co/JzY67mkffN
21:15:12 01:15:12	**John Bordeaux** @jbordeaux	Agreed. This is the ten chimps in a cage with the hose thing. They've forgotten why they're uncomfortable. #orgdna https://t.co/27AUbzS3JG
21:15:14 01:15:14	**Chris Jones** @sourcePOV	.. alternate definitions welcome :) .. just wanted to throw a working one out there .. #orgdna
21:15:36 01:15:36	**Christy Pettit** @odguru	@sourcePOV Have thought of the "layers" as descending the the iceberg from conscious to unconscious/expressable harder to express. #orgdna
21:16:05 01:16:05	**John Bordeaux** @jbordeaux	Also, and I haven't done this yet, forgive me Chris: Here's my thoughts on change... https://t.co/HE2jTY6I4M #orgdna https://t.co/ol2C2hGpfU
21:16:29 01:16:29	**mark britz** @britz	@jbordeaux Learned Helplessness perhaps? #orgdna

21:16:50 01:16:50	**Chris Jones** @sourcePOV	Like it, Christy. Pretty abstract, talking layers of values .. but I think that's why it's hard to 'see' #orgdna https://t.co/SPST9J73B0
21:17:16 01:17:16	**mark britz** @britz	RT @odguru Have thought of the "layers" as descending the iceberg from conscious to unconscious/expressable harder to express #orgdna
21:17:47 01:17:47	**John Bordeaux** @jbordeaux	@britz But not recognized as such. So you can see the challenge in unwinding these. #orgdna
21:18:00 01:18:00	**DNA of Collaboration** @collabdna	If you're just joining, this is #orgdna, our 3rd Monday chat on #orgdev, from #leadership to #learning >> tonight re: "Culture Change"
21:19:01 01:19:01	**DNA of Collaboration** @collabdna	"The Dilemma of Culture Change" frame is here >> https://t.co/waaC5QL6Lf w/ background on OD thought leaders E.Schein & C.Handy #orgdna
21:19:15 01:19:15	**mark britz** @britz	@jbordeaux Yes, yes. absolutely. Can see why most leaders won't even bother to broach the issue #orgdna
21:19:53 01:19:53	**Chris Jones** @sourcePOV	To me metaphors always powerful to describe the abstract .. icebergs, (onion?) layers, silos (getting to Handy next .. !) #orgdna
21:19:57 01:19:57	**John Bordeaux** @jbordeaux	#orgdna A1 The real problem, as with individual cognition, is the degree to which decisions are unconsciously bounded.
21:20:20 01:20:20	**John Bordeaux** @jbordeaux	@sourcePOV #orgdna Lakoff says hi. :)
21:20:45 01:20:45	**mark britz** @britz	@sourcePOV All good and fine but can be overwhelming for leaders to address. Hence the command and control approaches to change #orgdna
21:20:47 01:20:47	**Chris Jones** @sourcePOV	Excellent, John, re: "Bounded decisions" .. can u expand on this? #orgdna https://t.co/A0Fp2mIVMB
21:21:33 01:21:33	**John Bordeaux** @jbordeaux	We think we consider all options, but we discount things that don't match our world view, sometimes blindly. #orgdna https://t.co/GfpfhdEjsG
21:21:51 01:21:51	**Chris Jones** @sourcePOV	Oh gosh, you remembered :) I'm also a Lakoff fan .. "Metaphors We Live By" I believe, 1980? #orgdna https://t.co/TaeO1eeCZm
21:22:27 01:22:27	**mark britz** @britz	@jbordeaux @sourcePOV You speak of George (cognitive linguist)? Don't Think of an Elephant was a game changer for me! But I digress #orgdna
21:22:33 01:22:33	**Chris Jones** @sourcePOV	Absolutely, when chips are down, easy to revert to command & control .. take the hill, etc. .. but .. #orgdna https://t.co/EEdu0U9sGe
21:22:48 01:22:48	**John Bordeaux** @jbordeaux	@britz @sourcePOV I do! #orgdna
21:24:05 01:24:05	**DNA of Collaboration** @collabdna	Q2. Which of Handy's 4 archetypes have u seen in orgs? Are they sometimes at cross purposes? Which maps to the modern silo? #orgdna
21:24:10 01:24:10	**John Bordeaux** @jbordeaux	So this gets Jobsian for me - need for change may overcome culture resistance. Leaders set new culture. #orgdna https://t.co/oaOnlz1DXT
21:24:55 01:24:55	**John Bordeaux** @jbordeaux	#orgdna Let's not forget Philip Selznick - the leader's "only" job is to set and maintain org culture. If it needs disturbing, well...
