

orgdna chat

Cultural Patterns in Org Design: Can specific elements mark our Path to Success?

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Between **2016 Oct 17 12:00** and **2016 Oct 18 01:00**
24 people sent 392 messages containing #orgdna

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18:21:55 22:21:55	Christy Pettit @odguru		@collabdna @LeadKJWalters @jamiebillingham @adaptivecoach @d_scott @quickmuse singing until 9 will check in before it's all over. #orgdna
18:36:15 22:36:15	Jamie Billingham @jamiebillingham		RT @collabdna: "Patterns in Culture" https://t.co/EM7GJDMpfG It's next at #orgdna Mon 9pET. Join us, re: #leadership #learning w/ @sourcepo...
19:51:47 23:51:47	mark britz @britz		Tonight at 9pm ET #OrgDNA - Cultural Patterns in Org Design: Can specific elements mark our Path to Success? https://t.co/aaf9Q1GWWD Join in
20:13:03 00:13:03	Bruce Waltuck @complexified		RT @collabdna: Please join @britz & me for #orgdna >> "Patterns in Culture" @hjarche @jonhusband @complexified @jbordeaux @ValdisKrebs
20:49:22 00:49:22	DNA of Collaboration @collabdna		Hey folks, throwing a log on the #orgdna bonfire, a couple folks may be arriving late. But we'll start at 9pmET (10 mins)
20:55:31 00:55:31	Chris Jones @sourcePOV		SUPER #orgdna buzz today, thanks for all the RT's and follows. Looking fwd to a great chat this evening cc: #orgdev #orgdesign #leadership
20:57:46 00:57:46	Chris Jones @sourcePOV		Speaking of logs on the fire, the #complexity flames are burning brightly as we take on patterns. Hope to examine that aspect #orgdna
20:58:18 00:58:18	Allison Hornery @allisonhornery		@collabdna Have gotten myself organised to join in this week! Looking forward to the chat #orgdna
20:59:20 00:59:20	DNA of Collaboration @collabdna		New to the mix? #orgdna is in our 4th year discussing topics from #leadership to #learning, bringing both #orgdev + #complexity views
20:59:37 00:59:37	DNA of Collaboration @collabdna		Please intro yourself as you arrive #orgdna
21:00:47 01:00:47	Chris Jones @sourcePOV		Awesome Allison !! so great you could join us. We're just pulling up chairs, and refilling those lattes :) #orgdna https://t.co/C6jS85jFhP
21:01:08 01:01:08	Mike Ritzius @mritzius		Hi all, Mike from Philly here #orgdna
21:01:35 01:01:35	DNA of Collaboration @collabdna		WELCOME TO #ORGDNA .. we'll be tweeting Q's from this, our host account .. in just a moment ..
21:01:51 01:01:51	Allison Hornery @allisonhornery		@sourcePOV I have vegemite toast and coffee at the ready :) #orgdna
21:02:23 01:02:23	DNA of Collaboration @collabdna		Tonight "Patterns for Success in Org Design: re: Culture Implications" https://t.co/EM7GJDMpfG << our frame, if u haven't seen it #orgdna
21:02:40 01:02:40	Carmen A. Medina @milouness		Good evening all #orgdna

21:02:48 01:02:48	Noah Sparks @noahsparks		Hi, Team! *Noah Sparks, Community Igniter, joining from SLC. #orgdna
21:03:04 01:03:04	Jim @ CWPBIZ @CWPBIZ		Jim Canto from Kansas City here #orgdna
21:03:23 01:03:23	Chris Jones @sourcePOV		Welcome Mike !! so glad you could stop in ,. should be a great conversation this evening .. "culture" thread contin... https://t.co/QbzHBOG6qr
21:03:55 01:03:55	Chris Jones @sourcePOV		Hey Jim !! Welcome, glad u could make it this evening, all the way from KC !? #orgdna https://t.co/L7mtypXH9p
21:04:41 01:04:41	Jim @ CWPBIZ @CWPBIZ		@sourcePOV Indeed. Central U.S. for those outside of the country. Pleased to meet you all. #orgdna
21:05:05 01:05:05	Chris Jones @sourcePOV		Welcome Noah !! Great to see you again. Appreciate all fire starter metaphors. Helps keep the bonfire blazing https://t.co/cmqEXWJoGq
21:05:32 01:05:32	DNA of Collaboration @collabdna		I think we have a quorum, let's get the evening started .. Q1 is on tap .. #orgdna
21:06:15 01:06:15	Chris Jones @sourcePOV		Chris Jones here, Charlotte NC .. thinker, instigator, explorer of edges .. and your host for #orgdna
21:07:24 01:07:24	Jim @ CWPBIZ @CWPBIZ		@sourcePOV Well, I'm a fan of profound change... so this should be interesting. #orgdna
21:07:39 01:07:39	DNA of Collaboration @collabdna		Q1. Discuss what we mean by a "Social" archetype. Where collaboration embraced? Valuing relationships? Other characteristics? #orgdna
21:08:11 01:08:11	Chris Jones @sourcePOV		As in "transformation" !? Is that a word you use, or avoid? We discuss it here often .. #orgdna https://t.co/GoIVzZpz51
21:09:12 01:09:12	Chris Jones @sourcePOV		Great contributions by @britz in last months #orgdna, on the topic of "social" as influencing factor in culture https://t.co/zegPtr939F
21:09:59 01:09:59	Chris Jones @sourcePOV		A1. Might need to define "social" in this context. Could it be a bias for strong relationships? (trust implied?) #orgdna
21:10:29 01:10:29	Noah Sparks @noahsparks		A1. One of my favorite vids to refer to on value creation in simply connecting socially is a few mins into https://t.co/E23rWQfZyv #orgdna
21:10:35 01:10:35	Jim @ CWPBIZ @CWPBIZ		A1) I might suggest the Social Archetype recognizes the universe of knowledge is vast. Everyone has creativity within. #orgdna
21:10:55 01:10:55	Chris Jones @sourcePOV		Do you guys get a fall break MIke? Curious if that brings you back to us ... I know you stay busy .. #orgdna https://t.co/J7NT3apq9M
21:11:42 01:11:42	Chris Jones @sourcePOV		Will check this out Noah .. love references we can circle back to visit .. #orgdna cc: @collabdna https://t.co/RBt5uPjphU
21:11:44 01:11:44	Jim @ CWPBIZ @CWPBIZ		A1.. continued) ...and therefore brings value to the table if they feel free enough to express their idea. #orgdna
21:11:58 01:11:58	DNA of Collaboration @collabdna		RT @CWPBIZ: A1) I might suggest the Social Archetype recognizes the universe of knowledge is vast. Everyone has creativity within. #orgdna
21:12:03 01:12:03	DNA of Collaboration @collabdna		RT @CWPBIZ: A1.. continued) ...and therefore brings value to the table if they feel free enough to express their idea. #orgdna
21:12:03 01:12:03	mark britz @britz		Hi everyone. Mark here in #Syracuse joining #orgdna for a bit of #Orgdesign chatter. Sorry I'm late :)
21:12:38 01:12:38	Jim @ CWPBIZ @CWPBIZ		'evenin Mark #orgdna
21:12:42 01:12:42	Noah Sparks @noahsparks		A1. I'm reminded of the video I watched just an hour ago by @ThisMuchWeKnow https://t.co/3MiGS6Lxk5 Fancy working under the stairs? #orgdna
21:13:04 01:13:04	Chris Jones @sourcePOV		No worries, my friend .. we saved your seat !! and Q1 is for you .. it pivots on your A3 from last month .. re: "so... https://t.co/KcHV4iSw9y

