

orgdna chat

Takeaways on Culture for 2016: what we discussed and what we learned at #orgdna

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

Between **2016 Dec 19 12:00** and **2016 Dec 20 01:00**

15 people sent 203 messages containing #orgdna

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16:49:43 21:49:43	Diane Court @dc2fla		RT @sourcePOV: .@tonyjoyce "Change as zeitgeist" .. or, spirit of the times. How do we feel? How do we respond? #orgdna cc: #orgdev #politi...
17:39:10 22:39:10	DNA of Collaboration @collabdna		"Takeaways on Culture 2016: What We Learned" w/ @sourcePOV and the #orgdna crew. Tonight 12/19. 9pmET https://t.co/dncZOudbtW cc: #orgdev
17:50:37 22:50:37	Chris Jones @sourcePOV		A great #culture chat on tap for #orgdna 9pmET. Application to #leadership & #learning in #organization #orgdev (&... https://t.co/YQlymSCmBf
18:08:56 23:08:56	DNA of Collaboration @collabdna		Tonight >> #orgdna re: 2016 #culture takeaways 9pET >> @adaptivecoach @quickmuse @rjw118 @SJAbbott @mritzius @DrTimony @Shamlet @JanCoutler
18:11:35 23:11:35	DNA of Collaboration @collabdna		Tonight >> #orgdna re: 2016 #culture takeaways 9pET >> @savvyod @4km @milouness @kwooleyy @panteliT @jbordeaux @complexified @pammoran
18:14:17 23:14:17	DNA of Collaboration @collabdna		Care to join us? >> #orgdna re: 2016 #culture takeaways 9pET >> @korytellers @upstartgirl @jd_dillon @cwpbiz @noahsparks @markbillstrom
18:53:44 23:53:44	D. Scott Smith @d_scott		#TwitterChat: #orgdna tonight, 6pm PST Frame: https://t.co/Ip3TvRDuOE #usguys
20:07:03 01:07:03	Jamie Billingham @jamiebillingham		RT @d_scott: #TwitterChat: #orgdna tonight, 6pm PST Frame: https://t.co/Ip3TvRDuOE #usguys
20:07:04 01:07:04	mark britz @britz		RT @sourcePOV: Input to tonight's 9pm ET re: #orgdna .. wrapping our 4-month culture series. #orgdev #leadership https://t.co/n8lmKRpmlp
20:07:24 01:07:24	Christy Pettit @odguru		RT @sourcePOV: Input to tonight's 9pm ET re: #orgdna .. wrapping our 4-month culture series. #orgdev #leadership https://t.co/n8lmKRpmlp
20:07:42 01:07:42	Jamie Billingham @jamiebillingham		RT @sourcePOV: A great #culture chat on tap for #orgdna 9pmET. Application to #leadership & #learning in #organization #orgdev (& special
20:40:06 01:40:06	Kory Graham @korytellers		RT @collabdna: Care to join us? >> #orgdna re: 2016 #culture takeaways 9pET >> @korytellers @upstartgirl @jd_dillon @cwpbiz @noahsparks @m...
20:41:42 01:41:42	DNA of Collaboration @collabdna		No worries @korytellers, we'll be back around in January :) #orgdna
20:43:29 01:43:29	DNA of Collaboration @collabdna		All good @CWPBI, shopping takes priority. We'll be back in January :) #orgdna
21:00:06 02:00:06	DNA of Collaboration @collabdna		WELCOME to #orgdna. Tonight we're wrapping up our 2016 #culture series. Please pull up a chair, and we'll get started.
21:00:41 02:00:41	Chris Jones @sourcePOV		Chris Jones in Charlotte, checking in for #orgdna please share an intro as you arrive.