21:24:59 01:24:59	**Chris Jones** @sourcePOV	Wait, that was 3 questions in one. Might need to A2 to be a) b) c) .. #orgdna https://t.co/IBJVQ1NhB0
21:25:34 01:25:34	**mark britz** @britz	@sourcePOV So much like what happened at Zenefits recently? Top down + bottom...being dropped out? #orgdna
21:26:25 01:26:25	**Allison Hornery** @allisonhornery	@britz @jbordeaux @sourcePOV #orgdna book club! Adding both of these to the reading pile...
21:26:32 01:26:32	**John Bordeaux** @jbordeaux	Seen this often - Community of Practice often settles into the Role archetype. Reinforce the disciplines. #orgdna https://t.co/S3W9CWeJlH
21:27:02 01:27:02	**Chris Jones** @sourcePOV	A2a. Personally I have seen all 4. Was very excited to discover Handy's archetypes in 2011, researching @collabdna; it ++ resonated #orgdna

21:27:20 01:27:20	**mark britz** @britz		@allisonhornery @jbordeaux @sourcePOV We held a few virtual book clubs Allison, using Twitter and Hootsuite - much fun! #orgdna
21:27:48 01:27:48	**Christy Pettit** @odguru		@jbordeaux Often tough to win for leaders on that point IMO. We want more autonomy and participation AND we want ldr obv. steering #orgdna
21:28:10 01:28:10	**Allison Hornery** @allisonhornery		@britz @jbordeaux @sourcePOV That sounds awesome :) #orgdna
21:28:14 01:28:14	**John Bordeaux** @jbordeaux		Oil & Gas: HQ as Command, COPs as Role, Joint Ventures as Network, Engineering disciplines as Practitioner. #orgdna https://t.co/S3W9CWeJlH
21:29:09 01:29:09	**Chris Jones** @sourcePOV		Was a great (albeit disturbing) case study, Mark. Still hope to reach author .. #orgdna https://t.co/37s6FsjTkV
21:29:22 01:29:22	**John Bordeaux** @jbordeaux		@odguru However the do that, perhaps through delegation - is the art. #orgdna
21:29:36 01:29:36	**DNA of Collaboration** @collabdna		RT @sourcePOV: A2a. Personally I have seen all 4. Was very excited to discover Handy's archetypes in 2011, researching @collabdna; it ++ re...
21:30:07 01:30:07	**mark britz** @britz		RT @jbordeaux Seen this often - Community of Practice often settles into the Role archetype. Reinforce the disciplines. #orgdna
21:30:23 01:30:23	**Christy Pettit** @odguru		@sourcePOV @collabdna I actually find Cameron &Quinn's Heirarchy/Clan/Adhocracy/Market types easier to see. Line up to ind motives #orgdna
21:30:45 01:30:45	**Chris Jones** @sourcePOV		A2b .. and these diverse operating models can absolutely be at odds; hence need to understand, balance, segment, but connect .. #orgdna
21:31:28 01:31:28	**mark britz** @britz		A2A Command and Role have been dominant in the orgs I have been associated with over the years #orgdna
21:31:58 01:31:58	**Chris Jones** @sourcePOV		A2c .. pretty sure Role/Function archetype (picture 2 in https://t.co/eNCaSljWx2) is the modern silo, chock full of experts .. #orgdna
21:32:25 01:32:25	**John Bordeaux** @jbordeaux		A2c #orgdna Oddly enough, silos emerge from Command and Role functions. One is target value execution, the other profession-focused.