21:13:15 01:13:15	Mike Ritzius @mritzius		@sourcePOV we do not, I just happen to have a lull in the schedule and a day off tomorrow #orgdna
21:13:55 01:13:55	mark britz @britz		@CWPBIZ Hi Jim. Glad you made it! #orgdna
21:14:05 01:14:05	Chris Jones @sourcePOV		Excellent. And my daughter is still in Philly btw, so next visit .. I may come a knockin .. w/ a latte in hand, of... https://t.co/qJeRgUToUx
21:14:07 01:14:07	Jim @ CWPBIZ @CWPBIZ		As far as you question about the word "transformation" ... it is rapidly being abused. It's also very broad. Unpractical? #orgdna
21:15:23 01:15:23	Chris Jones @sourcePOV		Yes, afraid it happened. Same w/ #collaboration >> #transformation >> bad things happen to good words. May be life... https://t.co/3BjFAYYZrC
21:15:37 01:15:37	mark britz @britz		A1. for me the Social archetype is most relevant today. Knowledge resides not within us but between us, in our conversations #orgdna
21:15:52 01:15:52	Allison Hornery @allisonhornery		@CWPBIZ + following on from your point, value also comes expressing those ideas socially (frictionless, non-hierarchical, fluid) #orgdna
21:16:00 01:16:00	Jim @ CWPBIZ @CWPBIZ		@sourcePOV .. let's hope "Purpose" survives the cut. ;-) #orgdna
21:16:12 01:16:12	mark britz @britz		@CWPBIZ add to that.. Agile, Social, Community, etc, etc, etc Buzziness abound! #orgdna
21:17:13 01:17:13	Christy Pettit @odguru		Hi all. Dropping in for some #orgdna!
21:17:22 01:17:22	Chris Jones @sourcePOV		Glad u mentioned "hierarchy" early Allison, we'll see it again in a few minutes are Q3 Silos & Q6 #Wirearchy https://t.co/TxmRKvUhLo
21:17:32 01:17:32	mark britz @britz		@odguru Welcome back Christy #orgdna
21:17:47 01:17:47	Jim @ CWPBIZ @CWPBIZ		@allisonhornery .. agreed. Hand in hand. That frictionless and fluidity foster freedom of expression. #orgdna
21:18:07 01:18:07	John Kosic @bikespoke		RT @sourcePOV: Glad u mentioned "hierarchy" early Allison, we'll see it again in a few minutes are Q3 Silos & Q6 #Wirearchy .. #orgdna http...
21:18:11 01:18:11	Carmen A. Medina @milouness		One reason why collaboration faltered is that it does not mean "working together" #orgdna
21:18:15 01:18:15	Chris Jones @sourcePOV		Christy !! thanks for stopping in after singing, appreciate the effort. @britz had to juggle to be here as well. Th... https://t.co/gUkzBbjBn1
21:18:39 01:18:39	Jim @ CWPBIZ @CWPBIZ		@britz .. sad to witness.. but it is the reality of free market... and the need to pay bills. :-\ #orgdna
21:19:02 01:19:02	DNA of Collaboration @collabdna		Much to cover tonight, w/ 6 Q's. We'd best keep them coming. But don't slow down with the A1's .. #orgdna
21:19:07 01:19:07	mark britz @britz		@CWPBIZ So many ideas, words twisted to fit some business model... sigh #orgdna
21:19:11 01:19:11	Allison Hornery @allisonhornery		@milouness Tell us more? #orgdna
21:19:11 01:19:11	Mike Ritzius @mritzius		@britz @CWPBIZ it's useful to ask "so what does that look like here" when those words show up #orgdna
21:19:12 01:19:12	Jim @ CWPBIZ @CWPBIZ		@milouness .. interesting point. Care to expand on that thought? #orgdna
21:19:22 01:19:22	Christy Pettit @odguru		@britz Thanks Mark. Agreed that knowledge creation through social ethos/archetype is key. But can we leave our egos at the door.. #orgdna
21:19:30 01:19:30	mark britz @britz		@mritzius @CWPBIZ Yep. Context please :) #orgdna

21:19:38 01:19:38	Noah Sparks @noahsparks		What do we think of Zuckerberg's big bet on #VR / #AR as the most social platform yet? #orgdna
21:19:42 01:19:42	Bruce Waltuck @complexified		Sorry to be joining #orgdna chat a bit late. Bruce in the heart of Jersey. Complexity, green chile, delta blues.
21:20:04 01:20:04	mark britz @britz		@complexified Hiya Bruce. #orgdna
21:20:04 01:20:04	Jim @ CWPBIZ @CWPBIZ		@britz .. great ideas and concepts get corrupted and go to waste before they realize their potential. #orgdna
21:20:05 01:20:05	Bruce Waltuck @complexified		RT @collabdna: "Patterns in Culture" https://t.co/EM7GJDMpfG It's next at #orgdna Mon 9pET. Join us, re: #leadership #learning w/ @sourcepo...
21:20:08 01:20:08	DNA of Collaboration @collabdna		Q2. Discuss the Command archetype in #orgdesign .. as seen in military & the CEO's office. Values loyalty. Seeks control. yes? #orgdna
21:20:33 01:20:33	Carmen A. Medina @milouness		I attended a retreat for a large org last week. One of the themes was collaboration. Most examples about dividing work among people #orgdna
21:20:49 01:20:49	Jim @ CWPBIZ @CWPBIZ		@mritzius @britz I like that. #orgdna
21:20:58 01:20:58	mark britz @britz		@milouness interesting pt. More please #orgdna
21:21:08 01:21:08	Carmen A. Medina @milouness		This of course is not collaboration or perhaps just the most elementary form of it #orgdna
21:21:11 01:21:11	Chris Jones @sourcePOV		Excellent Bruce, so glad u could make it !! Definitely a great turnout tonight .. #orgdna https://t.co/ag414kjLMY
21:21:19 01:21:19	Jim @ CWPBIZ @CWPBIZ		@complexified Hi Bruce. #orgdna
21:21:33 01:21:33	Bruce Waltuck @complexified		RT @collabdna: "Patterns in Culture" https://t.co/hWLOatbRFI It's next at #orgdna Mon 9pET. Join us, re: #leadership #learning
21:21:48 01:21:48	Carmen A. Medina @milouness		Much of what goes under the name of collaboration I fear isn't #orgdna
21:21:51 01:21:51	Allison Hornery @allisonhornery		@mritzius Excellent tip to cut through the complacency around these concepts 💎💎 @britz @CWPBIZ #orgdna
21:22:09 01:22:09	Bruce Waltuck @complexified		RT @collabdna: New to the mix? #orgdna is in our 4th year discussing topics from #leadership to #learning, bringing both #orgdev + #complex...
21:22:43 01:22:43	Chris Jones @sourcePOV		A1. I was struck by a recent West Wing rerun where Generals in the Sit. Room described how they'd establish command & control #orgdna
21:22:47 01:22:47	Jim @ CWPBIZ @CWPBIZ		@milouness I sense a power structure causes that failure. #orgdna
21:23:08 01:23:08	mark britz @britz		@milouness I would agree to you. the term has been snatched by product vendors and marketing #orgdna
21:23:14 01:23:14	Christy Pettit @odguru		@milouness I see/hear that, also being "customer centric" which means asking questions upfront before heading off to divide tasks...#orgdna
21:23:28 01:23:28	Chris Jones @sourcePOV		Agree Carmen, that's the challenge of buzzwords, they get corrupted. Like "values" to the politician. But we digress... https://t.co/v1ZOVWfeh
21:23:32 01:23:32	Mike Ritzius @mritzius		@milouness see this often, conflating of collaborative with cooperative #orgdna
21:23:56 01:23:56	mark britz @britz		MT @collabdna Q2. Discuss the Command archetype in #orgdesign as seen in military & the CEO's office. Values loyalty/Seeks control #orgdna
21:24:22 01:24:22	Bruce Waltuck @complexified		#orgdna A1: pattern types perceived as common, even universal. Fundamental. Between and among people.

