

orgdna chat

Key Roles for Dialog in the Modern Organization

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







Between **2018 Mar 26 12:00** and **2018 Mar 27 01:00**

15 people sent 169 messages containing #orgdna

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12:31:20 16:31:20	Andrea Villeneuve @DreaVilleneuve		Looking forward to some interesting discussion tonight - 9:00 pm EDT #futureofwork #orgdna https://t.co/xRZSMmvxme
12:58:57 16:58:57	Terra Walker has battery backup. @terra_walker		RT @DreaVilleneuve: @JKatzaman @joshmccormack @katyb_spencer @ScottOntiveroz @JoelRRenner @terra_walker @ideabloke @_TomGREid @mark_PCP @mi
13:18:34 17:18:34	Jamie Billingham @jamiebillingham		RT @sourcePOV: Key Roles for Dialog in the Modern Organization Join our next #orgdna #futureofwork Monday 3/26 9pmET https://t.co/nbiCcr...
17:32:14 21:32:14	Chris Jones @sourcePOV		Thanks for the shoutout Drea !! Tonight's convo on "Key Roles for Dialog" should be ++ interesting... https://t.co/WEmwvQkxmY
17:40:53 21:40:53	DNA of Collaboration @collabdna		Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov... https://t.co/1ECXm8cbiv
18:21:48 22:21:48	Jamie Billingham @jamiebillingham		Come chat #OrgDNA and #FutureOfWork tonight at 9ET More here https://t.co/Rk2QjmDBJf https://t.co/BCDVFxfPCh
18:30:23 22:30:23	pammoran @pammoran		RT @collabdna: Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov https://t.co/y6mVFlgo9Y @DrT
19:01:32 23:01:32	D. Scott Smith @d_scott		RT @collabdna: Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov https://t.co/y6mVFlgo9Y @DrT
20:19:57 00:19:57	Chris Jones @sourcePOV		@d_scott @collabdna @DrTimony @mritzius @dc2fla @PanteliT @SJAbbott @complexified @jbordeaux @quickmuse @4KM... https://t.co/5gSVoMoCiW
20:56:39 00:56:39	Jamie Billingham @jamiebillingham		RT @jamiebillingham: Come chat #OrgDNA and #FutureOfWork tonight at 9ET More here https://t.co/Rk2QjmDBJf https://t.co/BCDVFxfPCh
20:58:49 00:58:49	DNA of Collaboration @collabdna		TONIGHT for #orgdna #futureofwork >> "Key Roles for Dialog in the Modern Org" We'll be kicking off shortly. Stop in... https://t.co/Hk41Fkpa56
21:00:24 01:00:24	Jamie Billingham @jamiebillingham		RT @collabdna: TONIGHT for #orgdna #futureofwork >> "Key Roles for Dialog in the Modern Org" We'll be kicking off shortly. Stop in & share...
21:01:15 01:01:15	Carmen A. Medina @milouness		Good evening. #orgdna
21:01:41 01:01:41	Chris Jones @sourcePOV		@milouness hi Carmen, how are u this evening? Thanks for stopping in :) #orgdna
21:02:27 01:02:27	DNA of Collaboration @collabdna		We like to start w/ brief intros as folks arrive, please share a bit about yourself .. and then we'll get started :) #orgdna
21:03:36 01:03:36	Jamie Billingham @jamiebillingham		Hola #OrgDNA folks. Jamie here - and organized for once- from raining Chilliwack which is near Raincouver BC
21:04:14 01:04:14	D. Scott Smith @d_scott		RT @collabdna: TONIGHT for #orgdna #futureofwork >> "Key Roles for Dialog in the Modern Org" We'll be kicking off shortly. Stop in & share...