21:33:02 01:33:02	**Christy Pettit** @odguru		@jbordeaux yes and it is an art 4 sure. Have def seen a rise in the need for a key orchestrator #orgdna
21:33:50 01:33:50	**John Bordeaux** @jbordeaux		Seen aspiration for an orchestrator as well - someone versed in HOW to do this. But external indiv tough. #orgdna https://t.co/0Dqpxh7xEE
21:33:52 01:33:52	**Chris Jones** @sourcePOV		A2 .. my eye always gravitates to the 3rd model, around network exchange; speaks to me loud & clear of #wirearchy .. #orgdna
21:34:02 01:34:02	**mark britz** @britz		@jbordeaux completely agree. Both lead to smaller models within orgs as Depts and programs #orgdna
21:35:11 01:35:11	**Christy Pettit** @odguru		@jbordeaux Agreed. Can support from outside, but need to be inside to feel the harmonics changing/gettig off rails, etc. #orgdna
21:35:27 01:35:27	**Chris Jones** @sourcePOV		Agree w/u both @britz @jbordeaux .. 'orchestration' now a key metaphor in culture chg, leadership in general #orgdna https://t.co/eTO8AVhOqY
21:35:57 01:35:57	**mark britz** @britz		A2B. in my last org it was a hybrid of Command and Role/Function with Role/Function truly driving business. See it now in retrospect #orgdna
21:36:43 01:36:43	**Chris Jones** @sourcePOV		A1 .. @britz I think u had some energy/interest in model 4, the Practitioner? Handy called it 'Person' .. believe it thrives in #SMB #orgdna
21:37:49 01:37:49	**Chris Jones** @sourcePOV		Interesting, I need to check those. I know Handy's work traces back further to 70's research .. R.Harrison? #orgdna https://t.co/StUralmyTm
21:37:52 01:37:52	**mark britz** @britz		@sourcePOV @jbordeaux We need new terms. Far too long Manager = Boss. Boss = The heavy. Change the words...change behavior? #orgdna
21:39:07 01:39:07	**mark britz** @britz		@sourcePOV Yes Chris. The Network/Practitioner is healthy in #SMB. How to maintain as org scales is of serious interest to me #orgdna

21:41:00 01:41:00	**mark britz** @britz	@odguru @jbordeaux Change is an inside job. Good consultant like socrates, many questions but answers from within org #orgdna
21:41:04 01:41:04	**Christy Pettit** @odguru	@britz @sourcePOV Have seen good work trying to maintain "neighborhoods" inside the larger "city". Management of subcultures v key #orgdna
21:41:34 01:41:34	**John Bordeaux** @jbordeaux	#orgdna I need to drop off - so A4: you need both Role and Network functions to scale. R for expertise, N for market touchpoints. Thanks!