21:24:33 01:24:33	Carmen A. Medina @milouness		@mritzius Also conflated with deconfliction. #orgdna
21:24:46 01:24:46	Allison Hornery @allisonhornery		@milouness Agreed - I also see a lot of 'come and work on my thing' called collaboration (which isn't in my view - value imbalance) #orgdna
21:24:48 01:24:48	mark britz @britz		RT @mritzius @milouness see this often, conflating of collaborative with cooperative #orgdna
21:25:28 01:25:28	Chris Jones @sourcePOV		A2 .. often u need command & control .. military depends on it. Space shuttles. Complicated mfg. ops. Just not "one size fits all" #orgdna
21:26:06 01:26:06	Jim @ CWPBIZ @CWPBIZ		A2) I'd suggest the Command Archetype has an irrefutable place in certain projects/missions. Problematic otherwise. Catch 22? #orgdna
21:26:11 01:26:11	Carmen A. Medina @milouness		I could say so much on Q2 given my previous life experience....I think command and control is entwined with cult of decision making #orgdna
21:26:29 01:26:29	Allison Hornery @allisonhornery		@odguru @milouness "customer centric" aaargh! #orgdna
21:26:39 01:26:39	mark britz @britz		A2. I have witnessed where many an employee expects and seeks these work relationships still. Learned helplessness? #orgdna
21:26:55 01:26:55	DNA of Collaboration @collabdna		Thank you Bruce for expanding on "pattern" perspective. We should focus a bit on that. Not always a lens used in... https://t.co/u31jOBrTWw
21:27:00 01:27:00	Mike Ritzius @mritzius		Q2 this is the space of "having answers", of conversations moving consensus and action, of "knowing" what to do & how #orgdna
21:27:27 01:27:27	Bruce Waltuck @complexified		&see cooperation. coordination. RT @milouness One reason why collaboration faltered is that it does not mean "working together" #orgdna
21:27:31 01:27:31	Jim @ CWPBIZ @CWPBIZ		@milouness "Cult of decision making" .. setting sparks off between my ears. :) Would love to hear more. #orgdna
21:27:46 01:27:46	Christy Pettit @odguru		@allisonhornery @milouness IKR? #orgdna another buzzy ism
21:27:51 01:27:51	DNA of Collaboration @collabdna		Also, let's keep in mind our goal not just re: "Patterns" but "Patterns of Success" .. how? when? #orgdna .. let's be specific ..
21:28:31 01:28:31	Jim @ CWPBIZ @CWPBIZ		@britz "Learned helplessness" ... another point of intrigue. #orgdna
21:28:37 01:28:37	Bruce Waltuck @complexified		@britz hi Mark. Late meeting, later dinner. Home now, iced chile mocha in hand for #orgdna chat!
21:29:14 01:29:14	DNA of Collaboration @collabdna		Harold, so glad you joined us this evening .. #orgdna https://t.co/iDM4Phdy7X
21:29:23 01:29:23	Carmen A. Medina @milouness		@CWPBIZ Unhealthy leadership culture teaches that making strong and usually quick decisions is a mark of strength. #orgdna
21:29:29 01:29:29	Jim @ CWPBIZ @CWPBIZ		@mritzius Interesting. Because the "path" has already been established? #orgdna
21:29:30 01:29:30	mark britz @britz		@complexified Good for you! But ooph...I couldn't do the caffeine at this hour #orgdna
21:29:43 01:29:43	Christy Pettit @odguru		@britz See it too. "Just tell me what do do." @technoshaman would tell us these are folks at the back end of the adoption curve. #orgdna
21:30:20 01:30:20	Harold Jarche @hjarche		@collabdna A2. loyalty is earned. period #orgdna
21:30:35 01:30:35	Bruce Waltuck @complexified		#orgdna A2: "command" about locus of authority. To know. To understand. To decide. Can be concentrated or distributed.
21:30:38 01:30:38	Jim @ CWPBIZ @CWPBIZ		@milouness Ah yes... I'm deeply embedded in a culture like that now. Massive egos that can't be wrong. Brutally frustrating. #orgdna

21:30:42 01:30:42	Carmen A. Medina @milouness		Need to make and own decision often used to preclude collaboration #orgdna
21:30:49 01:30:49	DNA of Collaboration @collabdna		Just joining? We're on Q2 of "Patterns for Success: Cultural Impacts in #orgdesign" https://t.co/EM7GJDMpfG #orgdna #complexity
21:30:58 01:30:58	ultDA @go_ultda		RT @noahsparks: What do we think of Zuckerberg's big bet on #VR / #AR as the most social platform yet? #orgdna
21:30:58 01:30:58	Mike Ritzius @mritzius		And sometimes it is but, often, it's more like sprinting with one's eyes closed #orgdna https://t.co/sFA63ZQG5A
21:31:11 01:31:11	Allison Hornery @allisonhornery		@mritzius Would you also include constraint? ie, limited parameters for decision-making and execution (and by def adaption) #orgdna
21:31:37 01:31:37	Bruce Waltuck @complexified		@CWPBIZ hi Jim. Always glad to be with the great folks and shared thinking in #orgdna
21:31:39 01:31:39	Carmen A. Medina @milouness		A better leadership model would be for "leaders" to ask team questions such as What did I get wrong and What did I miss? #orgdna
21:31:50 01:31:50	Bruce Waltuck @complexified		RT @milouness: Much of what goes under the name of collaboration I fear isn't #orgdna
21:31:51 01:31:51	Noah Sparks @noahsparks		A2. What is it that increases the rate of abdicating responsibility in command & control setups? #orgdna
21:32:34 01:32:34	Mike Ritzius @mritzius		@CWPBIZ yup, we made these decisions, rules,etc & need2 follow them. The challenge comes when we operate from this perspective *only #orgdna
21:32:35 01:32:35	Jim @ CWPBIZ @CWPBIZ		@milouness I can be stubborn.. but I try hard to visualize and empathize. I work with many who perceive this as weakness. :-\ #orgdna
21:32:48 01:32:48	Chris Jones @sourcePOV		A1 so if Social archetype thrives on relationship & exchange, A2 says Command archetype insists on singularity of purpose. Yes? #orgdna
21:32:52 01:32:52	Bruce Waltuck @complexified		New word of the day there :-\ RT @milouness @mritzius Also conflated with deconfliction. #orgdna
21:33:18 01:33:18	Jim @ CWPBIZ @CWPBIZ		@milouness .. that requires courage. (pardon me.. I'm rather jaded on this point.) #orgdna
21:33:31 01:33:31	Carmen A. Medina @milouness		@CWPBIZ Yes, very familiar with that...I was told that I needed to be a "harder" leader. #orgdna
21:33:55 01:33:55	Mike Ritzius @mritzius		@allisonhornery I think so, how are you seeing it? #orgdna
21:34:32 01:34:32	Chris Jones @sourcePOV		Absolutely Harold, in business setting. And in military too? It's not assumed? Interesting dynamic, chicken & egg... https://t.co/GLyQ8GRhXV
21:34:45 01:34:45	Jim @ CWPBIZ @CWPBIZ		@sourcePOV I would disagree. I'd separate Purpose from Mission. #orgdna
21:35:21 01:35:21	Chris Jones @sourcePOV		Excellent, love to be challenged. That's how I learn. Can you expand? #orgdna https://t.co/7fVZrqCCxa
21:36:35 01:36:35	Jim @ CWPBIZ @CWPBIZ		@milouness I see trajectory in my mind and it prevents me from being "hard" most time. No long time value. #orgdna
21:36:58 01:36:58	Bruce Waltuck @complexified		@britz easy... I stay up til 12-1 anyway #orgdna
21:37:03 01:37:03	Allison Hornery @allisonhornery		@mritzius In the context of "this is how things are done" with limited room or appetite for questioning the trad. command lines #orgdna
21:37:27 01:37:27	Harold Jarche @hjarche		@sourcePOV loyalty is earned. only fools think it is assumed #orgdna in Vietnam 'fragging' was when officers were killed by their men
21:37:56 01:37:56	Jim @ CWPBIZ @CWPBIZ		@hjarche Well there's a familiar face. Good evening Harold. @sourcePOV #orgdna