21:04:16 01:04:16	Chris Jones @sourcePOV		@milouness You have "conversation" in your profile, I was hoping you'd stop in .. we will be tapping your expertise !! #orgdna #futureofwork
21:04:46 01:04:46	Allison Hornery @allisonhornery		@jamiebillingham "Raincouver" lol :) #orgdna
21:05:11 01:05:11	Chris Jones @sourcePOV		@jamiebillingham Awww raining, sorry to hear .. but we've had our share in NC too. Rain .. and basketball .. lol Ma... https://t.co/QLzjHkfAF5
21:05:15 01:05:15	Carmen A. Medina @milouness		@sourcePOV Ha! When people asked me why my management philosophy was, I always had a one-word answer: Conversation #orgdna
21:05:32 01:05:32	D. Scott Smith @d_scott		Hey friends! I am a #MotivationalListener #orgdna
21:06:12 01:06:12	Chris Jones @sourcePOV		Spoken from the depths of experience, too :) #orgdna .. again, great to have you back .. !! https://t.co/bYu7LFwyxG
21:06:14 01:06:14	tonyjoyce @tonyjoyce		@collabdna checking in tonight #orgdna
21:06:24 01:06:24	Jamie Billingham @jamiebillingham		@sourcePOV Raining and really cold for the time of year. Just got a kayak and am hoping for a bit warmer weather before launch. #orgdna
21:07:02 01:07:02	Chris Jones @sourcePOV		@tonyjoyce @collabdna Hey Tony, thanks for joining us !! Lots of great conversation in the #orgdna stream already t... https://t.co/Z5lVtK1fCK
21:07:03 01:07:03	Jamie Billingham @jamiebillingham		Awesome! @d_scott Hey friends! I am a #MotivationalListener #orgdna
21:07:34 01:07:34	DNA of Collaboration @collabdna		Don't forget, we're still on intros :) #orgdna
21:07:57 01:07:57	Allison Hornery @allisonhornery		Hey #orgdna gang, checking in from Canberra AUS for today's convo - looking forward to it!
21:08:43 01:08:43	Chris Jones @sourcePOV		Chris Jones here, Charlotte NC. Organizational survivor, explorer of edges, always ready to learn .. glad y'all cou... https://t.co/l4iumFrTGp
21:08:45 01:08:45	Redge @Versalytics		Hello everyone! Redge from Toronto ... general manager, lean practitioner, blogger, programmer, and other things ... #orgdna
21:09:25 01:09:25	Chris Jones @sourcePOV		All the way from Australia !! Yanno you routinely win the 'traveled farthest to be here' award. Hope you haven't grown weary !? :) #orgdna
21:09:27 01:09:27	Beth McLellan @Beth4Ward21		RT @Versalytics: Hello everyone! Redge from Toronto ... general manager, lean practitioner, blogger, programmer, and other things ... #or...
21:09:29 01:09:29	Jamie Billingham @jamiebillingham		I'm looking through the 12 roles features in The DNA of Collaboration and trying to figure out which one(s) I refle... https://t.co/nWundRNdqk
21:11:19 01:11:19	D. Scott Smith @d_scott		Reading the frame - discussing Silos and Communication. Before my phone dies: Silos are good for Deep Knowledge but... https://t.co/VNAhf22w37
21:11:20 01:11:20	Andrea Villeneuve @DreaVilleneuve		@jamiebillingham Raincouver is not as bad as Winterpeg. 🎯🎯 #orgdna
21:11:34 01:11:34	DNA of Collaboration @collabdna		If you didn't catch the "definitions" link, it might prove useful .. w/ so many key roles, we could (and may yet) s... https://t.co/UNxJxdJe2C
21:12:05 01:12:05	Andrea Villeneuve @DreaVilleneuve		Hello all. Andrea/Drea from Winnipeg. #orgdna
21:12:20 01:12:20	Chris Jones @sourcePOV		@Versalytics Thanks for being here Redge, always love your insights :) #orgdna
21:13:11 01:13:11	Chris Jones @sourcePOV		@DreaVilleneuve .. and Canada continues to represent !! Welcome Drea, was glad to see you back in the stream this week :) #orgdna
21:13:18 01:13:18	Jamie Billingham @jamiebillingham		I think I am a Challenger a lot of the time - like to see all sides and occasionally a Designer #orgdna