21:02:18 02:02:18	Jamie Billingham @jamiebillingham		Jamie here in Chilliwack BC - Where we are finally back to being the wetcoast. Yes, snowmagedon has passed. #orgdna
21:02:52 02:02:52	Chris Jones @sourcePOV		@jamiebillingham hey Jamie !! bet it's been pretty cold up there !? #orgdna
21:03:43 02:03:43	Jamie Billingham @jamiebillingham		@sourcePOV It's been very chilly for this part of BC. So not equipped for the snow and ice. #orgdna
21:04:01 02:04:01	Allison Hornery @allisonhornery		@sourcePOV #orgdna Allison here in sunny Canberra, Aus
21:04:10 02:04:10	Chris Jones @sourcePOV		@jamiebillingham .. this I'm guessing because it's been super cold here in NC. Well, except for yesterday in the 60's. Can't keep up #orgdna
21:05:44 02:05:44	Jamie Billingham @jamiebillingham		And then there's @allisonhornery basking in sun no doubt #kindajealous :-) #orgdna
21:06:28 02:06:28	Christy Pettit @odguru		Hi all! Christy in Guelph, Canada. #orgdna
21:06:58 02:06:58	Jamie Billingham @jamiebillingham		@odguru Hey, how are you doing? #orgdna
21:07:25 02:07:25	DNA of Collaboration @collabdna		Lots to cover tonight. Let's jump in #orgdna
21:08:03 02:08:03	Allison Hornery @allisonhornery		@jamiebillingham Ha! I'm def not complaining, it's pretty mild here for this time of year :) #orgdna
21:08:53 02:08:53	Christy Pettit @odguru		@jamiebillingham Better than last month for sure Jamie!! Coming along well. Enjoying a week of vaca and thinking about culture. #orgdna
21:09:12 02:09:12	Jamie Billingham @jamiebillingham		@odguru Awesome :-) #orgdna
21:09:14 02:09:14	Christy Pettit @odguru		@jamiebillingham Et toi? #orgdna
21:10:16 02:10:16	Jamie Billingham @jamiebillingham		@odguru Other than the snow, ice and an ongoing winter cold - pretty darn good! #orgdna
21:11:54 02:11:54	DNA of Collaboration @collabdna		Q1. Culture w/ Scale: when looking at silos vs. networks, can we predict how much structure is needed? and when? #orgdna
21:12:18 02:12:18	Diane Court @dc2fla		Diane Court in Orlando FL where we know no winter @sourcePOV @Jamiebillingham #orgdna
21:13:33 02:13:33	Jamie Billingham @jamiebillingham		@dc2fla Hi Diane - kinda jealous of your locale also :-) #orgdna
21:13:50 02:13:50	Chris Jones @sourcePOV		Welcome @dc2fla @Jamiebillingham @odguru @allisonhornery .. glad y'all could make it out tonight. #orgdna
21:14:43 02:14:43	Jamie Billingham @jamiebillingham		A1) I think there are times when you can predict - if you have enough experience - I'm thinking of medical teams as model. #orgdna
21:14:54 02:14:54	Chris Jones @sourcePOV		One of the big takeaways for me re: org silos & networks is "knowing when" .. group felt both played important roles... https://t.co/QtmSSbacHJ
21:15:03 02:15:03	Diane Court @dc2fla		@jamiebillingham c'mon down! #orgdna
21:15:53 02:15:53	Christy Pettit @odguru		A1. One helpful frame on this question = the "city". Structure so a # of "municipalities" can self sustain and meet most ppl's needs #orgdna
21:16:10 02:16:10	Jamie Billingham @jamiebillingham		@dc2fla I am a conscientious objector - not getting passport renewed until political climate stabilizes :-(#orgdna
21:16:19 02:16:19	Chris Jones @sourcePOV		YES Jamie, I think medical teams (eg. hospitals) a GREAT model. Other diverse model is military .. diff. structures... https://t.co/TvjteOpag5

21:17:06 02:17:06	tonyjoyce @tonyjoyce		@sourcePOV @collabdna For simplicity sake I find silo thinking is inward looking while network looks outside #orgdna
21:17:21 02:17:21	Jamie Billingham @jamiebillingham		@sourcePOV Have been looking at both these - military and medical a lot lately. So much to learn from what works. #orgdna
21:18:44 02:18:44	Chris Jones @sourcePOV		Excellent Tony, def. agree. Silo predominantly an internal consolidation. Info. Power. Skills. Network contemplates... https://t.co/jegAXPvBhk
21:18:45 02:18:45	Christy Pettit @odguru		@sourcePOV Yes - often we want to avoid messy beginning - it's rich if we can let the voices/interests vet/vent and then structure. #orgdna
21:19:16 02:19:16	Diane Court @dc2fla		@jamiebillingham I understand. Today was another tough day here #electorsabdicate. #orgdna (this is our culture?)
21:19:28 02:19:28	Allison Hornery @allisonhornery		#orgdna Have been trying out idea of "just enough structure" in public sector which is siloed-by-default... finding a "MVP for structure"
21:19:44 02:19:44	Christy Pettit @odguru		RT @tonyjoyce: @sourcePOV @collabdna For simplicity sake I find silo thinking is inward looking while network looks outside #orgdna
21:19:49 02:19:49	Chris Jones @sourcePOV		A1. It's probably not often that we get to create a new structure. Usually it's "play the hand you were dealt" .. #orgdna
21:20:49 02:20:49	DNA of Collaboration @collabdna		RT @allisonhornery: #orgdna Have been trying out idea of "just enough structure" in public sector which is siloed-by-default... finding a "...