21:38:47 01:38:47	Chris Jones @sourcePOV		@hjarche well I shall endeavor to stay off THAT list, then :) Huge respect for military, just seeking to understand dynamics .. #orgdna
21:39:10 01:39:10	Bruce Waltuck @complexified		@milouness yes re "better leadership" - owns limits of knowing & understanding. Instead, invites, gathers, inquires, inspires #orgdna
21:39:16 01:39:16	Mike Ritzius @mritzius		@allisonhornery OK, yes, a negative perspective of what I was saying #orgdna
21:39:48 01:39:48	Astrid F. Kowlessar @AstridBijou		RT @collabdna: Just joining? We're on Q2 of "Patterns for Success: Cultural Impacts in #orgdesign" https://t.co/EM7GJDMpfG #orgdna #compl...
21:39:58 01:39:58	mark britz @britz		@hjarche @sourcePOV Yes, earned but why people become loyal to leaders promoting unethical practices is alarming #orgdna
21:40:13 01:40:13	Jim @ CWPBIZ @CWPBIZ		For me, missions (which can be led by command/control) are embedded as "propulsion".. whereas Purpose is the chosen "direction." #orgdna
21:40:35 01:40:35	DNA of Collaboration @collabdna		And the clock ticks on, relentless in its march .. Q3 up next (we'll be going to 10:30p ET) .. #fairwarning #orgdna
21:40:36 01:40:36	Bruce Waltuck @complexified		@CWPBIZ @milouness yes...real leaders own their limitations. Act with curiosity, and courage to achieve together. #orgdna
21:41:02 01:41:02	mark britz @britz		@complexified Ha. My 8 and 11 year old dictate my sleep schedule :) #orgdna
21:41:07 01:41:07	Allison Hornery @allisonhornery		@mritzius Ah, fair point (just re-read your original with my positive hat on!) #orgdna
21:41:15 01:41:15	Astrid F. Kowlessar @AstridBijou		RT @complexified: @CWPBIZ @milouness yes...real leaders own their limitations. Act with curiosity, and courage to achieve together. #orgdna
21:41:18 01:41:18	Jim @ CWPBIZ @CWPBIZ		@britz Greed? Shortest distance to relieve their "pain." Path of least resistance? @hjarche @sourcePOV #orgdna
21:41:24 01:41:24	Mike Ritzius @mritzius		RT @complexified: @CWPBIZ @milouness yes...real leaders own their limitations. Act with curiosity, and courage to achieve together. #orgdna
21:41:32 01:41:32	DNA of Collaboration @collabdna		Q3. Discuss the Silo-expertise archetype. Seen in Fortune 500 & Academia. Values consistency, standards, compliance. Yes? #orgdna
21:41:33 01:41:33	Astrid F. Kowlessar @AstridBijou		RT @collabdna: Join us for #orgdna !! "Patterns in Culture" @changeguerilla @dc2fla @sjabbott @mritzius @DrTimony @ClaireSMBB @AstridBijou...
21:41:52 01:41:52	Jim @ CWPBIZ @CWPBIZ		@britz Or possibly "gang mentality" .. a sense of belonging? @hjarche @sourcePOV #orgdna
21:42:03 01:42:03	Harold Jarche @hjarche		@britz Good point, Mark. Demagogues can be very persuasive #orgdna this is why critical thinking is so important
21:42:16 01:42:16	Jim @ CWPBIZ @CWPBIZ		RT @complexified @CWPBIZ @milouness yes...real leaders own their limitations. Act with curiosity, and courage to achieve together. #orgdna
21:42:18 01:42:18	Noah Sparks @noahsparks		RT @hjarche: @britz Good point, Mark. Demagogues can be very persuasive #orgdna this is why critical thinking is so important
21:42:30 01:42:30	Jim @ CWPBIZ @CWPBIZ		@complexified Beautifully stated. @milouness #orgdna
21:42:51 01:42:51	Mike Ritzius @mritzius		@allisonhornery I'm making a conscious effort to frame as positive but, I mostly experienced top down as neg, as I suspect most do #orgdna
21:43:10 01:43:10	Bruce Waltuck @complexified		@britz @hjarche @sourcePOV re loyalty over ethics: power of "attractors of meaning." So power/fear often "trumps" ethics. #orgdna
21:43:11 01:43:11	Chris Jones @sourcePOV		A3. The "silo" is likely the most maligned of all cultural archetypes. It can play useful specialization role. Unless it takes over #orgdna
21:43:37 01:43:37	mark britz @britz		@CWPBIZ @hjarche @sourcePOV Am I wrong to think the Wells Fargo situation not all top down culture issue but more a societal one? #orgdna

21:44:01 01:44:01	Bruce Waltuck @complexified		@britz i.e. They wear you out early, and wake before you do?   #orgdna
21:44:08 01:44:08	Christy Pettit @odguru		RT @complexified: @CWPBIZ @milouness yes...real leaders own their limitations. Act with curiosity, and courage to achieve together. #orgdna
21:44:27 01:44:27	DNA of Collaboration @collabdna		Excellent John, welcome .. thanks for joining. And yes, but military & hospitals seem to have multiple culture arch... https://t.co/PPW4tQe3oZ
21:44:41 01:44:41	Jim @ CWPBIZ @CWPBIZ		A3) Silo-expertise archetype .. the majority.. a painful reality... culturally accepted for decades. Little room for generalist as I #orgdna
21:44:44 01:44:44	mark britz @britz		@complexified Bingo. 6:15am 24/7/365 :) #orgdna
21:45:07 01:45:07	Harold Jarche @hjarche		@collabdna A3. Silos enable people to feel important within an arbitrary system. Read 'Glass Bead Game' by Hermann Hesse #orgdna
21:45:14 01:45:14	Carmen A. Medina @milouness		@sourcePOV Without some level of specializaiton, i.e. silos, collaboration is pointless. #orgdna
21:45:22 01:45:22	Jim @ CWPBIZ @CWPBIZ		@britz Forgive my ignorance. I don't know the story well enough to offer commentary. @hjarche @sourcePOV #orgdna
21:45:22 01:45:22	Mike Ritzius @mritzius		Q3 presumes that the world will not change, or at least, change ever so slowly but, silos allow for thought-free speed #orgdna
21:45:44 01:45:44	Chris Jones @sourcePOV		To me military & hospitals have cracked the nut on making diverse culture models work in tandem .. life & death act... https://t.co/WqX8noOFIj
21:45:59 01:45:59	Jim @ CWPBIZ @CWPBIZ		@hjarche "Arbitrary system??" @collabdna #orgdna
21:46:03 01:46:03	Bruce Waltuck @complexified		#orgdna A3: expertise silos often from self-reinforcing feedback loops of emergent cultural values (did I really say that?)
21:46:20 01:46:20	Carmen A. Medina @milouness		I think some of you are familiar with new book coming out, The NeoGeneralist #orgdna
21:46:31 01:46:31	Mike Ritzius @mritzius		A3 Personally, I have been most successful in silo'd cultures by being largely blind to said silos #orgdna
21:46:34 01:46:34	mark britz @britz		@complexified You did. And it resonates #orgdna
21:46:40 01:46:40	Jim @ CWPBIZ @CWPBIZ		RT @mritzius: Q3 presumes that the world will not change, or at least, change ever so slowly but, silos allow for thought-free speed #orgdna
21:47:01 01:47:01	DNA of Collaboration @collabdna		Not sure if any Charles Handy fans in the house? We are tapping his 4 cultural archetypes in Q2-Q5 .. great source of thinking .. #orgdna
21:47:05 01:47:05	Harold Jarche @hjarche		@CWPBIZ all human created systems are arbitrary, e.g. money @collabdna #orgdna
21:47:09 01:47:09	Jim @ CWPBIZ @CWPBIZ		RT @milouness: @sourcePOV Without some level of specializaiton, i.e. silos, collaboration is pointless. #orgdna
21:47:40 01:47:40	mark britz @britz		@CWPBIZ @hjarche @sourcePOV Happy to send you a bit on it post chat if you'd like to learn more. #orgdna
21:47:56 01:47:56	Jamie Billingham @jamiethingham		In late - sorry, catching up quickly #orgdna
21:48:18 01:48:18	Harold Jarche @hjarche		@britz Wells Fargo showed that if you put a good person in a bad system, the system wins #orgdna hence we need to change systems/structures
21:48:22 01:48:22	Chris Jones @sourcePOV		Yes you did. Trouble is I understood it. And it's true !! :) #complexity #orgdna << #leadership lessons https://t.co/dxygin9CGp
21:48:35 01:48:35	Jim @ CWPBIZ @CWPBIZ		@milouness @sourcePOV Agreed. Someone or some group, still needs to be chosen to execute. #orgdna