21:13:41 01:13:41	Chris Jones @sourcePOV		We have more than a quorum, let's get started .. #orgdna
21:14:20 01:14:20	Jamie Billingham @jamiebillingham		@DreaVilleneuve So true - I shouldn't complain :-)) #orgdna
21:14:25 01:14:25	Redge @Versalytics		Have it up on one of my monitors. Glad there's only 12 ... just saying. #orgdna https://t.co/q8iL8Xs979
21:14:54 01:14:54	DNA of Collaboration @collabdna		First, thanks to our own @jamiebillingham for the idea to reduce the number of Q's, so we could go more indepth. On... https://t.co/V9KnPiduGI
21:15:10 01:15:10	Jamie Billingham @jamiebillingham		Me too Redge - Great minds and all that lol RT @Versalytics Have it up on one of my monitors. Glad there's only 12... https://t.co/cYGisFVro
21:16:10 01:16:10	Jamie Billingham @jamiebillingham		I like depth - it's make sit easier to be a Challenger :-D #orgdna
21:16:32 01:16:32	DNA of Collaboration @collabdna		Q: How can specific Roles transform the nature of dialog in the modern organization? e.g., these, for starters >>... https://t.co/ZiASMswcDG
21:18:20 01:18:20	Chris Jones @sourcePOV		Lol @jamiebillingham @versalytics oh there are way more than 12, and quite a few variations in between. These just... https://t.co/1IbElhF44O
21:19:33 01:19:33	Allison Hornery @allisonhornery		@collabdna At the risk of being too high-level, I think recognising these roles/character traits and mindfully work... https://t.co/KiRWOLLeMP
21:19:37 01:19:37	Jamie Billingham @jamiebillingham		A: I'll jump in as I've been percolating on this for a few days.. With many orgs facing increasing complexity, more... https://t.co/4KiHQysjgh
21:20:47 01:20:47	Chris Jones @sourcePOV		A: My favorite dialog building roles >> Catalyst, Connector << both serve to get things started, to spark something... https://t.co/42oVvqhApX
21:20:54 01:20:54	Jamie Billingham @jamiebillingham		Not too high level at all! If not the we get into a weird version of Who's on first - don't we? #OrgDNA https://t.co/aPJ8wut4nn
21:21:51 01:21:51	Carmen A. Medina @milouness		A big problem in orgs is that we don't handle well the natural tension generated by diversity. Defined roles might help. #orgdna
21:22:14 01:22:14	Chris Jones @sourcePOV		@jamiebillingham .. totally agree here, Jamie. I think to stare down #complexity we need to create some anchors, co... https://t.co/Aoo4DcDeo3
21:22:27 01:22:27	Allison Hornery @allisonhornery		@collabdna This starter list is really interesting to me - we tend to start with the Gladwell-inspired networker, c... https://t.co/T3GOud6WZP
21:22:40 01:22:40	Jamie Billingham @jamiebillingham		I mean even at a basic meeting all too often roles aren't defined and the result is really poorly run meetings with... https://t.co/c3veqzQo4B
21:23:07 01:23:07	Redge @Versalytics		Certain roles may expand our thinking ... options ... versus remaining in our comfort zone. #orgdna
21:24:08 01:24:08	Chris Jones @sourcePOV		@milouness .. absolutely Carmen .. balancing diversity (difference) and affinity (sameness) is a HUGE challenge IMO... https://t.co/cZjZKxi96B
21:24:23 01:24:23	Redge @Versalytics		Different roles gain significance depending on phase or type of work. New versus change #orgdna
21:24:58 01:24:58	Jamie Billingham @jamiebillingham		Right on @milouness and as long as there is room for people to shift roles orgs can be healthier and more productiv... https://t.co/fgupsQqec
21:26:34 01:26:34	Jamie Billingham @jamiebillingham		Has anyone here ever been to a collaborative or any other kind of meeting where roles beyond "I'll moderate and you... https://t.co/5JeVSVveNp
21:26:57 01:26:57	Chris Jones @sourcePOV		@allisonhornery @collabdna Thanks Allison !! I'd put lots of time into fleshing these out, ca. 2012. I think C.W. s... https://t.co/7aDJTbWc9J
21:27:56 01:27:56	tonyjoyce @tonyjoyce		@Versalytics Wondering whether the old storm-form-norm-perform framework (Tuckman?) might help anchor the diversity... https://t.co/9A3wAAEhKf
21:28:35 01:28:35	Allison Hornery @allisonhornery		@jamiebillingham We've experimented a bit with this at @GovCampAU - both leading up to and at the events themselves... https://t.co/BFZoAqKFWG

