

orgdna chat

Culture Unraveled: The Semantics of “Purpose” .. a Tale of Many Threads

Times shown in: [Eastern Standard Time](#) and [Coordinated Universal Time](#)

Between **2016 Nov 14 12:00** and **2016 Nov 15 01:00**
20 people sent 218 messages containing #orgdna

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13:55:29 18:55:29	Chris Jones @sourcePOV		Excellent Bruce, an idea that captures a great many inputs from OCT #orgdna .. re: purpose in #culture & also dyn.... https://t.co/IJ2x1AbimZ
14:36:17 19:36:17	DNA of Collaboration @collabdna		Semantics of "Purpose": Plight of the Change Agent (a Tale of Many Threads) #orgdna on #culture MON 11/14 9p EST https://t.co/Y43TmEmqKN
15:06:33 20:06:33	Chris Jones @sourcePOV		MANY threads re: change hurdles last mo. at #orgdna on Patterns >> now to >> "Purpose" & challenges of Change Agents https://t.co/KczBOnWiUU
15:07:36 20:07:36	Goodman Lantern @GoodmanLantern		RT @sourcePOV: MANY threads re: change hurdles last mo. at #orgdna on Patterns >> now to >> "Purpose" & challenges of Change Agents https://t.co/KczBOnWiUU
15:10:04 20:10:04	Jamie Billingham @jamiebillingham		RT @collabdna: Semantics of "Purpose": Plight of the Change Agent (a Tale of Many Threads) #orgdna on #culture MON 11/14 9p EST https://t.co/Y43TmEmqKN
17:34:41 22:34:41	Lachlan Searle @lachlansearle		'Of all the forms of inequality, injustice in health care is the most shocking and inhumane.' #DrMartinLutherKing... https://t.co/L2JcIW7BAq
18:06:57 23:06:57	Jamie Billingham @jamiebillingham		Join the #orgdna chat tonight at 9pm EST. for this and more https://t.co/PHVFM87wpP https://t.co/k2CsrJEXK9
18:12:24 23:12:24	Chris Jones @sourcePOV		Oh gosh, that's a long winded quote. Did I say all that !? #orgdna #culture re: #changeagents https://t.co/IhzcYuTXq3
19:03:24 00:03:24	mark britz @britz		Tonight on #orgdna chat- Culture Unraveled: the Semantics of Purpose (a closer look at cultural change agents) https://t.co/zM6PHEjoqM
19:04:15 00:04:15	JD Dillon @JD_Dillon		RT @britz: Tonight on #orgdna chat- Culture Unraveled: the Semantics of Purpose (a closer look at cultural change agents) https://t.co/zM6PHEjoqM
19:21:25 00:21:25	Chris Jones @sourcePOV		Appreciated, John. Guess we all have deep energy in this space #orgdna #culture #changeagents https://t.co/pOlixindIO
19:24:56 00:24:56	Goodman Lantern @GoodmanLantern		RT @sourcePOV: Appreciated, John. Guess we all have deep energy in this space #orgdna #culture #changeagents https://t.co/pOlixindIO
19:27:54 00:27:54	Chris Jones @sourcePOV		So @noahsparks @CWPBIZ @britz @complexified hoping u guys can join. Your ideas from OCT #orgdna fueled frame for NOV https://t.co/LcSLtNEDMj
19:28:27 00:28:27	Raj Goodman Anand @RajAnand		RT @sourcePOV: Appreciated, John. Guess we all have deep energy in this space #orgdna #culture #changeagents https://t.co/pOlixindIO
19:28:27 00:28:27	Kiley Doll @Kiley_Doll		RT @sourcePOV: Appreciated, John. Guess we all have deep energy in this space #orgdna #culture #changeagents https://t.co/pOlixindIO
19:30:49 00:30:49	Chris Jones @sourcePOV		Super excited about #orgdna tonight, 9pm EST >> Semantics of "Purpose": the Challenge for #ChangeAgents. Should be a great exchange.