21:49:11 01:49:11	Kory Graham @korytellers	 RT @mritzius: A3 Personally, I have been most successful in silo'd cultures by being largely blind to said silos #orgdna
21:49:12 01:49:12	Jim @ CWPBIZ @CWPBIZ	 @hjarche Got it...thanks. @collabdna #orgdna
21:49:14 01:49:14	mark britz @britz	 @hjarche Systems->Behaviors->Culture... #orgdna
21:49:34 01:49:34	Bruce Waltuck @complexified	 @britz @CWPBIZ @hjarche @sourcePOV I define org culture as sum total of all interactions. Socially constructed & emergent #orgdna
21:49:38 01:49:38	tonyjoyce @tonyjoyce	 @complexified #orgdna instead of silos, consider cultures of intermediation. An example I find useful is Roberto's Yes/No/Maybe
21:49:45 01:49:45	Carmen A. Medina @milouness	 @hjarche @britz Another symptom of large organization disease or syndrome if you prefer #orgdna
21:49:47 01:49:47	Jim @ CWPBIZ @CWPBIZ	 @britz Always willing. Feel free... and thank you. @hjarche @sourcePOV #orgdna
21:49:55 01:49:55	Chris Jones @sourcePOV	 Excellent Jamie, was hoping you'd be able to stop in !! Super crowd tonight, working thru patterns >> Q1 Social. Q2... https://t.co/rtWYkObX3J
21:50:08 01:50:08	Bruce Waltuck @complexified	 @britz love a good Syracuse sunrise! #orgdna
21:50:42 01:50:42	Jim @ CWPBIZ @CWPBIZ	 RT @hjarche: @britz Wells Fargo showed that if you put a good person in a bad system, the system wins #orgdna hence we need to change syste...
21:50:49 01:50:49	Bruce Waltuck @complexified	 RT @milouness: I think some of you are familiar with new book coming out, The NeoGeneralist #orgdna
21:50:54 01:50:54	Chris Jones @sourcePOV	 Glad you could stop in Tony !! Was hoping you'd be able to #orgdna https://t.co/SHn5xK9Lso
21:51:11 01:51:11	mark britz @britz	 @hjarche I have not read to this point...were there any whistle-blowers among the employees? Ones who knew the systems was wrong? #orgdna
21:51:46 01:51:46	John Bordeaux @jbordeaux	 @sourcePOV I've said this elsewhere. Silos in DoD were called "Cylinders of Excellence." #orgdna
21:51:46 01:51:46	mark britz @britz	 @complexified Especially in the Fall. The colors are amazing as of late #orgdna
21:51:56 01:51:56	Bruce Waltuck @complexified	 @jamiethingham welcome, Jamie! Good to see you here again for #orgdna
21:52:09 01:52:09	Jim @ CWPBIZ @CWPBIZ	 @hjarche @britz ... that I can wrap my mind around. I'm involved in retail automotive currently. Bad system. I'm good.. need exit. #orgdna
21:52:23 01:52:23	DNA of Collaboration @collabdna	 Circling back, to hold context >> What are patterns for success in cultural archetypes of Q1 Social? Q2 Command? Q3 Silo? #orgdna
21:52:31 01:52:31	Bruce Waltuck @complexified	 RT @sourcePOV Yes you did. Trouble is I understood it & it's true !! :) #complexity #orgdna << #leadership lessons https://t.co/2clr1xfSdl
21:52:51 01:52:51	Harold Jarche @hjarche	 @britz Ideas > Technology > Organizations > Institutions > Ideology https://t.co/ufYSNkRI8P #orgdna
21:53:01 01:53:01	Jamie Billingham @jamiethingham	 Thanks @complexified and @sourcePOV Looks like a most excellent chat. #orgdna
21:53:39 01:53:39	Jim @ CWPBIZ @CWPBIZ	 @jbordeaux Because the system was thought out and roles were clear? @sourcePOV #orgdna
21:53:47 01:53:47	John Bordeaux @jbordeaux	 @collabdna Off top of my head: willingness to adapt, question structures, challenge assumptions. #orgdna
21:53:50 01:53:50	Carmen A. Medina @milouness	 Silos can work better if there is a common map or landscape showing how they all interrelate....Appropriate leadership task. #orgdna

21:54:27 01:54:27	John Bordeaux @jbordeaux		@CWPBIZ @sourcePOV Yes, the specialization and inherent limits were understood. #orgdna
21:54:27 01:54:27	Jim @ CWPBIZ @CWPBIZ		@jbordeaux ... and as such... respected? @sourcePOV #orgdna
21:54:35 01:54:35	Harold Jarche @hjarche		@britz some were gagged/silenced, from what I have read #orgdna
21:54:42 01:54:42	Jim Boice @BoiceInTheHood		@mritzius @mritzius you can buy a solo on eBay for about \$13k. Old and rusty, too! #orgdna
21:54:45 01:54:45	Allison Hornery @allisonhornery		@jbordeaux @sourcePOV Oh boy #orgdna
21:54:58 01:54:58	Jamie Billingham @jamiebillingham		In reading through this the idea that the successful "pattern" is adaptive - more like a murmeration that anything static #orgdna
21:55:00 01:55:00	Carmen A. Medina @milouness		Most sensemaking failures occur in the gaps between known areas of knowledge and/or lack of awareness that new categories emerging #orgdna
21:55:08 01:55:08	Bruce Waltuck @complexified		@tonyjoyce as in "Ritual Dissent" activity for groups/orgs. Roberto: https://t.co/4TarEH25mu #orgdna
21:55:16 01:55:16	John Bordeaux @jbordeaux		@CWPBIZ @sourcePOV It was tongue in cheek, defensive. But yes, a push back against egalitarian approach to combat skills. #orgdna
21:55:22 01:55:22	mark britz @britz		Past org leaders knew silos bad. Redundancy of work, inconsistent execution of PM...yet still struggled to accept "social" solutions #orgdna
21:55:22 01:55:22	Chris Jones @sourcePOV		Helps to refocus on our frame from time to time. Can someone help us curate in real time? #orgdna (transcript will... https://t.co/sW1Jf7Glgf)
21:55:56 01:55:56	DNA of Collaboration @collabdna		Excellent John, thank you !! #orgdna https://t.co/FyyrtgGojv
21:56:34 01:56:34	Jim @ CWPBIZ @CWPBIZ		@jbordeaux Commitment to mission was key to "success" @sourcePOV #orgdna
21:57:00 01:57:00	mark britz @britz		@hjarche Others set ethics aside, opened accounts knowing it was wrong, keeping up w/ the Jones? Sorry. I digress. #orgdna
21:57:19 01:57:19	John Bordeaux @jbordeaux		@CWPBIZ @sourcePOV Yes, also knowing the role and the handoff to fungible roles. Crew methods linked tightly to silo senses. #orgdna
21:57:25 01:57:25	DNA of Collaboration @collabdna		Q4. Discuss the Network archetype. Seen in customer service, hospital ER's. Intelligence Ops. All value learning. Adapting. Yes? #orgdna
21:57:52 01:57:52	DNA of Collaboration @collabdna		RT @CWPBIZ: @jbordeaux Commitment to mission was key to "success" @sourcePOV #orgdna
21:58:00 01:58:00	Christy Pettit @odguru		Success: 1. where right conversations are happening, 2. just enough hierarchy to hold a shape 3. expertise is not an echo chamber #orgdna
21:58:20 01:58:20	Jim @ CWPBIZ @CWPBIZ		@jbordeaux Powerful... but not necessarily "creative?" - Would you agree? @sourcePOV #orgdna
21:59:04 01:59:04	John Bordeaux @jbordeaux		@CWPBIZ @sourcePOV Ah, this is it. No, not designed to be creative. Cognitive Resource Theory applies here. #orgdna
21:59:08 01:59:08	Chris Jones @sourcePOV		NICE. I think that's worth an underscore .. focus, intention .. deep buy-in RT @CWPBIZ "Commitment to mission was k... https://t.co/yoai4OxNxD
21:59:09 01:59:09	Bruce Waltuck @complexified		#orgdna hmm... Can "success" be defined broadly, & apart from specific culture & context of org? Meets all needs efficiently & happily?
21:59:12 01:59:12	Harold Jarche @hjarche		@britz and there was definitely a systemic 'culture' to do so #orgdna
22:00:17 02:00:17	DNA of Collaboration @collabdna		Agree, Bruce. Always danger of over generalizing in twitter chats. An imperfect model :) #orgdna https://t.co/rgGU4AaBH1

22:00:37 02:00:37	Jim @ CWPBIZ @CWPBIZ		@jbordeaux And many orgs feel the need to operate as such... stifling creativity as well as ability to solve new probs. @sourcePOV #orgdna
22:00:42 02:00:42	Christy Pettit @odguru		@jamiethingham Hey Jamie! Good to see you. Mmmm murmuration... https://t.co/8mLb5GIp2P #orgdna
22:00:44 02:00:44	tonyjocce @tonyjocce		@complexified I associate ritual dissent w @snowwded; Roberto describes similar reasons not to take the offered answers #orgdna
22:01:12 02:01:12	Maria H. Andersen @busynessgirl		This is a pretty fascinating #orgdna conversation. I'm lurking. And learning.
22:01:37 02:01:37	Harold Jarche @hjarche		@collabdna A4. all orgs are floundering. few understand networks. even fewer understand or value learning (my 40 yrs of experience) #orgdna
22:02:09 02:02:09	Bruce Waltuck @complexified		#orgdna A4: effective structure & flows. Distribution of info/knowledge/understanding. At best adaptive and resilient.
22:02:11 02:02:11	mark britz @britz		@busynessgirl Chime in! #orgdna
22:02:18 02:02:18	Jim @ CWPBIZ @CWPBIZ		A4) Network Archetype represents the highest potential horsepower if that horsepower can be generally aligned with purpose. #orgdna
22:02:27 02:02:27	Jamie Billingham @jamiethingham		@odguru Hey Christy, good to see you again too - singing? Expand on that later? #orgdna
22:02:35 02:02:35	DNA of Collaboration @collabdna		If context stated, we're safe. RT @complexity "can success be defined broadly?" so, focus m/b >> foster adaptive/growth behaviors #orgdna
22:02:42 02:02:42	Carmen A. Medina @milouness		If we had real networks, the role of "leaders" would be dramatically different. #orgdna
22:02:51 02:02:51	DNA of Collaboration @collabdna		RT @busynessgirl: This is a pretty fascinating #orgdna conversation. I'm lurking. And learning.
22:02:51 02:02:51	Allison Hornery @allisonhornery		@odguru Well said #orgdna
22:03:31 02:03:31	Carmen A. Medina @milouness		Leaders would monitor health and performance of networks, not performance of individuals. #orgdna
22:03:37 02:03:37	Noah Sparks @noahsparks		"Because we learn faster as a part of the Li & Fung network." https://t.co/DouXe5hIVL #orgdna
22:03:43 02:03:43	Jim @ CWPBIZ @CWPBIZ		@hjarche .. and they devour so many individuals (and their collective creativity.) @collabdna #orgdna
22:04:03 02:04:03	mark britz @britz		See much overlap between the social archetype and the network archetype. Differentiation? #orgdna
22:04:07 02:04:07	Jamie Billingham @jamiethingham		:-) @complexified A4: effective structure & flows. Distribution of info/knowledge/understanding. At best ADAPTIVE and resilient. #orgdna
22:04:12 02:04:12	Chris Jones @sourcePOV		Excellent, Maria !! Most of us got here by stumbling across the convo. 4 years later, we're still going :) but ple... https://t.co/53PaD3TULJ
22:04:17 02:04:17	Maria H. Andersen @busynessgirl		RT @milouness: Leaders would monitor health and performance of networks, not performance of individuals. #orgdna
22:04:38 02:04:38	Mike Ritzius @mritzius		RT @milouness: If we had real networks, the role of "leaders" would be dramatically different. #orgdna
22:04:40 02:04:40	John Bordeaux @jbordeaux		@milouness But we have real networks. Perhaps not recognized, but that's how we live. #orgdna
22:04:40 02:04:40	Mike Ritzius @mritzius		RT @milouness: Leaders would monitor health and performance of networks, not performance of individuals. #orgdna
22:04:48 02:04:48	Bruce Waltuck @complexified		@tonyjocce yes..not sure if Dave created Ritual Dissent. Was cramming Roberto link into the 140 :-)) #orgdna