21:29:11 01:29:11	Chris Jones @sourcePOV		Yes @jamiebillingham, the Agile development methodology brings quite a few more roles to the table >> Owner, SME, D... https://t.co/PeK91qRh3B
21:29:51 01:29:51	Allison Hornery @allisonhornery		@sourcePOV @collabdna I also like these because they're in the so-called soft skills realm which means that even te... https://t.co/PgyHCrHiEP
21:31:08 01:31:08	Chris Jones @sourcePOV		@allisonhornery @collabdna YES. Everyone can play. No one has to sit on the sidelines. How often do we see THAT in... https://t.co/F4bPo7ncj7
21:32:04 01:32:04	Jamie Billingham @jamiebillingham		The nuances are important imo. Kantor only id'ed 4 but that is a bit limited #OrgDNA https://t.co/oggbYtzB91
21:33:29 01:33:29	Chris Jones @sourcePOV		@jamiebillingham .. I read R.M. Kantor's "Change Masters" at the start of my career (dating self!) in the 80s, I th... https://t.co/5rZydw8WzI
21:34:18 01:34:18	Jamie Billingham @jamiebillingham		@sourcePOV I see those as a different kind of role - and maybe that's a differentiation that might be made. Roles c... https://t.co/NBBRFzciF
21:35:08 01:35:08	Allison Hornery @allisonhornery		@jamiebillingham @sourcePOV Yes x 1000 #orgdna
21:35:35 01:35:35	DNA of Collaboration @collabdna		Just joining #orgdna on the #futureofwork? We are 30 minutes in, talking about how Key Roles spark dialog in the... https://t.co/1u6NYwc2Oo
21:36:14 01:36:14	tonyjoyce @tonyjoyce		@sourcePOV @allisonhornery @collabdna One of the attributes of geed meetings is open discussion of difficult subjec... https://t.co/dD2qjQot76
21:37:32 01:37:32	Carmen A. Medina @milouness		@tonyjoyce @sourcePOV @allisonhornery @collabdna A big lesson I learned was that a meeting with conflict was a good meeting. #orgdna
21:38:04 01:38:04	Carmen A. Medina @milouness		Before I realized that, I had drunk the ORG koolaid that my goal as a manager was to have smooth operations #orgdna
21:38:29 01:38:29	Jamie Billingham @jamiebillingham		Some orgs seem to be doing better at defining roles like Champion etc. My last contract was with an org that define... https://t.co/hXwFVvdSn9
21:38:37 01:38:37	DNA of Collaboration @collabdna		If you missed tonight's #orgdna background frame on "Key Roles" here's the link >> https://t.co/v6mYFkg98Y
21:39:54 01:39:54	Chris Jones @sourcePOV		.. and here are 12 working Key Role definitions (time savers to support the chat, free free to add or amend as need... https://t.co/4OHllpiQTB
21:40:33 01:40:33	tonyjoyce @tonyjoyce		@milouness @sourcePOV @allisonhornery @collabdna Is there a way to qualify it? Too much conflict, particularly pers... https://t.co/4ImpqRfT3y
21:40:39 01:40:39	Jamie Billingham @jamiebillingham		@tonyjoyce @sourcePOV @allisonhornery @collabdna I think that's a sign of a healthy org. When there is requisite sa... https://t.co/YUO8c7Ma8
21:42:30 01:42:30	Jamie Billingham @jamiebillingham		I personally love it what there is a Historian in important meetings. Esp. if they have provide context around prior decisions. #OrgDNA
21:42:38 01:42:38	Carmen A. Medina @milouness		I can imagine another role--the tension cutter. It could be the moderator but it's probably better if someone else. #orgdna
21:42:57 01:42:57	Chris Jones @sourcePOV		@tonyjoyce @milouness @allisonhornery @collabdna .. I think this is huge Tony. I often call the naysayer the "Contr... https://t.co/oBVDwWbXMD
21:43:20 01:43:20	Carmen A. Medina @milouness		This is the person who can tease and make gentle jokes--and keeps the temperature of the conversation healthy. #orgdna
21:44:39 01:44:39	Chris Jones @sourcePOV		@tonyjoyce @milouness @allisonhornery @collabdna .. on the flip side is a healthy Challenger, the one fostering dis... https://t.co/HFpIDAXIAz
21:45:02 01:45:02	Carmen A. Medina @milouness		@tonyjoyce @sourcePOV @allisonhornery @collabdna My guess is that the amount of conflict is situation and team dependent #orgdna
21:45:36 01:45:36	Carmen A. Medina @milouness		But if you're always avoiding conflict, then you have nothing to go by and situations become explosive. #orgdna
21:45:41 01:45:41	Jamie Billingham @jamiebillingham		@sourcePOV @tonyjoyce @milouness @allisonhornery @collabdna Campbell and Jung might say that the shadow carrier is... https://t.co/MEKq8k7hLR