21:20:56 02:20:56	Jamie Billingham @jamiebillingham		@dc2fla It will pass, I'm sure of it. Too many good and wise people - just got caught of guard that's all. Breathe in, breathe out #orgdna
21:21:19 02:21:19	tonyjoyce @tonyjoyce		@jamiebillingham @sourcePOV One thing worth considering is how medical and military teams are similar and different? #orgdna
21:21:31 02:21:31	mark britz @britz		A1. Hmm. Wld seem silos are primarily a manifestation of org policy/design. Networks fluid, individually created & driven #orgdna
21:21:39 02:21:39	Chris Jones @sourcePOV		Love notion of "just enough structure" .. never mind how hard it is to find out the amount :) !! #orgdna https://t.co/IxaJeCiWzo
21:22:00 02:22:00	Christy Pettit @odguru		@sourcePOV True.Last 2 decades we've fiddled so much that ppl feel over-engineered tho revolutionary structure change is very rare #orgdna
21:22:35 02:22:35	Chris Jones @sourcePOV		Hey there Mark, so glad you could drop in for a bit !! :) #orgdna https://t.co/laIWgRPeBI
21:22:41 02:22:41	Jamie Billingham @jamiebillingham		Or having a flexible enough structure that it can change on the fly - responsive rather than reactive or even pro-active maybe? #orgdna
21:22:55 02:22:55	Allison Hornery @allisonhornery		@britz I just misread that as "wild silos" and my brain went off on a whole tangent...! #orgdna
21:23:34 02:23:34	mark britz @britz		MT @odguru Last 2 decades we've fiddled so much that ppl feel over-engineered tho revolutionary structure change is very rare #orgdna
21:23:37 02:23:37	Chris Jones @sourcePOV		Mid 1990s I was part of a divisional startup at Kodak. We got to build from ground floor. Exciting 11 years. Then. Well. Digital. #orgdna
21:23:56 02:23:56	Allison Hornery @allisonhornery		@sourcePOV It's fascinating to watch how a group can peel away layers of stuff that isn't *really* necessary when push comes 2 shove #orgdna
21:24:08 02:24:08	Diane Court @dc2fla		@jamiebillingham yes it will. Wrote exactly that today! (breathe in, breathe out) And still much reason for hope #orgdna
21:24:13 02:24:13	mark britz @britz		@sourcePOV last of the kiddos off to la-la land. :) #orgdna
21:24:15 02:24:15	Christy Pettit @odguru		@tonyjoyce @jamiebillingham @sourcePOV Clear roles. Specialists working w/ "glue" (mgmt) bringing talent to right thing @ right time.#orgdna
21:24:26 02:24:26	DNA of Collaboration @collabdna		Watching clock. Keep those A1's coming, looking at Q2 .. #orgdna

21:24:51 02:24:51	mark britz @britz		@allisonhornery it's easy to do on these topics Lol #orgdna
21:25:37 02:25:37	tonyjoyce @tonyjoyce		@sourcePOV @allisonhornery Dave Snowden is talking now about optimal granularity. This may be close to sought here. Goldilocks! #orgdna
21:25:51 02:25:51	DNA of Collaboration @collabdna		If you're just joining #orgdna (or lurking!), tonight we're recapping Org Culture 2016 learnings, framed here >> https://t.co/dncZOudbtW
21:26:03 02:26:03	Allison Hornery @allisonhornery		@britz Just the cognitive dissonance of 'wild silos' made me chortle #orgdna
21:26:29 02:26:29	mark britz @britz		@allisonhornery sounds like a definition of simplicity really. Taking away tonreduce complexity yet maintain functionality #orgdna
21:26:29 02:26:29	Allison Hornery @allisonhornery		@tonyjoyce @sourcePOV Nice, I like that #orgdna
21:26:59 02:26:59	Allison Hornery @allisonhornery		@britz Yup, exactly #orgdna
21:27:13 02:27:13	DNA of Collaboration @collabdna		Q2. Culture, in Time: do we act: early? often? what are the markers, signs & signals? Can it be better to wait to act? #orgdna
21:28:04 02:28:04	Chris Jones @sourcePOV		Oh gosh @allisonhornery are u based in Canberra? My son is living and working there, ANU .. #orgdna