20:51:16 01:51:16	DNA of Collaboration @collabdna		Thanks for today's #orgdna RTs @jonhusband @jamiebillingham @britz @jamiebillingham @culturewrld @adaptivecoach @busynessgirl @CWPBIZ
20:52:59 01:52:59	DNA of Collaboration @collabdna		Thanks for today's #orgdna RTs, likes & interest @d_scott @AstridBijou @jd_dillon @dc2fla .. we'll be starting in about 5 minutes
20:53:25 01:53:25	Allison Hornery @allisonhornery		@collabdna Looking forward to joining the convo :) #orgdna
20:54:32 01:54:32	Chris Jones @sourcePOV		Awesome Allison, can't wait to get started. T-minus 5 mins or so. #orgdna https://t.co/47TR7geQj2
20:59:56 01:59:56	DNA of Collaboration @collabdna		WELCOME TO #ORGDNA. Tonight we resume our #culture series, w/ "Purpose" & Challenges for #ChangeAgents frame: https://t.co/X42TmFF00n
21:00:34 02:00:34	DNA of Collaboration @collabdna		Hope everyone's week got off to a great start. Let's open w/ brief introduction, as folks arrive .. and we'll jump in #orgdna
21:01:40 02:01:40	Chris Jones @sourcePOV		Chris Jones here, Charlotte NC. Instigator & connector of dots. Your host tonight for #orgdna glad y'all could join us
21:02:19 02:02:19	Chris Jones @sourcePOV		Lol, Allison, our chats do call for a bit of caffeine, yes !? #orgdna https://t.co/rkSlScYTfo
21:02:42 02:02:42	mark britz @britz		Hi Chris and all. Mark Britz dropping in for a bit. In Las Vegas for #DevLearn via way of #Syracuse today #orgdna
21:03:13 02:03:13	DNA of Collaboration @collabdna		Our normal night is MONDAY week3, but due to the holidays, the group voted for week2 in NOV, so we didn't have to skip #orgdna
21:04:22 02:04:22	Chris Jones @sourcePOV		Hey Mark !! I know you're tied up tonight, thx for stopping in :) took your lead on #changeagents frame >> please g... https://t.co/zYV5ObY4sl
21:05:11 02:05:11	Chris Jones @sourcePOV		Hey @d_scott, are you with us this evening? Would be great to have you join in .. #orgdna
21:05:32 02:05:32	DNA of Collaboration @collabdna		Lots to discuss tonight, we'll go ahead and jump in. #orgdna
21:05:38 02:05:38	Adam Brown @AdamBrownEDU		Hi! Adam from VA. Principal #orgdna
21:06:29 02:06:29	Chris Jones @sourcePOV		Welcome Adam, thanks for joining us. So glad u dropped in !! Whereabouts in VA, if I could ask? #orgdna https://t.co/tVkmDEfWYW
21:06:36 02:06:36	Jamie Billingham @jamiebillingham		Hola :-)) #orgdna
21:06:36 02:06:36	D. Scott Smith @d_scott		Hello Chris! @sourcePOV great to be a part of #orgdna...Cheers!
21:06:59 02:06:59	Adam Brown @AdamBrownEDU		@sourcePOV Virginia Beach area #orgdna
21:07:49 02:07:49	tonyjoyce @tonyjoyce		@sourcePOV checking in from the new checkout capital (wash dc) #orgdna
21:08:33 02:08:33	DNA of Collaboration @collabdna		Q1. Last month we discussed challenges of shared understanding. Let's define "attractors of meaning" as it impacts culture & change #orgdna
21:09:32 02:09:32	Chris Jones @sourcePOV		Welcome @tonyjoyce @AdamBrownEDU @d_scott @jamiebillingham .. hello !! so glad u could join us this evening !! #orgdna
21:09:50 02:09:50	D. Scott Smith @d_scott		RT @sourcePOV: Welcome @tonyjoyce @AdamBrownEDU @d_scott @jamiebillingham .. hello !! so glad u could join us this evening !! #orgdna
21:10:05 02:10:05	Jon Husband @jonhusband		Happy I can attend #orgdna chat tonight ..
21:10:36 02:10:36	Chris Jones @sourcePOV		A1. "Attractors of Meaning" comes to us from complexity space, I believe. Hopeful @complexified can help us on this one .. !? #orgdna

21:11:25 02:11:25	Jamie Billingham @jamiebillingham		Bruce? "Attractors of Meaning" comes to us from complexity space, I believe. Hopeful @complexified can help us on this .. !? #orgdna
21:11:54 02:11:54	Chris Jones @sourcePOV		Excellent Jon, so great to have you with us !! #orgdna https://t.co/LxL31YUCmK
21:12:29 02:12:29	mark britz @britz		MT @collabdna Q1... Let's define "attractors of meaning" as it impacts culture & change #orgdna
21:13:32 02:13:32	Chris Jones @sourcePOV		A1. As a working definition, for chat purposes, lets start w/ >> "Attractor: powerful influence that subconsciously... https://t.co/J7q6aSn5Jg
21:14:45 02:14:45	DNA of Collaboration @collabdna		Context for Q1 >> last month we discussed how Power & Fear can often trump ethical behavior. @complexified (Bruce) made ref to this #orgdna
21:15:12 02:15:12	Jamie Billingham @jamiebillingham		I did some searching - as I am not sure of the phrase - and found this https://t.co/XXQh983Dc8 #orgdna
21:15:28 02:15:28	Chris Jones @sourcePOV		Welcome Daniel, glad u could stop in :) #orgdna https://t.co/KoJwjCn3T6
21:15:31 02:15:31	mark britz @britz		@jamiebillingham I read the same :) #orgdna
21:15:33 02:15:33	Adam Brown @AdamBrownEDU		A1. Is it the type of reinforcement that attracts a group to function as one? A shared vision that is greater than one person #orgdna