21:46:14 01:46:14	Chris Jones @sourcePOV		@milouness @tonyjoyce @allisonhornery @collabdna Agree Carmen. I think most applaud a Moderator/Facilitator who can... https://t.co/w5UB6FJTHS
21:47:38 01:47:38	Chris Jones @sourcePOV		@jamiebillingham @tonyjoyce @milouness @allisonhornery @collabdna Yes, Jamie. In fact, would Jung call these Roles... https://t.co/VIKBaEEASR
21:49:37 01:49:37	tonyjoyce @tonyjoyce		@sourcePOV @milouness @allisonhornery @collabdna I suspect the distinction between moderator, facilitator or devil'... https://t.co/7zT5ePqWno
21:49:53 01:49:53	DNA of Collaboration @collabdna		Again, just a single #orgdna Q tonight, with a few related sub questions .. we'll add a few of these now ..
21:51:10 01:51:10	DNA of Collaboration @collabdna		Q: How do these 12 Roles (or roles like them?) transform the nature of dialog in the modern organization? How do they work together? #orgdna
21:51:29 01:51:29	pammoran @pammoran		RT @sourcePOV: .. and here are 12 working Key Role definitions (time savers to support the chat, free free to add or amend as needed ..) >...
21:52:24 01:52:24	Jamie Billingham @jamiebillingham		@sourcePOV @tonyjoyce @milouness @allisonhornery @collabdna Perhaps - makes sense - Jung included the trickster as... https://t.co/6fxqclLB7w
21:52:36 01:52:36	Valdis Krebs @ValdisKrebs		Nice person to have around... Hello #orgdna folks! https://t.co/wxltkG3Kqi
21:53:01 01:53:01	Chris Jones @sourcePOV		@tonyjoyce @milouness @allisonhornery @collabdna Absolutely !! Both culture and the strong leaders in a group will... https://t.co/fGqxSYHuBo
21:53:08 01:53:08	Andrea Villeneuve @DreaVilleneuve		@jamiebillingham When we succession plan boards, we look at that aspect. A remaining member to act as Historian - o... https://t.co/Q5XCQc9Zmo
21:53:51 01:53:51	Chris Jones @sourcePOV		@ValdisKrebs hey there Valdis, thanks for stopping in .. !! #orgdna
21:54:59 01:54:59	Carmen A. Medina @milouness		@collabdna Role of historian can b very important. For example, when there are objections to decision, no one keeps track of them #orgdna
21:55:38 01:55:38	Chris Jones @sourcePOV		A: I think the Practitioner and SME can work together to create a balanced perspective >> how things ARE being done... https://t.co/X1W2DAkg6c
21:56:40 01:56:40	Carmen A. Medina @milouness		@collabdna It would matter if at status meeting historian said: at last meeting, these objections were raised. R any materializing? #orgdna
21:56:41 01:56:41	Jamie Billingham @jamiebillingham		Having never been in in an org that recognized or articulated these 12 roles I have no idea. I think that if there... https://t.co/ydWDKr1oqc
21:57:09 01:57:09	Chris Jones @sourcePOV		A: .. how many times have we seen groups debate the ideal or hypothetical w/ no regard for the actual current state... https://t.co/RzPnjJINUO
21:57:47 01:57:47	tonyjoyce @tonyjoyce		@milouness @collabdna I see this role supported by a secretary or designated note taker. #orgdna
21:59:24 01:59:24	Andrea Villeneuve @DreaVilleneuve		@jamiebillingham The shifting of roles is important - as we can fit several different. #orgdna
22:00:01 02:00:01	Chris Jones @sourcePOV		@jamiebillingham Agree, we can dream :) In practice, what I've seen done (+actually done myself) is to plant peopl... https://t.co/G7b7npSLcl
22:01:03 02:01:03	Jamie Billingham @jamiebillingham		I see that role - note taker - as being first to be universally eliminated by technology :-) #OrgDNA https://t.co/BJJhZxjSwp
22:01:49 02:01:49	Jamie Billingham @jamiebillingham		@sourcePOV Curious - why don't you articulate the roles - name them? #OrgDNA
22:01:50 02:01:50	Andrea Villeneuve @DreaVilleneuve		@tonyjoyce @milouness @collabdna It could be, and a secretary should always have access to previous history - but I... https://t.co/krAuJnBXeJ
22:01:50 02:01:50	Chris Jones @sourcePOV		@tonyjoyce @milouness @collabdna YES Tony, what I call "Aggregator" is a huge role, but so often nobody wants to do... https://t.co/oqdq7fAUmM
22:02:03 02:02:03	tonyjoyce @tonyjoyce		@DreaVilleneuve @jamiebillingham Do you observe any deliberate consideration or assignment or roles before or at fr... https://t.co/ozdHOCkDSR