21:28:12 02:28:12	mark britz @britz		@allisonhornery wasn't that a Stones song? "... couldn't drag me away..." ;) #orgdna
21:28:25 02:28:25	Jamie Billingham @jamiebillingham		A2) Its a dance isn't it - have to be in step, in time, culture is the beat - or bass line at least. #orgdna
21:28:40 02:28:40	Christy Pettit @odguru		@tonyjoyce @sourcePOV @allisonhornery Love love that. Optimal granularity. Deviate into too much/ too little and ur suboptimal. #orgdna
21:29:03 02:29:03	Chris Jones @sourcePOV		@britz Q2 is for you .. I know this is an are where you've been focused #orgdna
21:29:12 02:29:12	Allison Hornery @allisonhornery		@sourcePOV Yes indeed, and ANU's my alma mater :) #orgdna
21:29:54 02:29:54	Chris Jones @sourcePOV		@allisonhornery very cool !! we are planning a visit in your spring 17, would be great to connect !! #orgdna
21:30:06 02:30:06	Christy Pettit @odguru		a2. What if we always thought in terms of invitation as a precursor to action.Uptake as the catalyst rather than downward decisions #orgdna
21:30:29 02:30:29	Allison Hornery @allisonhornery		@britz ha! #orgdna
21:31:06 02:31:06	tonyjoyce @tonyjoyce		@jamiebillingham Isn't this beat / rhythm a norm? A subtle or implied pattern the organization shares? #orgdna
21:31:09 02:31:09	Allison Hornery @allisonhornery		@odguru @tonyjoyce @sourcePOV Takes some discipline and focus to find the sweet spot tho #orgdna
21:31:12 02:31:12	Chris Jones @sourcePOV		A2. Hate to generalize (hard not to do in a chat !!) but seems culture intervention usually a) negative b) reactive c) bad timing #orgdna
21:31:59 02:31:59	Allison Hornery @allisonhornery		@sourcePOV That'd be cool - give us a shout - we'll do #orgdna live from downunder :)))
21:32:21 02:32:21	Jamie Billingham @jamiebillingham		@tonyjoyce Not sure it's shared in all orgs - many marching to the proverbial beat of a different drummer. Diversity vs. alignment. #orgdna
21:32:22 02:32:22	Christy Pettit @odguru		@odguru In fact, what if "acting" on culture looked soemthing like these steps. https://t.co/omObbwpwXn #orgdna
21:32:55 02:32:55	Chris Jones @sourcePOV		@allisonhornery it's a plan !! #orgdna

21:33:12 02:33:12	Allison Hornery @allisonhornery		@odguru Liking this - invitation is inclusive (ie join in rather have things happen *to* you) #orgdna
21:33:48 02:33:48	Chris Jones @sourcePOV		To me balancing diversity and alignment (affinity?) ever present and always hard. Goes with territory of change lea... https://t.co/diIcJznTNe
21:33:55 02:33:55	Jamie Billingham @jamiebillingham		@odguru Awesome - haven't seem Peck in a while - his writing that is lol #orgdna
21:34:09 02:34:09	Allison Hornery @allisonhornery		@sourcePOV   #orgdna
21:35:04 02:35:04	tonyjoyce @tonyjoyce		@sourcePOV Probably so. Seems you can't "do" culture because people don't want to talk about it, ever. #orgdna
21:35:06 02:35:06	Christy Pettit @odguru		@allisonhornery & the ability 2 say: we didn't get it right, can we try again? Just had a client do that... SO POWERFUL #orgdna
21:35:18 02:35:18	mark britz @britz		A2. Today we can (thru tech) and shld monitor by being engaged in more visible networks. Using #SNA #orgdna
21:35:39 02:35:39	Chris Jones @sourcePOV		And if you're lurking? Please jump in !! We love hearing from new voices & getting new perspectives .. #orgdna https://t.co/VSHhkD8EC5
21:35:42 02:35:42	Allison Hornery @allisonhornery		@odguru That's very cool - did the client realise how powerful it was? #orgdna
21:35:54 02:35:54	Christy Pettit @odguru		@jamiebillingham Me neither - just ran across it again #orgdna.