21:16:18 02:16:18	Jamie Billingham @jamiebillingham		@britz Its a long read #orgdna
21:16:34 02:16:34	Chris Jones @sourcePOV		Nice Adam, I like this one. So 'attractor' a group dynamic, and bringing elements together .. makes sense https://t.co/sYM8nqZZ70
21:16:39 02:16:39	mark britz @britz		@sourcePOV Subconscious and trigger makes me think of the habit cycle #orgdna
21:17:33 02:17:33	Chris Jones @sourcePOV		A1 .. but also, in context, not all attractors are positive. Power & fear mentioned .. we react, adapt, comply ... !? #orgdna @AdamBrownEDU
21:17:37 02:17:37	D. Scott Smith @d_scott		A1 Deming reminds us, "Your system is creating exactly what it is designed to create." @collabdna @complexified #orgdna
21:17:38 02:17:38	Adam Brown @AdamBrownEDU		'Leadership and the New Science' talks about the strengths that these attractors can be. Can be positive or negative force #orgdna
21:18:39 02:18:39	Chris Jones @sourcePOV		I see u are a Wheatley fan, Adam. Excellent. We have done book reviews at #orgdna before .. and perhaps shall again... https://t.co/g8pyr8GexR
21:18:40 02:18:40	mark britz @britz		@AdamBrownEDU Certainly can be. It's the "object" that social forms around... potential community formation #orgdna
21:18:55 02:18:55	Adam Brown @AdamBrownEDU		@sourcePOV absolutely. These attractors serve as some type of function. A negative factor can serve a purpose for some groups #orgdna
21:19:19 02:19:19	Adam Brown @AdamBrownEDU		@sourcePOV It's an outstanding book #orgdna
21:20:23 02:20:23	DNA of Collaboration @collabdna		Just joining? Our #orgdna chat tonight is 4th in our #CultureSeries, as we delve into Challenges of #ChangeAgents #culture #orgdev
21:21:04 02:21:04	D. Scott Smith @d_scott		RT @collabdna: Just joining? Our #orgdna chat tonight is 4th in our #CultureSeries, as we delve into Challenges of #ChangeAgents #culture...
21:21:07 02:21:07	DNA of Collaboration @collabdna		.. some over arching context for this discussion >> what forces must the Change Agent consider? what skills must they bring? #orgdna
21:21:33 02:21:33	tonyjoyce @tonyjoyce		@AdamBrownEDU Does "leadership..." hint at whether these are conscious or subconscious forces? #orgdna
21:21:49 02:21:49	Chris Jones @sourcePOV		Meaning, to me .. if I'm a change agent, I care about attractors, positive or negative .. !! Let's give some more... https://t.co/lryHDjU8rh

21:22:07 02:22:07	Jamie Billingham @jamiebillingham		In the paper I read, in M Luther's "I have a dream" speech - the word dream - was as an example of a strange attractor of meaning #orgdna
21:23:08 02:23:08	Adam Brown @AdamBrownEDU		Change Agents must see the path. They understand the forces that resist and anticipate them. They are relentless in their pursuit #orgdna
21:23:17 02:23:17	Chris Jones @sourcePOV		Excellent, I was going to go to "cause" or "philanthropy" .. but MLK "dream" is more emotive, more powerful .. more... https://t.co/u2s89U9pKq
21:23:34 02:23:34	mark britz @britz		@jamiebillingham Interesting example. A shared vision but can have different truths for different people? #orgdna
21:24:30 02:24:30	mark britz @britz		MT @AdamBrownEDU Change Agents understand the forces that resist and anticipate them. They are relentless in their pursuit #orgdna
21:24:33 02:24:33	Chris Jones @sourcePOV		When @complexified mentioned Attractors in last month's chat, we were on negative examples, Power, Fear .. hurdles to be overcome .. #orgdna
21:25:11 02:25:11	Adam Brown @AdamBrownEDU		talk about the strongest of attractors r unconscious. Reference grassroots efforts and even terrorist grps at how strong it can be #orgdna
21:25:13 02:25:13	Jamie Billingham @jamiebillingham		@britz Yes, an then it tips - to becomes something different, but the same for everyone - takes on a new power. Fascinating. #orgdna
21:25:53 02:25:53	Allison Hornery @allisonhornery		@britz @jamiebillingham OK, you guys have just given me a huge light bulb moment about a project I'm in the middle of #win #orgdna
21:26:07 02:26:07	Mike Ritzius @mritzius		Just got in, what did I miss? #orgdna
21:26:09 02:26:09	DNA of Collaboration @collabdna		Excellent input on 'Attractors of Meaning' .. social forces that connect, draw together, inspire action (even if negative) #orgdna
21:26:11 02:26:11	mark britz @britz		@allisonhornery @jamiebillingham Ooooh tell us more! #orgdna
21:26:15 02:26:15	D. Scott Smith @d_scott		The "Dream" is a present vocalization of a future state giving purpose and meaning to the actions & activities of today. #orgdna #MLK
21:26:17 02:26:17	tonyjoyce @tonyjoyce		@britz @jamiebillingham #orgdna Dream May be a good example because we all experience the same biological functions?