22:04:49 02:04:49	Jim @ CWPBIZ @CWPBIZ		INDEED! >> pardon my outburst :) RT @milouness If we had real networks, the role of "leaders" would be dramatically different. #orgdna
22:05:27 02:05:27	Carmen A. Medina @milouness		@jbordeaux Indeed...networks are the essence of human society....just think of the food delivery "network" in your city #orgdna
22:05:29 02:05:29	Christy Pettit @odguru		@jamiemillingham Informal, but kickass choir w/ @janelewismusic Been together largely intact for 6 yrs.Def in the social quadrant! #orgdna
22:05:32 02:05:32	Maria H. Andersen @busynessgirl		I keep thinking that metrics should be measured on teams in collaborative organizations. #orgdna
22:05:48 02:05:48	mark britz @britz		@jbordeaux @milouness Agreed. They are not made obvious. Not encouraged within orgs #orgdna
22:05:55 02:05:55	Jim @ CWPBIZ @CWPBIZ		Great point. RT @britz See much overlap between the social archetype and the network archetype. Differentiation? #orgdna
22:06:16 02:06:16	John Bordeaux @jbordeaux		@milouness But your 'real' point is the incentives we misalign for a networked age. We do not compensate for network performance. #orgdna
22:06:32 02:06:32	Bruce Waltuck @complexified		RT @milouness: Leaders would monitor health and performance of networks, not performance of individuals. #orgdna
22:06:45 02:06:45	Jim @ CWPBIZ @CWPBIZ		@britz I'd suggest you can't have one without the other. Sociology is at play. #orgdna
22:06:49 02:06:49	Jamie Billingham @jamiemillingham		Yes @milouness @jbordeaux Indeed...networks are the essence of human society.-think of the food delivery "network" in your city #orgdna
22:06:50 02:06:50	Noah Sparks @noahsparks		@milouness similar to what @andpitts envisions with #SNA? https://t.co/lSooyhxtX8 #orgdna
22:07:06 02:07:06	Allison Hornery @allisonhornery		@jbordeaux @milouness So do we lessen the impact of these natural networks by shining a spotlight on them? #orgdna
22:07:21 02:07:21	mark britz @britz		@jbordeaux @milouness we reward competition not collaboration unfortunately. Product trumps process #orgdna
22:07:40 02:07:40	Harold Jarche @hjarche		@milouness leadership helps the network make better decisions https://t.co/TZgrwRURRb #orgdna
22:07:47 02:07:47	Chris Jones @sourcePOV		Yes, definitely some "patterns of success" call outs at work with A4 - Network. Not that it's one to rule them all... https://t.co/ABEro8OytZ
22:07:52 02:07:52	Carmen A. Medina @milouness		@allisonhornery @jbordeaux Maybe successful networks share characteristics with quantum physics #orgdna
22:07:58 02:07:58	Jamie Billingham @jamiemillingham		Has anyone pondered the relationship between the network archetype and collective impact? #orgdna
22:08:13 02:08:13	mark britz @britz		@CWPBIZ I agree. To network is to be social #orgdna
22:08:24 02:08:24	Maria H. Andersen @busynessgirl		I've also been reflecting on where leadership vs management fits in matrix organizations. Relevant? #orgdna
22:08:33 02:08:33	DNA of Collaboration @collabdna		Can you define "collective impact" in this context, Jamie? #orgdna https://t.co/P7hce6vrU5
22:08:58 02:08:58	Jim @ CWPBIZ @CWPBIZ		@busynessgirl Interesting point.. may I ask what metrics you'd suggest? #orgdna
22:09:37 02:09:37	Bruce Waltuck @complexified		@milouness @allisonhornery @jbordeaux ahh yes re quantum physics! I've used quantum metaphors for years with orgs/change. #orgdna
22:09:48 02:09:48	Bruce Waltuck @complexified		RT @jamiemillingham: Has anyone pondered the relationship between the network archetype and collective impact? #orgdna
22:10:16 02:10:16	Jim @ CWPBIZ @CWPBIZ		@milouness .. and/or fluid dynamics? @allisonhornery @jbordeaux #orgdna

22:11:02 02:11:02	DNA of Collaboration @collabdna		Absolutely Maria, #leadership orientation to sense & guide differ from execution demands facing management. Echos o... https://t.co/WpSOQVPIp
22:11:17 02:11:17	Jamie Billingham @jamiebillingham		CI may have emerged from the network archetype? Using "classic" definition https://t.co/PrVNnR6voc #orgdna
22:11:24 02:11:24	Bruce Waltuck @complexified		@busynessgirl re leadership, management, matrix orgs: structures, flows, core values & operating principles. Boundaries/constraints #orgdna
22:11:55 02:11:55	Maria H. Andersen @busynessgirl		@CWPBIZ Completion of team goals in efficient manner, success of projects, low attrition. #orgdna
22:11:57 02:11:57	Jim @ CWPBIZ @CWPBIZ		@sandymaxey .. :-)) >> @ValdisKrebs #orgdna
22:12:13 02:12:13	DNA of Collaboration @collabdna		Respecting everyone's time (and it's late back east) moving to Q5, mb before we are ready .. #orgdna
22:12:20 02:12:20	Jamie Billingham @jamiebillingham		Or to better ask/state - Did CI emerge as a result of a move toward adopting the network archetype in a more formal manner? #orgdna
22:13:20 02:13:20	Allison Hornery @allisonhornery		@milouness @jbordeaux Interesting! *disappears down rabbit hole googling quantum physics* #orgdna
22:13:24 02:13:24	DNA of Collaboration @collabdna		Q5. Discuss the Practitioner archetype. Success factors? C/b seen in #SMB. Values independence and flexibility. Think SEALs. EMT. #orgdna
22:15:05 02:15:05	Jim @ CWPBIZ @CWPBIZ		@busynessgirl Tough call.. feels restrictive. More in line with command archetype? "Managerial" #orgdna
22:15:27 02:15:27	Chris Jones @sourcePOV		A5. Personally I've felt Practitioner archetype can't scale. M/b "n/a" for large orgs. But I've felt the orientation is a bit unique #orgdna
22:15:44 02:15:44	mark britz @britz		A5... think Consultant, Gig worker too #orgdna
22:16:16 02:16:16	Noah Sparks @noahsparks		@allisonhornery @milouness @jbordeaux best read IMO is Leadership and the New Science by Meg Wheatley. https://t.co/NVUsCFzUJk #orgdna
22:16:52 02:16:52	mark britz @britz		@sourcePOV but alas if the org design shifts to a org as platform model, then does it scale? #orgdna
22:16:59 02:16:59	Harold Jarche @hjarche		@ImaginaryTime @britz yes https://t.co/5E6TkreUTn #orgdna
22:17:15 02:17:15	Chris Jones @sourcePOV		Maybe A5 Practitioner + A4 Network cross over to give us skunkworks type R&D or independent contractors. Neither burdened by silos #orgdna
22:17:30 02:17:30	Carmen A. Medina @milouness		@noahsparks @allisonhornery @jbordeaux I so agree with that recommendation. Everything changed for me when I read that book #orgdna
22:17:41 02:17:41	Jim @ CWPBIZ @CWPBIZ		A5) Practitioner Archetype ..Solopreneur? Neo-generalist? Good to very good at many valuable skills. Undervalued in command/control? #orgdna
22:17:43 02:17:43	DNA of Collaboration @collabdna		RT @britz: A5... think Consultant, Gig worker too #orgdna
22:17:53 02:17:53	Bruce Waltuck @complexified		@CWPBIZ @sandymaxey @ValdisKrebs well now... Shout-outs for Sandy and Valdis. How cool is this? #orgdna
22:18:24 02:18:24	Carmen A. Medina @milouness		The practitioner can sometimes compensate for bad command and control. #orgdna
22:18:29 02:18:29	Allison Hornery @allisonhornery		@noahsparks Thx for the rec, added to reading list :) @milouness @jbordeaux #orgdna
22:18:50 02:18:50	Christy Pettit @odguru		@milouness @noahsparks @allisonhornery @jbordeaux Me too. #orgdna
22:19:07 02:19:07	Jim @ CWPBIZ @CWPBIZ		@sourcePOV I'd claim it as self-descriptive and I'd agree..it's a tough path. Yet, it is my natural state. Learning to embrace at 50 #orgdna