21:35:55 02:35:55	mark britz @britz		@sourcePOV aww thx man. Christmas came early ;) #orgdna
21:37:21 02:37:21	Jamie Billingham @jamiebillingham		I think that often time needed for alignment just isn't taken - its that all important groundwork that's not done = problems #orgdna
21:37:38 02:37:38	Allison Hornery @allisonhornery		@britz SNA? #orgdna
21:38:08 02:38:08	Chris Jones @sourcePOV		Interesting, Tony. Do u find there's still a resistance to convo on Org Culture gaps? Specific roles? Types of clie... https://t.co/iy8oM3Zdmf
21:39:18 02:39:18	Chris Jones @sourcePOV		YES Jamie. Skipping groundwork due to lack of time. Trying to force a top down answer. Fraught w/ peril. ALWAYS. 90... https://t.co/MEl8gpYVS5
21:39:18 02:39:18	Christy Pettit @odguru		@britz Yes AND make it Light enablement w/ Adept insight. Have seen wonky "AI" that catalogs activity w/o context called cultural SNA. #orgdna
21:40:18 02:40:18	Jamie Billingham @jamiebillingham		Really good post that talks honestly about the reality that many orgs face https://t.co/Fed5s7oowo #orgdna
21:40:43 02:40:43	Christy Pettit @odguru		@allisonhornery Yes, and it was painful too - they lost a fair bit of time, but I think it's evident now how "right" it was. #orgdna
21:41:24 02:41:24	tonyjoyce @tonyjoyce		@sourcePOV In my limited experience, trying to talk about culture is taken as manipulative. This in a IT / engineers shops #orgdna
21:41:37 02:41:37	Jamie Billingham @jamiebillingham		Try that link again - https://t.co/nrHuQ11sjb #orgdna
21:41:49 02:41:49	DNA of Collaboration @collabdna		Headed for 10:15 EST tonight. Possibly 10:30, group willing .. we've been running later :) Next, Q .. Q3 .. #orgdna
21:42:43 02:42:43	DNA of Collaboration @collabdna		Q3. Change Skills for Culture: how do we build empathy that ensures deep listening & team cohesion? can we influence? how learned? #orgdna
21:43:03 02:43:03	Goodman Lantern @GoodmanLantern		RT @sourcePOV: And if you're lurking? Please jump in !! We love hearing from new voices & getting new perspectives .. #orgdna https://t.co/...
21:43:14 02:43:14	mark britz @britz		@allisonhornery sorry. Social Network Analysis. Work such as @orgnet does #orgdna

21:44:04 02:44:04	mark britz @britz		@odguru ah yes. Catalogs...aggregates. No depth. #orgdna
21:44:12 02:44:12	Jamie Billingham @jamiebillingham		A3) Depends of the culture - if there is safety and commitment to process. But how may competitive orgs really have that? #orgdna
21:44:13 02:44:13	Allison Hornery @allisonhornery		@britz Thx - will do some reading :) #orgdna
21:44:17 02:44:17	Chris Jones @sourcePOV		Seems that would depend on type of change. "Increase work ethic" for certain a negative (cost cutting). What if mor... https://t.co/eayHqEx6Jd
21:44:39 02:44:39	Christy Pettit @odguru		@tonyjocce @sourcePOV True that. Either suspicious or everyone wants to have a culture and structure "like those spotify vdeos" :) #orgdna
21:44:51 02:44:51	mark britz @britz		RT @tonyjocce In my limited experience, trying to talk about culture is taken as manipulative. This in a IT / engineers shops #orgdna
21:45:35 02:45:35	Chris Jones @sourcePOV		Hey there John, thanks for tweeting in !! Good to see u again :) #orgdna https://t.co/aPICT6Butk
21:47:19 02:47:19	mark britz @britz		@allisonhornery I'd love to chat more abt it after you do #orgdna
21:47:44 02:47:44	Christy Pettit @odguru		a3. On the "softer" side, ppl have to experience success b/c it's hard. Need petrie dishes and small experiements in listening. #orgdna
21:48:02 02:48:02	tonyjocce @tonyjocce		@sourcePOV Culture is "touchy feely" to engineers. This touches on #orgdna Q3 as skills may be in short supply where I am
21:48:07 02:48:07	DNA of Collaboration @collabdna		A3. Relatively easy to claim high ground, e.g., "open, honest, authentic" .. etc. .. but how to make actually happen? Lead by ex.? #orgdna
21:49:31 02:49:31	Allison Hornery @allisonhornery		@britz It's a deal! #orgdna
21:49:48 02:49:48	mark britz @britz		@collabdna the biggest difficulty I suspect in culture maintenance/change is the rapid pace of change and revolving door workplaces #orgdna