21:26:49 02:26:49	mark britz @britz		@tonyjoyce @jamiebillingham right. common ground. context important in any example of attractor #orgdna
21:27:05 02:27:05	Chris Jones @sourcePOV		Hey Mike, thanks for stopping in !! We are on A1, defining a term raised last chat "Attractors" >> forces of social... https://t.co/NoeNz4Hd6x
21:28:21 02:28:21	mark britz @britz		So in organizations. A simple, believable, meaningful call to action can be an attractor #orgdna
21:28:26 02:28:26	Chris Jones @sourcePOV		YES, but common ground extended into common action. Creates movement toward a center? Toward a whole? #orgdna... https://t.co/Kor19TWrrZ
21:29:00 02:29:00	Mike Ritzius @mritzius		@sourcePOV cool, hmm, attractors... Seems to be something that elicits trust at a visceral level #orgdna
21:29:05 02:29:05	DNA of Collaboration @collabdna		Keeping us moving, Q2 .. #orgdna
21:29:06 02:29:06	Allison Hornery @allisonhornery		@britz @jamiebillingham The idea of shared vision for group w different truths for individuals - v human approach to strategy #orgdna
21:29:48 02:29:48	Jamie Billingham @jamiebillingham		@britz @tonyjoyce I think I get it - the stabilized becomes destabilized through crisis. #orgdna
21:30:12 02:30:12	mark britz @britz		My last tweet might be interpreted as a "mission statement" - many of which fail because they are not lived or aligned day-to-day #orgdna
21:30:17 02:30:17	Allison Hornery @allisonhornery		@britz @jamiebillingham Syncs w what we call mutual self-interest, but yr expression fits a sensemaking gap I didn't know I had! #orgdna

21:30:23 02:30:23	DNA of Collaboration @collabdna		Sounds like a Change Agent can put Attractors to work. Or if they are not under their control, to at least be aware .. !? #orgdna
21:30:36 02:30:36	tonyjoyce @tonyjoyce		@britz @jamiebillingham now we need to address scope of "common" it has to be quite broad, else we create parochial fiefdoms? #orgdna
21:31:03 02:31:03	DNA of Collaboration @collabdna		Let's nudge dialog in direction of the Change Agent (but keep the A1's coming) .. #orgdna
21:31:07 02:31:07	mark britz @britz		@allisonhornery @jamiebillingham Which expression was that Allison? #orgdna
21:32:05 02:32:05	DNA of Collaboration @collabdna		Q2. How does a change agent build common ground when everyone has their own semantics, their own cultural lens? #orgdna
21:32:17 02:32:17	Mike Ritzius @mritzius		@collabdna a change agent leverages attractors to build social Capitol? Maybe? Thinking out loud...#orgdna
21:32:27 02:32:27	D. Scott Smith @d_scott		However, Crisis can lead to "esprit de corps " @jamiebillingham @britz @tonyjoyce #orgdna
21:32:29 02:32:29	Jamie Billingham @jamiebillingham		A2 - gut says use metaphor and emotions but have had lots of miscommunications due to variety of interpretations of those #orgdna
21:32:30 02:32:30	mark britz @britz		@collabdna "put to work (attractors)" is a key point. Actionable... mind/body #orgdna
21:32:47 02:32:47	Allison Hornery @allisonhornery		Emphasis on "believable" #orgdna https://t.co/TyezdPqh6B
21:32:54 02:32:54	Chris Jones @sourcePOV		Perhaps I need to re-read LATNS. "A Simpler Way" captured all my MW energy .. #orgdna https://t.co/1HR9rTFtYb
21:33:30 02:33:30	mark britz @britz		@allisonhornery ahh yes. Thx. believable as in a truth but also in some greater potential... hmmm #orgdna
21:33:48 02:33:48	mark britz @britz		RT @collabdna Q2. How does a change agent build common ground when everyone has their own semantics, their own cultural lens? #orgdna
21:34:08 02:34:08	Allison Hornery @allisonhornery		@britz @jamiebillingham Shared vision with different truths (and that both of these states can exist simultaneously) #orgdna
21:35:16 02:35:16	Mike Ritzius @mritzius		A2 change agent needs to be aware of varying worldviews and create spaces that allow for interaction with decreased friction #orgdna
21:35:18 02:35:18	Chris Jones @sourcePOV		A2. My gut for bldg common ground takes me to "sense of purpose" .. a Kotteresque burning platform perhaps. A mission. An attractor? #orgdna
21:35:18 02:35:18	Allison Hornery @allisonhornery		@britz "People will attempt to change their behaviour if 1) they believe it will be worth it, and 2) they can do what is required." #orgdna