21:42:37 01:42:37	**mark britz** @britz	@odguru @sourcePOV Are these silos in and of themselves Christy? Insular to maintain a healthy working culture? #orgdna
21:42:53 01:42:53	**DNA of Collaboration** @collabdna	Q3. The Network model seems well-suited to learning and adaptation. Is it the necessary path for 21stC orgs? #orgdna
21:43:01 01:43:01	**mark britz** @britz	@jbordeaux Thanks for dropping in John. I appreciate the insights #orgdna
21:44:06 01:44:06	**Chris Jones** @sourcePOV	Ahh yes, a hybrid !! Sorry you need to run John, but appreciate your excellent insights .. !! #orgdna https://t.co/J2iraDNVHw
21:44:11 01:44:11	**mark britz** @britz	A3. Hmm. I suspect it is but it can take many forms with some being more open and transparent than others w/ equal success #orgdna
21:44:45 01:44:45	**mark britz** @britz	RT @collabdna Q3. The Network model seems well-suited to learning and adaptation. Is it the necessary path for 21stC orgs? #orgdna
21:45:01 01:45:01	**Christy Pettit** @odguru	@britz @sourcePOV Less silos, more locus of specific types of work. Overall coord makes the diff between silos and team of teams #orgdna
21:45:48 01:45:48	**Chris Jones** @sourcePOV	A3. Real world examples re Network model >> hospital E/R; corp. cust service. Can't predict whats coming in. Sense. Respond. Adapt #orgdna
21:46:00 01:46:00	**mark britz** @britz	@odguru @sourcePOV I'd like to learn more one day. Sounds fascinating. Developed organically or by design? #orgdna
21:46:48 01:46:48	**Christy Pettit** @odguru	@sourcePOV Here is a good source document for where the work comes from, me thinks. https://t.co/CY1bVjxJAr #orgdna
21:46:56 01:46:56	**mark britz** @britz	@sourcePOV Yes, of course. Complexity demands a probe-sense-respond approach #cynefin #orgdna
21:47:00 01:47:00	**Chris Jones** @sourcePOV	A3. I really like @jbordeaux model of linked silos .. networks of experts, perhaps? needs to flex (silos often can't) #orgdna
21:47:45 01:47:45	**Christy Pettit** @odguru	@britz @sourcePOV Frankly, in one case I think it was by accident (it was a lrg municipality so the analogy seemed obvious). #orgdna
21:48:58 01:48:58	**Chris Jones** @sourcePOV	A2. Yes, gov't (local, state, fed) wins the prize for Role/Function; academia strong runner up, me thinks #orgdna https://t.co/flz0O5DZgi
21:49:41 01:49:41	**mark britz** @britz	@odguru @sourcePOV Makes sense. if an accident triggers consciousness well then that's a win #orgdna
21:50:47 01:50:47	**Chris Jones** @sourcePOV	A2 .. to me, the sign of an overly strong silo is intransigience .. it resists change for its own sake, it can't adapt to the new #orgdna
21:52:02 01:52:02	**DNA of Collaboration** @collabdna	Home stretch everyone .. #orgdna
21:53:06 01:53:06	**DNA of Collaboration** @collabdna	Q4. Does scale require the Role/Function model, or is there another approach? #orgdna
21:53:44 01:53:44	**mark britz** @britz	RT @collabdna Q4. Does scale require the Role/Function model, or is there another approach? #orgdna
21:53:52 01:53:52	**Chris Jones** @sourcePOV	A4. I think @jbordeaux already gave us a sneak peak into this one. He called for a hybrid, Role + Network. Have we seen that work? #orgdna
21:54:56 01:54:56	**mark britz** @britz	A4. I want to believe it's not required or at least not permanently. As long as one of the roles/functions is focused on culture :) #orgdna

21:55:04 01:55:04	**Chris Jones** @sourcePOV	A4. I'd love to explore case studies of hybrid Role + Network. Not sure I can think of any yet @jbordeaux @britz .. may need to dig #orgdna
21:55:54 01:55:54	**Christy Pettit** @odguru	@sourcePOV Intransigent Silos are built by those who build "fragile". Have clients asking us to "weed out" these folks. Not simple. #orgdna
21:56:06 01:56:06	**Chris Jones** @sourcePOV	The classic "networked" silo for discovery is R&D. Often it's own island. Separate funding, sep. mgmt = silo #orgdna https://t.co/u7QodxIjVZ
21:57:05 01:57:05	**mark britz** @britz	@sourcePOV So true! Saw this in my last org. Untouchable, insular more connections outward than leading in. #orgdna
21:57:26 01:57:26	**Christy Pettit** @odguru	@sourcePOV @jbordeaux @britz How do you "mission command leadership" fitting? I believe that is the intent. #orgdna
21:57:34 01:57:34	**Chris Jones** @sourcePOV	A4. A 'networked silo' is diff from a 'network of silos'. Not mincing words. Critically different thought #orgdna c: @jbordeaux
21:57:52 01:57:52	**mark britz** @britz	@sourcePOV @jbordeaux Yes, need an example. Can only assume #orgdna
21:58:09 01:58:09	**Ian Gertler** @IanGertler	@sourcePOV "Adapt" is a big one. Even those that aim to do so (re: #custserv reps focused on the #CX) are often not empowered. #orgdna
21:58:48 01:58:48	**Chris Jones** @sourcePOV	We barely got into change & complexity elements tonight. I think "culture" and "culture change" could take #orgdna convo thru 2016 ..