21:50:03 02:50:03	Chris Jones @sourcePOV		Understand. Q1-Q5 weave together. We only isolate for discussion & focus. In practice, difficult to isolate =... https://t.co/M8QYcI4jws
21:50:49 02:50:49	John Kosic @bikespoke		@sourcePOV catching a few bits of #orgdna tonight
21:51:25 02:51:25	Chris Jones @sourcePOV		Totally agree Mark. So much of this is hurry up offense. Clock ticking. Little time to plan. No time for trust to g... https://t.co/UI8zooJlRf
21:52:02 02:52:02	Allison Hornery @allisonhornery		@collabdna Lead by example - consistently (esp when tough). Plus I think @odguru's earlier point re invitations also relevant here #orgdna
21:52:44 02:52:44	Chris Jones @sourcePOV		We're here most every 3rd Monday 9pET John, keep an eye out for us. Thinking of resuming a couple book reviews in 1... https://t.co/G4wivfQYcg
21:52:51 02:52:51	Jamie Billingham @jamiebillingham		@britz @collabdna And the topos have to model, embrace, model, discuss, model some more. It has to be ongoing, reinforced overtly #orgdna
21:53:22 02:53:22	mark britz @britz		.@sourcePOV in my last org the average tenure was 1.3 years! All gov contract work. Culture was "get in, get it done, move on" #orgdna
21:53:59 02:53:59	Jamie Billingham @jamiebillingham		Yes @allisonhornery Lead by example - consistently (esp when tough) + @odguru's earlier point re invitations also relevant here #orgdna
21:54:29 02:54:29	DNA of Collaboration @collabdna		Definitely seeing thread interweave among Q1-Q2-Q3. Need skills to build or dismantle structure when needed. Q3, Q1 .. Q2. #orgdna
21:54:38 02:54:38	tonyjocce @tonyjocce		@sourcePOV @britz @collabdna Gets back to my Zeitgeist point, current environmental cues are hurry, multitask, etc #orgdna
21:54:45 02:54:45	mark britz @britz		@jamiebillingham @collabdna completely agree. IMO orgs need to have this habit when young and small. Few focus on it early tho. #orgdna

21:54:57 02:54:57	Jamie Billingham @jamiebillingham		Do you think there is a bit of push back occurring too. Folks just want to get work done, leave "culture" to home, family, friends. #orgdna
21:55:07 02:55:07	Christy Pettit @odguru		@collabdna call it partnership. Call it customer focus. Make listening time entrenched in process even if u don't call it that #orgdna
21:55:48 02:55:48	Chris Jones @sourcePOV		And .. because of pace, as Tony's saying .. there ISN'T time to build/acquire key skills, or trust .. all that need... https://t.co/G3oYCBZWQ3
21:56:12 02:56:12	mark britz @britz		@tonyjoyce @sourcePOV @collabdna Systems drive behaviors which define the culture #orgdna
21:57:31 02:57:31	Chris Jones @sourcePOV		YES Tony >> "Hurry up, we haven't got time. Need to make the Quarter numbers." etc. Org Culture & Change dont' stan... https://t.co/d8PW9LmooM
21:57:42 02:57:42	Ian Gertler ☕👍👍 @IanGertler		@odguru This is part of the #LeanStartup mentality and methodology by @ericries (agile, MVP, fail forward, etc).... https://t.co/Jah2aoT2ii
21:58:37 02:58:37	Chris Jones @sourcePOV		Hey Ian, great to see you !! #orgdna https://t.co/dpJKESaKf5
21:59:45 02:59:45	DNA of Collaboration @collabdna		Q4. Leadership Skills for Change: how do execs align w/ change in markets, workforce demands, in the zeitgeist? when time so short? #orgdna
22:00:24 03:00:24	Christy Pettit @odguru		@IanGertler @ericries yup, align with lean start up and @jasonlittle for org transform work! #orgdna
22:01:06 03:01:06	mark britz @britz		@jamiebillingham pushback or is it apathy? Trust died for many big orgs a long time ago. #orgdna
22:01:22 03:01:22	Chris Jones @sourcePOV		A4. Seems like change leaders know what needs to happen, but can't move fast enough. Execs a step behind? Any solutions evident? #orgdna
22:03:25 03:03:25	Chris Jones @sourcePOV		A4. Best leaders & execs I've seen have good native instincts in change & culture (or people), but not the time or timing. Agree? #orgdna
22:03:28 03:03:28	tonyjoyce @tonyjoyce		@collabdna To build on earlier #orgdna this evening, an exec needs to protect small teams trying to work out new culture + work
22:03:37 03:03:37	Christy Pettit @odguru		@sourcePOV you hit it before - agility is a mindset and a competence #orgdna - spread it around.