21:35:43 02:35:43	mark britz @britz		A2. A Change Agent must be the key node in the network to help align and drive forward the vision. In many ways Ghandi was this #orgdna
21:36:17 02:36:17	Jamie Billingham @jamiebillingham		A2 - it has to be through co-creating the definition of the issue/problem and defining the words used. We're into Collective Impact #orgdna
21:36:20 02:36:20	mark britz @britz		@allisonhornery Autonomy, Mastery, Purpose - keys to motivation (momentum) as per Daniel Pink #orgdna
21:36:57 02:36:57	Allison Hornery @allisonhornery		@britz That quote from a great book Influencer https://t.co/pawo99vGQd #orgdna
21:36:59 02:36:59	Adam Brown @AdamBrownEDU		A2. a greater purpose. clear understanding of what group seeks 2 be. change agent champions this. inaction against vision is outlier #orgdna
21:37:10 02:37:10	Chris Jones @sourcePOV		Absolutely Allison. Paraphrased, they have to "see themselves in the change" (Kotter), "be the change" (Gandhi) https://t.co/xbXoEKo5dk
21:37:50 02:37:50	D. Scott Smith @d_scott		A2 Commonality of semantics-achievable in a small orgs; you can address individuals. There will be translation loss in a big org #orgdna

21:37:50 02:37:50	Allison Hornery @allisonhornery		@britz Absolutely, find this all the time in the work we do (and Drive is one of my fave books!) #orgdna
21:38:11 02:38:11	Goodman Lantern @GoodmanLantern		RT @sourcePOV: Perhaps I need to re-read LATNS. "A Simpler Way" captured all my MW energy .. #orgdna https://t.co/1HR9rTFtYb
21:38:12 02:38:12	mark britz @britz		My time is up. I must step away... I will definitely check out this conversation when I return! Have fun! #orgdna
21:38:33 02:38:33	Chris Jones @sourcePOV		Lol JINX re: Gandhi .. or is that more like an RT !? :) #orgdna https://t.co/4U6gyeUU8Q
21:39:35 02:39:35	Chris Jones @sourcePOV		Ok Mark, truly appreciate that you stopped in while busy. And props .. tonites "change agent" thread was yours (cre... https://t.co/qXZ4PDih4l
21:40:21 02:40:21	Allison Hornery @allisonhornery		Like this 'spaces' concept: all kinds of spaces are impt #orgdna https://t.co/o6y2OBD6c1
21:40:34 02:40:34	Paul @Shamlet		@collabdna #orgdna A2. Semantics and cultural lenses will nearly always have regions of overlap -- find these to build common ground.
21:40:54 02:40:54	Raj Goodman Anand @RajAnand		RT @sourcePOV: Perhaps I need to re-read LATNS. "A Simpler Way" captured all my MW energy .. #orgdna https://t.co/1HR9rTFtYb
21:40:55 02:40:55	Kiley Doll @Kiley_Doll		RT @sourcePOV: Perhaps I need to re-read LATNS. "A Simpler Way" captured all my MW energy .. #orgdna https://t.co/1HR9rTFtYb
21:41:10 02:41:10	Mike Ritzius @mritzius		A2 change agents build common ground by giving both hospice to the old and creating space for the new, then bridging the gap #orgdna
21:41:42 02:41:42	Chris Jones @sourcePOV		Actually @AdamBrownEDU @odguru @LeadKJWalters @jamiEBillingham been thinking abt a "Return to Wheatley" series >> 2017 #orgdna book review?
21:41:57 02:41:57	mark britz @britz		@allisonhornery @jamiEBillingham the US pres election outcome is a good example of this Allison... #orgdna
21:42:39 02:42:39	Jamie Billingham @jamiEBillingham		RT @britz: @allisonhornery @jamiEBillingham the US pres election outcome is a good example of this Allison... #orgdna
21:42:41 02:42:41	Allison Hornery @allisonhornery		@britz @jamiEBillingham Which brings us right back around to the positive/negative impact angle... #orgdna
21:43:35 02:43:35	Chris Jones @sourcePOV		Agree Mark, hard to keep presidential politics out of this one. "Change" theme is clear. "Attractor" forces? Fascin... https://t.co/kymSeSHjAK
21:44:24 02:44:24	Chris Jones @sourcePOV		Welcome Paul, thanks so much for stepping in to see us !! Love when you can contribute a bit .. #orgdna https://t.co/tqjYYE1VgO
21:44:36 02:44:36	Paul @Shamlet		@collabdna #orgdna Much of what's coming out for A2 describes the work of a high-level diplomat -- work seated in language & cultural lenses
21:45:02 02:45:02	Jamie Billingham @jamiEBillingham		RT @Shamlet: @collabdna #orgdna Much of what's coming out for A2 describes the work of a high-level diplomat -- work seated in language & c...