22:19:30 02:19:30	Chris Jones @sourcePOV		YES !! As in, "patterns of failure". That of course is the anti archetype. Help my semantics here .. the adaptation... https://t.co/7d4PMV6N71
22:20:08 02:20:08	Jim @ CWPBIZ @CWPBIZ		@sourcePOV Where do I sign up?!?!? I'm in. ;-) #orgdna
22:20:48 02:20:48	DNA of Collaboration @collabdna		SUCH GREAT IDEAS flowing tonight, would have to say we are in the #orgdna zone :) .. happens every so often with !!? a .. full .. moon :)
22:21:00 02:21:00	DNA of Collaboration @collabdna		RT @CWPBIZ: @sourcePOV Where do I sign up?!?!? I'm in. ;-) #orgdna
22:21:14 02:21:14	Carmen A. Medina @milouness		@collabdna just past #orgdna
22:21:29 02:21:29	Jim @ CWPBIZ @CWPBIZ		@milouness .. gut reaction: At great expense to the practitioner. #orgdna
22:21:37 02:21:37	Chris Jones @sourcePOV		Lol Jim, awesome, but I think you already signed up at the door !? :) #orgdna https://t.co/y95g95pZs5
22:22:24 02:22:24	Noah Sparks @noahsparks		@sourcePOV what prevents Practitioner from scaling ultimately in your opinion? Is scale the holy grail with orgs? #orgdna
22:22:36 02:22:36	Carmen A. Medina @milouness		@CWPBIZ sometimes but I think not always... #orgdna
22:22:38 02:22:38	Bruce Waltuck @complexified		@milouness @noahsparks @allisonhornery @jbordeaux ahh...love Meg W's work. "A Simpler Way" my fave. Hear a new book coming in 2017! #orgdna
22:22:39 02:22:39	Maria H. Andersen @busynessgirl		@CWPBIZ Yes! Good description. As orgs grow, people have to perform in narrower channels of expertise. Lousy for neogeneralist. #orgdna
22:23:02 02:23:02	Bruce Waltuck @complexified		RT @collabdna: SUCH GREAT IDEAS flowing tonight, would have to say we are in the #orgdna zone :) .. happens every so often with !!? a .. fu...
22:23:05 02:23:05	DNA of Collaboration @collabdna		Q6. Discuss the #Wirearchy 'connecting'-style archetype. Evolving. Patterns? Where is this likely to work? Similarities to Q1? Q4? #orgdna
22:24:07 02:24:07	Jim @ CWPBIZ @CWPBIZ		@sourcePOV I'm grasping at a way out of the sticky trap of command/control. Even knowing t/problem, it's not always ours to change. #orgdna
22:24:33 02:24:33	Chris Jones @sourcePOV		Have tweeted it before, "A Simpler Way" changed much for me. But seeing M.W. writing a few yrs back (discussed here... https://t.co/AvYb1g37nn)
22:24:41 02:24:41	Jim @ CWPBIZ @CWPBIZ		@sourcePOV .. sometimes the only way to win is not to play. And that's not always an option \$\$ #orgdna
22:24:59 02:24:59	Maria H. Andersen @busynessgirl		@noahsparks @sourcePOV Practitioner squelched by lack of time as the org scales. Can't maintain necessary relationships for success. #orgdna
22:25:37 02:25:37	Noah Sparks @noahsparks		@complexified @milouness @allisonhornery @jbordeaux Fantastic to hear! #orgdna
22:25:47 02:25:47	Bruce Waltuck @complexified		My slideshare ppt with fave quotes from Meg Wheatley's "A Simpler Way" https://t.co/oGghFMWIqD #orgdna
22:25:55 02:25:55	Chris Jones @sourcePOV		So @jonhusband we are talking #wirearchy tonight without you. Sorry. But, it WAS In the frame :) lol #orgdna https://t.co/lanPrdP3N4
22:26:16 02:26:16	Jim @ CWPBIZ @CWPBIZ		@milouness I believe you're right. I know I'm stuck in my current perspective. Fighting to get loose so I can see more clearly. #orgdna
22:26:41 02:26:41	Noah Sparks @noahsparks		@complexified have referenced these slides several times in the last few months. Thanks for assembling and passing along, Bruce. #orgdna
22:26:59 02:26:59	Carmen A. Medina @milouness		@complexified thanks! #orgdna
22:27:04 02:27:04	Allison Hornery @allisonhornery		@complexified Nice! #orgdna

22:27:24 02:27:24	Chris Jones @sourcePOV		"Fear of survival, the darkest of Darwinian shadows." M.Wheatly ASW 1999. That's not mgmt science or philosophy, it's poetry. #orgdna
22:27:31 02:27:31	Christy Pettit @odguru		RT @complexified: My slideshare ppt with fave quotes from Meg Wheatley's "A Simpler Way" https://t.co/oGghFMWIqD #orgdna
22:27:50 02:27:50	mark britz @britz		A6. Holy grail no? tech slowly pushing wirearchy fwd, empowering networks, opening communication, increasing transparency. #orgdna
22:27:51 02:27:51	Jim @ CWPBIZ @CWPBIZ		RT @complexified: My slideshare ppt with fave quotes from Meg Wheatley's "A Simpler Way" https://t.co/oGghFMWIqD #orgdna
22:27:54 02:27:54	Bruce Waltuck @complexified		@noahsparks @milouness @allisonhornery @jbordeaux interested if it follows on prescient "So Far From Home" #orgdna
22:28:10 02:28:10	Chris Jones @sourcePOV		And of course I spelled her name wrong. I think there's an "e" in there #guiltcomplex #orgdna
22:29:06 02:29:06	Noah Sparks @noahsparks		@busynessgirl @sourcePOV so scaling relationships is the limiting factor in Practitioner? Social #VR / networks not helping w scale? #orgdna
22:29:12 02:29:12	Jim @ CWPBIZ @CWPBIZ		@britz Unfortunately, outside of tech, the word is unrecognizable all too often. Agreed? #orgdna
22:29:15 02:29:15	D. Scott Smith @d_scott		Jumping in via phone.. hello all! #orgdna
22:29:22 02:29:22	Chris Jones @sourcePOV		A6. I DO think there's a thread that weaves A1 Social and A4 Network into and thru A6 Wirearchy. Would take more time to explore #orgdna
22:29:39 02:29:39	Maria H. Andersen @busynessgirl		RT @complexified: My slideshare ppt with fave quotes from Meg Wheatley's "A Simpler Way" https://t.co/oGghFMWIqD #orgdna
22:29:56 02:29:56	Bruce Waltuck @complexified		@noahsparks yvw! I had met Meg a number of times, including a memorable 1-1 over breakfast for hours in DC 2002. What insights! #orgdna
22:30:20 02:30:20	mark britz @britz		@sourcePOV No doubt! #orgdna
22:30:28 02:30:28	Chris Jones @sourcePOV		Oh gosh, Scott .. we've missed you !! Thanks for stopping in .. tho we are just about across the finish line #orgdna https://t.co/N17D4hoUPE
22:30:30 02:30:30	Carmen A. Medina @milouness		@CWPBIZ so many things affect our eyesight! #orgdna
22:30:41 02:30:41	Jim @ CWPBIZ @CWPBIZ		@noahsparks It's simply the limiting factor.. a root issue, no? @busynessgirl @sourcePOV #orgdna
22:31:29 02:31:29	Jim @ CWPBIZ @CWPBIZ		@noahsparks .. I mean far beyond practitioner (is what I was trying to say.) @busynessgirl @sourcePOV #orgdna
22:31:50 02:31:50	DNA of Collaboration @collabdna		Quick unscheduled process Q. 3rd Monday in NOV puts us into US Thanksgiving week, 11/21. Do we skip Nov, or move up to 2nd M 11/14? #orgdna
22:32:29 02:32:29	mark britz @britz		@noahsparks @sourcePOV My guess is org unable to structure to support a seamless shift from independence to interdependence #orgdna
22:32:37 02:32:37	D. Scott Smith @d_scott		Thank you Chris! @sourcePOV Coaching football, zo evenings are packed. #orgdna
22:32:48 02:32:48	Bruce Waltuck @complexified		Very cool seeing both @sandymaxey and @ImaginaryTime name-checked tonight here in #orgdna!
22:32:51 02:32:51	Chris Jones @sourcePOV		I can't do 3rd M in NOV aka 11/21 personally. Will be on a plane to Durango CO :) but I'd hate to let this energy f... https://t.co/LaDXQES7g8
22:33:02 02:33:02	mark britz @britz		@collabdna I vote 11/14 #orgdna
22:33:04 02:33:04	D. Scott Smith @d_scott		Reading the #orgdna stream https://t.co/TPExr6vP1