22:03:59 03:03:59	mark britz @britz		A4. To "align" starts with deep understanding. Building strong networks inside and out of org. Hone #PKM skills #orgdna
22:04:21 03:04:21	Allison Hornery @allisonhornery		@sourcePOV Is it about their lack of speed ? Or is it about wider lack of tolerance for move fast > fail fast > adapt mode #orgdna
22:05:27 03:05:27	Chris Jones @sourcePOV		YES >> build & hone trust, PKM, culture enablers >> modelling behaviors >> ALL before needed, because its too late... https://t.co/sdBooKvSTZ
22:05:57 03:05:57	Allison Hornery @allisonhornery		@britz PKM = Personal Knowledge Mastery? #orgdna
22:06:01 03:06:01	mark britz @britz		@sourcePOV yes. Agree. Though some w/these instincts also sociopaths #orgdna
22:07:07 03:07:07	tonyjoyce @tonyjoyce		@odguru @sourcePOV If I may, I've found agility is in results. Not necessarily an exec skill, though exec benefits from it #orgdna
22:07:26 03:07:26	mark britz @britz		@sourcePOV most leaders have yet to accept at any significant level "what got us here, won't get us there" #orgdna
22:07:37 03:07:37	Christy Pettit @odguru		@britz @jamiebillingham Ppl are jaded for sure, & also confused. Change consultants keep moving the cheese.2 many models being sold #orgdna
22:07:45 03:07:45	Chris Jones @sourcePOV		YES >> Agility CAN be a mindset. But often just an abstract idea. It's messy. Unpredictable. Many execs and financi... https://t.co/TN8p1o1wcp
22:08:18 03:08:18	Allison Hornery @allisonhornery		@odguru @sourcePOV +1 agree #orgdna

22:08:31 03:08:31	mark britz @britz		@allisonhornery personal knowledge management (historically) #orgdna
22:08:33 03:08:33	Christy Pettit @odguru		@tonyjjoyce @collabdna create the container for success #orgdna
22:09:18 03:09:18	Allison Hornery @allisonhornery		@britz Righto (that was Google's fault) #orgdna
22:09:46 03:09:46	DNA of Collaboration @collabdna		Home stretch Q5 .. want to tee it up now, to leave a little time for book review & author recommendations for 1Q17 .. #orgdna
22:09:52 03:09:52	tonyjjoyce @tonyjjoyce		@odguru @sourcePOV @britz to your sociopath point, yes some are. I believe there is a partner(s) in these cases. #orgdna
22:09:56 03:09:56	Christy Pettit @odguru		@sourcePOV can be, but it's pretty easy to get ppl addicted to "done"! Shipping speaks loud. #orgdna
22:10:12 03:10:12	Writingbot @Writing_Robot		RT @collabdna: Home stretch Q5 .. want to tee it up now, to leave a little time for book review & author recommendations for 1Q17 .. #orgdna
22:10:38 03:10:38	mark britz @britz		@odguru @jamiebillingham yep. Too many consultants enter with best practices not principles. They forget each org is unique #orgdna
22:11:35 03:11:35	DNA of Collaboration @collabdna		Q5. Adaptation w/ Complexity: does any bandwidth remain to empower flexibility at the edges? to encourage risk? to guide, vs ctrl? #orgdna
22:14:21 03:14:21	tonyjjoyce @tonyjjoyce		@collabdna Q5 answer may be once a new chorus is singing, the song can spread. (Mangled metaphor alert) #orgdna
22:14:48 03:14:48	Chris Jones @sourcePOV		After Q1-Q4, seems most change leaders are exhausted. Is #complexity thinking in org change extra credit !!? #orgdna https://t.co/yfko4CZa5t
22:15:22 03:15:22	Christy Pettit @odguru		A5. This is the intent of the bimodal org. #orgdna
22:15:29 03:15:29	mark britz @britz		A5. Risk taking is not a tolerated behavior in most lrg orgs. Most leaders strive for incremental growth. Small growth = bonu\$:\ #orgdna
22:16:00 03:16:00	Jamie Billingham @jamiebillingham		Apologies, grandkids and son in law just popped in to show me the VR headset I got them lol I told them it was cool :-D #orgdna
22:16:58 03:16:58	Chris Jones @sourcePOV		No worries Jamie, tonight's #orgdna on borrowed time. Thrilled y'all could spare us a few minutes of holiday time https://t.co/Wdv74JqYiq
22:17:15 03:17:15	mark britz @britz		@jamiebillingham enjoy!! #orgdna