21:45:52 02:45:52	Jamie Billingham @jamiEBillingham		It really is - the language and ways of diplomacy @Shamlet @collabdna A2 describes the work of a high-level diplomat #orgdna
21:46:29 02:46:29	Jamie Billingham @jamiEBillingham		A2 - being intensely and genuinely curious #orgdna
21:46:31 02:46:31	Chris Jones @sourcePOV		Agree Paul, "diplomats" a great way to describe #changeagents .. "ambassadors" .. def. coalition builders https://t.co/PARS5hdpm1
21:47:23 02:47:23	DNA of Collaboration @collabdna		Very nice segue into Q3 .. #orgdna https://t.co/nszN59R314
21:48:07 02:48:07	DNA of Collaboration @collabdna		Q3. What are the skills of #changeagents !? #orgdna #orgdev #leadership
21:48:14 02:48:14	Jamie Billingham @jamiEBillingham		A2 - and not being attached to outcomes - attachment to outcomes can switch convenor to manipulator imo #orgdna

21:49:01 02:49:01	Chris Jones @sourcePOV		A3. Looks like we've already logged a few >> a. diplomats b. ambassadors (mb same role?) c. leaders d. translators .. #orgdna
21:49:12 02:49:12	Jamie Billingham @jamiebillingham		A3 - listening - really, hearing between the lines #orgdna
21:49:36 02:49:36	Chris Jones @sourcePOV		A3c. .. tho 'leaders' may be entirely too broad in this context; no FREEBIES on this exam :) #orgdna
21:50:06 02:50:06	D. Scott Smith @d_scott		RT @collabdna: Q3. What are the skills of #changeagents !? #orgdna #orgdev #leadership
21:50:22 02:50:22	Jamie Billingham @jamiebillingham		A3 - flexible beliefs - being able to hold ones beliefs while accepting other, often opposite beliefs, values. #orgdna
21:51:14 02:51:14	Adam Brown @AdamBrownEDU		A3. Empathetic, visionaries, servant leaders, hardest worker in the room, able to see the moving parts, cheerleader, hard ass #orgdna
21:51:25 02:51:25	Chris Jones @sourcePOV		HUGE Jamie. I touched on this a bit in the frame, in context of "coalition building" .. working across aisle (bipar... https://t.co/JvfKuU61fb)
21:51:30 02:51:30	Mike Ritzius @mritzius		A3 change agents stay and hold center. They create the space by managing self and fostering interactions to positive effect #orgdna
21:52:08 02:52:08	Chris Jones @sourcePOV		Excellent Mike, LOVE notion of creating space .. for possibility .. M.Wheatley has taught me well :) #orgdna https://t.co/Fn33FQ2y7h
21:52:34 02:52:34	Jamie Billingham @jamiebillingham		I notice that my idea of a change agent behaviours are almost opposite of some typical descriptions - super focused, single minded #orgdna
21:52:42 02:52:42	tonyjoyce @tonyjoyce		@jamiebillingham there is a case where outcomes matter - known conflict. Here convenor becomes mediator, seeking balances or trades. #orgdna
21:53:01 02:53:01	Chris Jones @sourcePOV		Excellent A3 entries Adam, definitely getting these down .. highlights for tonight's transcript .. !! #orgdna https://t.co/erlCVdK4b3
21:53:56 02:53:56	Paul @Shamlet		@collabdna #orgdna A3. Contemplative, genuine listening. Models deep respect for others and creates thinking space to find common ground.
21:54:17 02:54:17	Mike Ritzius @mritzius		Change agents do not force change upon others. They create the conditions for changes to emerge from within the com... https://t.co/OysFrlk4eb
21:54:42 02:54:42	Jamie Billingham @jamiebillingham		I can see multiple roles happening @tonyjoyce there is a case where outcomes matter ...convenor becomes mediator... #orgdna
21:55:11 02:55:11	Chris Jones @sourcePOV		YES, very interesting duality. Leading during times of transformation can be daunting, prompts heavy hand, not a li... https://t.co/lcFCnaBFEH
21:55:27 02:55:27	Allison Hornery @allisonhornery		+1000 #orgdna https://t.co/St4di3Z3BP
21:55:30 02:55:30	Paul @Shamlet		@collabdna #orgdna A3. Genuine listening slows everything down, creates opportunities for reflection as opposed to quick, reactive exchange.
21:56:10 02:56:10	DNA of Collaboration @collabdna		We're headed for a 10:15 EST wrapup tonight #orgdna
21:56:30 02:56:30	Mike Ritzius @mritzius		RT @Shamlet: @collabdna #orgdna A3. Genuine listening slows everything down, creates opportunities for reflection as opposed to quick, reac...
21:57:23 02:57:23	Jamie Billingham @jamiebillingham		What is the role of intent? Cos I know some folks who create conditions of change expertly - to destroy not bring together. #orgdna
21:57:31 02:57:31	Paul @Shamlet		@mritzius #orgdna Yes -- why I see empathetic listening as a crucial element in that process --
21:57:32 02:57:32	Adam Brown @AdamBrownEDU		@sourcePOV @jamiebillingham change agent is able 2 see whats necessary. Whether it's applying a tourniquet or relationship building #orgdna
21:58:03 02:58:03	Jamie Billingham @jamiebillingham		RT @Shamlet: @collabdna #orgdna A3. Genuine listening slows everything down, creates opportunities for reflection as opposed to quick, reac...

21:58:34 02:58:34	Mike Ritzius @mritzius		@Shamlet I've been working with groups to build empathic listening skills. The results are amazing. Always end up with joyful tears #orgdna
21:59:14 02:59:14	tonyjoyce @tonyjoyce		@Shamlet @collabdna Does change agent need 2 speeds? Cutting through noise to get to needs, then slowing it down to listening pace? #orgdna
21:59:45 02:59:45	DNA of Collaboration @collabdna		You'll find Q4 not in the frame, but it's important culmination for our 2016 #culture series .. seeking some closure in DEC #orgdna chat ..