22:33:11 02:33:11	Noah Sparks @noahsparks		@CWPBIZ was a tad confused but your clarification helped. Agreed. So is scaling relationships desired? @busynessgirl @sourcePOV #orgdna
22:33:42 02:33:42	Jim @ CWPBIZ @CWPBIZ		@milouness Yes! It requires true courage.. the courage to self-reflect and be wrong.. to even begin to clear ones vision. #orgdna
22:34:29 02:34:29	mark britz @britz		@CWPBIZ even then I think tech world more readily lives it but term is not common #orgdna
22:34:44 02:34:44	Bruce Waltuck @complexified		We can debrief the complexity of the election. RT @britz @collabdna I vote 11/14 #orgdna
22:34:57 02:34:57	DNA of Collaboration @collabdna		Also, need your feedback >> should we stay w/ culture? Such a rich area. A booktour of Wheatley might do us good at some point #orgdna
22:35:12 02:35:12	Carmen A. Medina @milouness		Good night all! #orgdna
22:35:18 02:35:18	Maria H. Andersen @busynessgirl		@noahsparks @CWPBIZ @sourcePOV Once the relationships are forged, how to let them fade gracefully? Maybe that is the secret? #orgdna
22:35:33 02:35:33	Jim @ CWPBIZ @CWPBIZ		@noahsparks Unless I have this out of context...I'd say it's the key.. the root issue.. and very difficult. @busynessgirl @sourcePOV #orgdna
22:35:36 02:35:36	Christy Pettit @odguru		@britz @noahsparks @sourcePOV As soon as it scales it can become silo/expertise type. Or a co-working space... #orgdna
22:35:38 02:35:38	Noah Sparks @noahsparks		11/14 for next rendezvous please. #orgdna
22:35:50 02:35:50	Chris Jones @sourcePOV		G'night Carmen, excellent contributions tonight !! (as always) #orgdna https://t.co/TIdpPuLPed
22:36:30 02:36:30	mark britz @britz		@noahsparks @CWPBIZ @busynessgirl @sourcePOV I think its more the need to manage relationships. #PKM skills/space needed #orgdna
22:36:49 02:36:49	Noah Sparks @noahsparks		@busynessgirl @CWPBIZ @sourcePOV fade... or forged with new others?? Who knows. #orgdna
22:36:57 02:36:57	Bruce Waltuck @complexified		Shameless plug: join @YesAndPhilly Facilitation Xchng FREE 10/24. Register here https://t.co/KeLbMmrodM #orgdna
22:36:57 02:36:57	Chris Jones @sourcePOV		When are U.S. elections, the week prior, yes? TUES NOV 8 !? #orgdna https://t.co/jMXOI9wI5o
22:37:16 02:37:16	Jim @ CWPBIZ @CWPBIZ		@britz Hmm... maybe "investor" influence is at play? #orgdna
22:37:23 02:37:23	Bruce Waltuck @complexified		@milouness take care, Carmen. #orgdna
22:37:52 02:37:52	Jim @ CWPBIZ @CWPBIZ		@milouness Honored, Carmen! Nice to meet you. :) #orgdna
22:38:14 02:38:14	DNA of Collaboration @collabdna		OUTSTANDING CHAT tonight everyone, one of our best ever. Major thanks to everyone who's been coming out for #orgdna season 4 :)
22:38:49 02:38:49	Christy Pettit @odguru		@collabdna Thanks Chris and Mark for the frame and your dedicated leadership #orgdna
22:39:04 02:39:04	Maria H. Andersen @busynessgirl		@collabdna Thanks for the fun conversation! #orgdna
22:39:15 02:39:15	DNA of Collaboration @collabdna		Watch for #orgdna transcript tomorrow courtesy @johnwlewis @holosoft >> will be a PDF linked in our framing post >> https://t.co/EM7GJDMpfG
22:39:41 02:39:41	Bruce Waltuck @complexified		RT @collabdna: OUTSTANDING CHAT tonight everyone, one of our best ever. Major thanks to everyone who's been coming out for #orgdna season 4...
22:39:47 02:39:47	Noah Sparks @noahsparks		@britz any shining examples come to mind of those who excel at managing relationships? @CWPBIZ @busynessgirl @sourcePOV #orgdna

22:40:20 02:40:20	Chris Jones @sourcePOV		So great you saw us and jumped in tonight Maria. Hope you'll be back .. we do this every 3rd Monday .. except in NO... https://t.co/zgDNL36CWS
22:40:35 02:40:35	Noah Sparks @noahsparks		Many thanks! Exceptional connecting and conversing tonight. Much appreciated, all! #orgdna
22:40:57 02:40:57	Allison @realAllisonW		RT @mritzus: A3 Personally, I have been most successful in silo'd cultures by being largely blind to said silos #orgdna
22:41:19 02:41:19	Bruce Waltuck @complexified		A great exchange of thinking and ideas in tonight's #orgdna chat. Wonderfully rich group of generous people!
22:41:31 02:41:31	mark britz @britz		@odguru @noahsparks @sourcePOV key word is "can" - leaders *can* control systems that drive behaviors which in turn informs culture #orgdna
22:42:32 02:42:32	Jim @ CWPBIZ @CWPBIZ		@noahsparks Individual? Or Org? @britz @busynessgirl @sourcePOV #orgdna
22:42:40 02:42:40	mark britz @britz		@noahsparks @CWPBIZ @busynessgirl @sourcePOV certainly not me! ;) But seriously relationships a key part of #PKM strategy #orgdna
22:43:15 02:43:15	Chris Jones @sourcePOV		.. such rich, in-depth insights, guys .. excited t/b a part. Need to run but hope to see u back NOV 14 9pET. Topic TBD (dm us !!) #orgdna
22:43:20 02:43:20	Noah Sparks @noahsparks		@CWPBIZ any and all. ;) @britz @busynessgirl @sourcePOV #orgdna
22:43:45 02:43:45	Chris Jones @sourcePOV		Night everyone !!! #orgdna
22:44:00 02:44:00	Jim @ CWPBIZ @CWPBIZ		Thank you all for such a warm welcome tonight. First time and I've enjoyed it tremendously. Feeling inspired. #orgdna
22:44:55 02:44:55	Noah Sparks @noahsparks		Sayonara, @sourcePOV. #orgdna
22:45:46 02:45:46	Jim @ CWPBIZ @CWPBIZ		@noahsparks I'd hold @tamcdonald up as a shining example. @britz @busynessgirl @sourcePOV #orgdna
22:46:43 02:46:43	Jim @ CWPBIZ @CWPBIZ		@noahsparks Ciao Noah. @sourcePOV #orgdna
00:19:39 04:19:39	Ron Schindler @UTRonSchindler		Get in the Cloud with the Experts! Office 365 Solutions is out! https://t.co/DamZehXVlg Our Experts: @bniaulin #orgdna #powerapps
00:20:17 04:20:17	Information Workers @InfoWorkers		Get in the Cloud with the Experts! Office 365 Solutions is out! https://t.co/VyHXBccgr7 Our Experts: bniaulin #orgdna #powerapps