22:17:28 03:17:28	Christy Pettit @odguru		@jamiebillingham enjoy and best of the season to you :) #orgdna
22:18:26 03:18:26	Allison Hornery @allisonhornery		@jamiebillingham Cheerio! #orgdna
22:18:42 03:18:42	DNA of Collaboration @collabdna		Many theories and ideas difficult, almost incompatible with "do it now" zeitgeist. Open issues for 2017? #orgdna https://t.co/w16tCFFO66
22:18:51 03:18:51	mark britz @britz		A5. Honestly, the best approach to all this is consistent modeling of the behaviors leaders want to instill. #orgdna
22:19:30 03:19:30	DNA of Collaboration @collabdna		Before you guys step away >> any thoughts on authors for #orgdna book reviews in 1Q17? We had done 1-2 on Wheatley, but > 2 years ago
22:20:44 03:20:44	Chris Jones @sourcePOV		Lol, never saw a metaphor I didn't like. "A" for effort I always say :) #orgdna https://t.co/SEQEqf8m9Y
22:21:24 03:21:24	mark britz @britz		@collabdna book review or shld we do a Twitter book club over several weeks? #orgdna
22:21:56 03:21:56	Allison Hornery @allisonhornery		@britz @collabdna Book club sounds fun #orgdna

22:23:07 03:23:07	Chris Jones @sourcePOV		Hi Kiley, Raj .. great to see the @GoodmanLantern folks here .. and a shout out re: my VA roots (personally from N... https://t.co/3HWDEcw9EV
22:24:11 03:24:11	mark britz @britz		@allisonhornery @collabdna they are! Make a chapter schedule, Post question 2x a week for a couple weeks. Discuss async #orgdna
22:24:50 03:24:50	Chris Jones @sourcePOV		@allisonhornery @britz @odguru @jamiEBillingham @tonyjoyce quite open on approach really; just wanted to gauge interest .. #orgdna
22:25:42 03:25:42	mark britz @britz		Sorry, I must depart. So many smart folks here! Thx for sharing #orgdna
22:25:46 03:25:46	Allison Hornery @allisonhornery		@britz @collabdna I'm game #orgdna
22:25:46 03:25:46	DNA of Collaboration @collabdna		Sounds like there's interest >> 1Q17 book review, or book club model .. read chapters, report back? some async, som... https://t.co/L4sTMGJOZ4
22:27:01 03:27:01	Chris Jones @sourcePOV		@britz yes Mark I think it's time we wrap up, great turnout tonight. Lots of closure on key 2016 #orgdna threads
22:27:14 03:27:14	mark britz @britz		@allisonhornery @collabdna 1. Step - find a book that lends itself to open ended questions/opinions #orgdna
22:28:12 03:28:12	DNA of Collaboration @collabdna		Ok, be thinking and tweeting re: author & book preferences. We have a few weeks to get organized. Next #orgdna chat... https://t.co/hLEUnESad7
22:29:03 03:29:03	Allison Hornery @allisonhornery		Thanks #orgdna folks, a mind-expanding pleasure as always!
22:29:50 03:29:50	Chris Jones @sourcePOV		Two authors always helpful to stretch thinking (for me) are Margaret Wheatley and Peter Block .. but there are so... https://t.co/bCm7uSuY3q
22:30:37 03:30:37	DNA of Collaboration @collabdna		@allisonhornery thanks for coming out Allison, always appreciated !! #orgdna
22:31:32 03:31:32	Allison Hornery @allisonhornery		@collabdna It's a genuine pleasure, glad I found you guys this year :) #orgdna
22:32:19 03:32:19	tonyjoyce @tonyjoyce		@sourcePOV @britz @allisonhornery @collabdna Block might be a good start. Signing off now. #orgdna
22:33:46 03:33:46	Chris Jones @sourcePOV		Major PROPS @odguru @jamiEBillingham @allisonhornery @tonyjoyce @britz @bikespoke @IanGertler @collabdna & others who tweeted in !! #orgdna
22:36:16 03:36:16	DNA of Collaboration @collabdna		Will be in touch in 2017 w/ author/book ideas. Block & Wheatley good starter candidates. Have a SAFE & HAPPY holid... https://t.co/hZFzonTHiD
22:37:22 03:37:22	DNA of Collaboration @collabdna		Night all #orgdna
00:35:47 05:35:47	Orgnet, LLC @orgnet		@britz @allisonhornery Thanks Mark! Happy Holidays to the whole #orgdna crew! https://t.co/c6VsEYL2pg
00:46:41 05:46:41	Allison Hornery @allisonhornery		@orgnet Thanks, this looks like a helpful primer! Will read with interest /cc @britz #orgdna