22:01:06 03:01:06	Paul @Shamlet		@mritzius #orgdna Change only endures when it's generative. If it's an imposed agenda, we just wait for another imposed agenda to come along
22:01:09 03:01:09	Mike Ritzius @mritzius		A3 change agent helps groups to see themselves, see who they are and who they want to become #orgdna
22:02:03 03:02:03	Kory Graham @korytellers		RT @mritzius: A3 change agent helps groups to see themselves, see who they are and who they want to become #orgdna
22:02:11 03:02:11	Paul @Shamlet		@tonyjoyce @collabdna #orgdna I'd say it's the same thing -- slowing down and listening does cut through the noise?
22:02:39 03:02:39	D. Scott Smith @d_scott		(I am a #MotivationalListener) #orgdna https://t.co/9PqGU6elP6
22:02:41 03:02:41	DNA of Collaboration @collabdna		Q4. What is the most important thing a change agent must do to be successful in driving transformative change? #orgdna #cultureseries
22:03:26 03:03:26	Jamie Billingham @jamiebillingham		Reminds me of dialogue & inquiry over advocacy ideas - Kantor 4 player model https://t.co/ggcovOUS4e #orgdna
22:03:41 03:03:41	DNA of Collaboration @collabdna		Hint re: A4: Pick the one thing, no fair picking 3-5 (it's ok to have multiple skills, not multiple objectives ..) #orgdna
22:04:18 03:04:18	Adam Brown @AdamBrownEDU		A4. Visionary. Without a vision, there is no effective change #orgdna
22:05:03 03:05:03	D. Scott Smith @d_scott		RT @collabdna: Q4. What is the most important thing a change agent must do to be successful in driving transformative change? #orgdna #cu...
22:05:12 03:05:12	Mike Ritzius @mritzius		@d_scott @Shamlet working with @shiftingshape , she's been teaching me about the idea of "listening one into being" #orgdna
22:05:16 03:05:16	D. Scott Smith @d_scott		RT @jamiebillingham: Reminds me of dialogue & inquiry over advocacy ideas - Kantor 4 player model https://t.co/ggcovOUS4e #orgdna
22:05:22 03:05:22	Chris Jones @sourcePOV		A4. I want to go with Purpose. Clear, articulated, actionable sense of intention .. vision, yes #orgdna
22:06:48 03:06:48	Chris Jones @sourcePOV		A4 so @AdamBrownEDU would u put Purpose & Vision in same box? Intention? but not Mission? #orgdna (this is part of semantic quandary ..)
22:06:52 03:06:52	Allison Hornery @allisonhornery		@sourcePOV Purpose was my thought too #orgdna
22:06:53 03:06:53	Paul @Shamlet		@mritzius @d_scott @shiftingshape #orgdna This sounds like a great quality for A4
22:07:06 03:07:06	Adam Brown @AdamBrownEDU		@sourcePOV purpose is a great word. They champion the attractor #orgdna
22:07:14 03:07:14	Mike Ritzius @mritzius		A4 a change agent must understand the worldviews present in the community and serve as the lubricant between them #orgdna
22:07:23 03:07:23	Jamie Billingham @jamiebillingham		A4 Have genuine patience with people and processes #orgdna
22:08:07 03:08:07	Adam Brown @AdamBrownEDU		@sourcePOV I think vision is 1a and purpose is 1b. They see the path and are determined to travel it #orgdna
22:08:31 03:08:31	D. Scott Smith @d_scott		I always start with Purpose. Ask the question, "What would the world be missing if my organization did not exist?" ... https://t.co/9q1qmL69h6

22:08:50 03:08:50	DNA of Collaboration @collabdna		We spent a great deal of time in OCT #orgdna (https://t.co/EM7GJE4oEg) on the semantics of Purpose, and the power of attractors ..
22:08:55 03:08:55	D. Scott Smith @d_scott		RT @sourcePOV: A4. I want to go with Purpose. Clear, articulated, actionable sense of intention .. vision, yes #orgdna
22:09:45 03:09:45	D. Scott Smith @d_scott		Purpose is not Vision. (Or Mission) #orgdna https://t.co/HKio4THoof
22:09:47 03:09:47	DNA of Collaboration @collabdna		Might not have called it out specifically, but reviewing the transcript led to these themes, which inspired our NOV #orgdna frame ..
22:09:58 03:09:58	Nathan Crawford @doc_crawford		RT @Shamlet: @mritzius #orgdna Change only endures when it's generative. If it's an imposed agenda, we just wait for another imposed agenda...
22:10:05 03:10:05	Allison Hornery @allisonhornery		@sourcePOV @AdamBrownEDU I wouldn't put them in the same box: vision is abt destination, purpose is abt momentum (journey) #orgdna
22:10:08 03:10:08	Mike Ritzius @mritzius		@d_scott @sourcePOV helping to see worldviews allows for a shared purpose to emerge #orgdna
22:10:50 03:10:50	Paul @Shamlet		@jamiebillingham #orgdna A4. I'd add persistence to patience -- genuine listening to keep pushing deep reflection, then moving forward.