22:00:09 02:00:09	**Chris Jones** @sourcePOV	Absolutely, Ian. That's where silos hamper network mode. They keep things insular; control trumps learning #orgdna https://t.co/cVJgrvK4UV
22:00:37 02:00:37	**mark britz** @britz	@sourcePOV love to contribute to the growing discussion - see how social tech can serve as preventative medicine for #SMB culture #orgdna
22:01:35 02:01:35	**mark britz** @britz	Great convo tonight. Many links tagged and a book to read too! #orgdna
22:01:46 02:01:46	**Chris Jones** @sourcePOV	Yes, next month s/b ++ interesting. Many ways to branch. Can def look at #SMB if you're still there #orgdna https://t.co/Mt67ahHMUY
22:01:52 02:01:52	**tonyjoyce** @tonyjoyce	@sourcePOV @jbordeaux poke at a networked silo and you'll probably find a shared purpose, with a #changeagent bringing ppl together #orgdna
22:02:36 02:02:36	**Chris Jones** @sourcePOV	Hey Tony !! thanks for tweeting in, glad u were able to join us for a bit :) #orgdna https://t.co/OM6E8SSeR1
22:02:49 02:02:49	**Ian Gertler** @IanGertler	@sourcePOV Indeed, Chris! #orgdna https://t.co/x6R1TJ2CPl
22:03:03 02:03:03	**Christy Pettit** @odguru	@britz Yes! Excellent reading list tonight,. #orgdna
22:03:21 02:03:21	**mark britz** @britz	@tonyjoyce @sourcePOV @jbordeaux Agreed Tony and I think I know one! @jimbobtyer is playing just this role! #orgdna
22:03:21 02:03:21	**Allison Hornery** @allisonhornery	RT @tonyjoyce: @sourcePOV @jbordeaux poke at a networked silo and you'll probably find a shared purpose, with a #changeagent bringing ppl t...
22:03:39 02:03:39	**Chris Jones** @sourcePOV	Absolutely, gotta love the role of #changeagents .. silo'd or otherwise :) #orgdna https://t.co/OM6E8T9PIz
22:04:02 02:04:02	**Allison Hornery** @allisonhornery	+1 RT @britz: Great convo tonight. Many links tagged and a book to read too! #orgdna
22:04:31 02:04:31	**Chris Jones** @sourcePOV	We've got to figure out a way to solve for Europe/UK time zone issues .. this time slot is blocking more than a couple folks .. #orgdna
22:05:16 02:05:16	**Chris Jones** @sourcePOV	Hey Allison, glad u said 'hey' .. always great to see u :) #orgdna https://t.co/Hodz6guJEj
22:05:19 02:05:19	**mark britz** @britz	@margiemeacham This is @sourcePOV show. I'm just helping out but we'd love to have you tune in next month. Chris date for next chat? #orgdna

22:06:25 02:06:25	**Chris Jones** @sourcePOV	We are settling into a 9pm ET groove for #orgdna US, but we need a plan for Euro/UK #orgdna .. mulling .. https://t.co/2MW7YSTSz3
22:07:10 02:07:10	**Chris Jones** @sourcePOV	Date is 3rd Monday of the month, so for Sept that w/b 9/19 !? #orgdna https://t.co/2MW7YSTSz3
22:07:38 02:07:38	**Sherree Worrell** @Sherree_W	@sourcePOV just caught the tail end of your #orgdna chat. Very impressed by discussion. Your framing post was outstanding.