22:11:10 03:11:10	D. Scott Smith @d_scott		RT @mritzius: @d_scott @sourcePOV helping to see worldviews allows for a shared purpose to emerge #orgdna
22:11:14 03:11:14	Chris Jones @sourcePOV		And they say .. "it's not the destination, but the journey" .. though your semantics and mileage may vary :) #orgdna https://t.co/FbgTFpuoly
22:11:54 03:11:54	DNA of Collaboration @collabdna		More than just a transcript .. we def. need to harvest our A3 and A4 responses tonight #orgdna
22:12:03 03:12:03	Allison Hornery @allisonhornery		@Shamlet @jamiebillingham Yes agree, persistence was the other word I was considering with purpose #orgdna
22:12:55 03:12:55	DNA of Collaboration @collabdna		Watch for a transcript tomorrow posted as a link to our #orgdna framing post, https://t.co/Y43TmEmqKN #orgdev #leadership #changeagents
22:14:00 03:14:00	D. Scott Smith @d_scott		RT @collabdna: Watch for a transcript tomorrow posted as a link to our #orgdna framing post, https://t.co/Y43TmEmqKN #orgdev #leadership...
22:14:10 03:14:10	Jamie Billingham @jamiebillingham		RT @collabdna: Watch for a transcript tomorrow posted as a link to our #orgdna framing post, https://t.co/Y43TmEmqKN #orgdev #leadership...
22:14:43 03:14:43	Chris Jones @sourcePOV		I say YES, we wove the semantics of Purpose with the role of the Change Agent << many threads, indeed. Quite the tapestry #orgdna
22:14:46 03:14:46	Jamie Billingham @jamiebillingham		RT @mritzius: @d_scott @sourcePOV helping to see worldviews allows for a shared purpose to emerge #orgdna
22:15:17 03:15:17	Chris Jones @sourcePOV		Apologies if tonight's frame was a bit "stretchy" or "messy" .. they say change is that way too, yanno :) #orgdna
22:16:09 03:16:09	DNA of Collaboration @collabdna		Another excellent #orgdna chat tonight, thanks so much to everyone who came out.
22:17:30 03:17:30	Allison Hornery @allisonhornery		Thanks #orgdna-ers for another thoughtful session, including yet more reading recommendations!
22:17:33 03:17:33	DNA of Collaboration @collabdna		Be thinking how we close up 2016 and our #orgdna #cultureseries, looking at MON 12/19. Up for discussion if that's a bad date.
22:17:34 03:17:34	D. Scott Smith @d_scott		Cheers all! #orgdna
22:18:18 03:18:18	D. Scott Smith @d_scott		RT @collabdna: Be thinking how we close up 2016 and our #orgdna #cultureseries, looking at MON 12/19. Up for discussion if that's a bad dat...
22:18:24 03:18:24	Chris Jones @sourcePOV		Truly, can't thank you guys enough. There would be no conversation without your energy, time and engagement #orgdna https://t.co/uYiGkhWxB8

22:19:26 03:19:26	Chris Jones @sourcePOV		PLEASE help bring focus here. We'd like to capture the MAIN THEMES in org #culture for our 5th of 5 installment in... https://t.co/PeJMjWpfp8
22:20:19 03:20:19	DNA of Collaboration @collabdna		Seriously considering a #bookseries for 1st half of 2017. Wheatley is prominent on the list, as always. Be thinking #orgdna
22:21:58 03:21:58	Paul @Shamlet		@collabdna Always enjoy how #orgdna takes my thinking out of the day-to-day "classroom mode" for a spell. Thanks to all --
22:25:10 03:25:10	Adam Brown @AdamBrownEDU		This was a fun chat. Love the topic #orgdna
22:25:54 03:25:54	DNA of Collaboration @collabdna		++ thx to @shamlet @d_scott @allisonhornery @mritzius @AdamBrownEDU @jamiemillingham @tonyjoyce @britz @jonhusband for tonites #orgdna chat
22:26:53 03:26:53	Chris Jones @sourcePOV		Enjoyed it as well @AdamBrownEDU @shamlet @mritzius << great to see so many educators at the table .. #orgdna https://t.co/2OjL7BB79D
22:27:50 03:27:50	Chris Jones @sourcePOV		Ok y'all, I need to step away and turn in. Thanks for a SUPER #orgdna conversation this evening. Watch for more ..
22:38:39 03:38:39	JD Dillon @JD_Dillon		RT @collabdna: Watch for a transcript tomorrow posted as a link to our #orgdna framing post, https://t.co/Y43TmEmqKN #orgdev #leadership...
23:23:04 04:23:04	Noah Sparks @noahsparks		@sourcePOV sorry to miss this month. Meeting #Yammer enthusiasts in Mexico City this week. @CWPBIZ @britz @complexified @collabdna #orgdna
00:05:25 05:05:25	Kathy Jourdain @shiftingshape		RT @mritzius: @d_scott @Shamlet working with @shiftingshape , she's been teaching me about the idea of "listening one into being" #orgdna