22:08:10 02:08:10	**Allison Hornery** @allisonhornery	@sourcePOV Thanks, was listening + soaking up refs! Also, was wondering if anyone had read As One and found it useful re this topic #orgdna
22:08:12 02:08:12	**mark britz** @britz	@jbordeaux This makes perfect sense as networks grow Wirearchy more "corporate" than individual based within an org. Hmmm #orgdna
22:08:19 02:08:19	**Christy Pettit** @odguru	Thanks fellow #ODgeeks for the exploration on culture... Looking forward to next time :) #orgdna
22:08:25 02:08:25	**DNA of Collaboration** @collabdna	Confirming >> next #orgdna (US) w/b MON 9/19 at 9pm ET. Frame TBD, but it's definitely going to stay w/ #culture, much left to cover.
22:09:56 02:09:56	**mark britz** @britz	In case you missed it @margiemeacham next #orgdna chat 9/19 (3rd Monday of each month)
22:10:52 02:10:52	**Chris Jones** @sourcePOV	Thanks ++ Sherree, much appreciated. Very glad u could join us! :) #orgdna https://t.co/bhjkEfbfq4
22:11:03 02:11:03	**mark britz** @britz	Thanks everyone. If pondering more into the coming days plz tag w/ #orgdna so we can continue the conversation!
22:11:54 02:11:54	**Chris Jones** @sourcePOV	Love it. And you know you are more than welcome to jump in :) .. u have a link on "As One" !? #orgdna https://t.co/Gph0qbHqeo
22:13:47 02:13:47	**Chris Jones** @sourcePOV	Lots of new faces tonight. Awesome. You guys are MORE than welcome to participate. Sometimes we wax a bit too heavy on the theory .. #orgdna
22:14:08 02:14:08	**Allison Hornery** @allisonhornery	@sourcePOV Read As One a couple of years ago and found the org/leadership archtypes quite thought-provoking https://t.co/W8cG82cZjE #orgdna
22:14:26 02:14:26	**Chris Jones** @sourcePOV	.. and I worked so hard to choke back the "y'all" reference there .. almost pulled it off :) #orgdna
22:14:46 02:14:46	**Chris Jones** @sourcePOV	Will check this out for certain .. #orgdna https://t.co/MrOR8DcNsC
22:17:15 02:17:15	**John Bordeaux** @jbordeaux	Yeah, I've had this argument going for a while. Comms between Nets and COPS essential for scalable org. #orgdna https://t.co/DOHuSM0hW6
22:18:00 02:18:00	**Chris Jones** @sourcePOV	Thx Sherree. Yes. #orgdna community favors indepth dialog. More to learn that way. Gotta make each other think :) https://t.co/o5M5dQohqW
22:20:22 02:20:22	**DNA of Collaboration** @collabdna	Sorry, this computer having some technical difficulties tonight. Hope it didn't slow the #orgdna pace too much ..
22:23:55 02:23:55	**Chris Jones** @sourcePOV	Major thanks everyone, definitely a strong kickoff for "culture change" series .. will be framing in days ahead #orgdna
22:24:53 02:24:53	**Chris Jones** @sourcePOV	Special thanks to you Mark aka @britz, our conversations on culture were key to tonight's framing & this #orgdna series ..
22:29:44 02:29:44	**DNA of Collaboration** @collabdna	Thx again @britz @odguru @jbordeaux @IanGertler @allisonhornery @tonyjoyce @Sherree_W .. a great #orgdna, considering vacations & BaSchool
22:32:05 02:32:05	**DNA of Collaboration** @collabdna	Stop in any 3rd Monday 9pmET. We're working the Euro/UK time zone gap. Watch for posts at #orgdna & our framing site https://t.co/tMieCWnwqb
22:34:34 02:34:34	**Chris Jones** @sourcePOV	Headed out, y'all have a great evening #orgdna
22:37:16 02:37:16	**Chris Jones** @sourcePOV	Next one 9/19, last one (checking) re: Wirearchy 7/18. Definitey monthly now. We were weekly 2012-2013 :) #orgdna https://t.co/6SRnDoQJmF