22:02:10 02:02:10	Valdis Krebs @ValdisKrebs		@sourcePOV Hey Chris... missed another #orgdna. Read this great post today, others may enjoy... https://t.co/GrEPAB5bSF
22:03:21 02:03:21	Andrea Villeneuve @DreaVilleneuve		@tonyjocce @jamiEBillingham Rarely - but I've seen shifting of unassigned roles happen during the course of the meeting. #orgdna
22:04:08 02:04:08	Jamie Billingham @jamiEBillingham		Me too - and think that's why naming the role is important. If you shift and don't name it's like .. playing first... https://t.co/4K6nq7A5Tm
22:06:01 02:06:01	Andrea Villeneuve @DreaVilleneuve		@jamiEBillingham Agreed - and I think the shift happens frequently, which makes meetings way less productive. #orgdna
22:06:22 02:06:22	Chris Jones @sourcePOV		@jamiEBillingham .. only because we risk of alienating or leaving folks out. I think a highly evolved and self aware... https://t.co/yGo67kDriw
22:07:03 02:07:03	Chris Jones @sourcePOV		@ValdisKrebs .. thanks Valdis, will have to read this :) #orgdna
22:08:09 02:08:09	tonyjocce @tonyjocce		@jamiEBillingham @milouness Have you seen role naming in practice? #OrgDNA Or is it unheard of in formal (repetitive) meeting groups?
22:10:12 02:10:12	Jamie Billingham @jamiEBillingham		@sourcePOV Have to think on it a bit - Gut says that a lot of roles are reflective of who people are and they may s... https://t.co/UTE58jfMG4
22:10:46 02:10:46	Chris Jones @sourcePOV		A: Another clue of a high-performing team is ability for context-switching .. changing focus on a dime .. can be tr... https://t.co/Wiour7X6PVO
22:12:55 02:12:55	Chris Jones @sourcePOV		Not sure you'd count 'Twitter chats' as relevant .. but much of what I've seen and described here I've seen in high... https://t.co/VmQAnvnDKW
22:12:56 02:12:56	Jamie Billingham @jamiEBillingham		@tonyjocce @milouness I did it in Uni during residency - Every meeting began with people declaring 1 of the 4 Kanto... https://t.co/HEKDn9s25B
22:14:32 02:14:32	Chris Jones @sourcePOV		@jamiEBillingham @tonyjocce @milouness Interesting. I think some risk taking is needed. And an appetite to 'see wha... https://t.co/4l2SVEtZd5
22:15:54 02:15:54	Andrea Villeneuve @DreaVilleneuve		@sourcePOV Interesting - I'm not sure that I've seen all the key roles - but some for sure in Twitter Chats #orgdna
22:16:54 02:16:54	DNA of Collaboration @collabdna		Just joining? We're 75m into "Key Roles for Dialog in the Modern Org", tonight's topic for our monthly #orgdna conv... https://t.co/ndJs6thE7V
22:17:23 02:17:23	Jamie Billingham @jamiEBillingham		@sourcePOV @tonyjocce @milouness I think that many orgs are full of folks who cling to the status quo as if it was... https://t.co/VyjVLdvTxJ
22:18:12 02:18:12	Chris Jones @sourcePOV		@DreaVilleneuve Agree Drea, I've never seen all 12 Roles on the same team at the same meeting. But I've absolutely... https://t.co/Td91oRStnq
22:18:50 02:18:50	Andrea Villeneuve @DreaVilleneuve		@jamiEBillingham @sourcePOV @tonyjocce @milouness Truth! #orgdna
22:20:06 02:20:06	DNA of Collaboration @collabdna		What kind of Roles are we talking about? Here are 12 that are helping fuel our discussion >> https://t.co/hWQgMNzwkg #orgdna #futureofwork
22:20:39 02:20:39	Andrea Villeneuve @DreaVilleneuve		@sourcePOV I've seen all 12 roles before, I agree. I'd love to see all 12 in a meeting - it would be interesting. #orgdna
22:22:24 02:22:24	Chris Jones @sourcePOV		Agree on this point !! And of course the silo-mindset is so often a barrier to fresh, new thinking .. it takes a si... https://t.co/HiOFG1UMRu
22:24:49 02:24:49	Chris Jones @sourcePOV		Yanno, I love where you guys have taken this conversation. I wish we could get in a conference room and prototype t... https://t.co/TQwTjJkV4t
22:26:17 02:26:17	Andrea Villeneuve @DreaVilleneuve		@sourcePOV That would be interesting - are we assigning key roles or can we pick our own?   #orgdna
22:27:16 02:27:16	Andrea Villeneuve @DreaVilleneuve		@tonyjocce @sourcePOV Interestingly enough - I've been on a board with 12 members - I'd have to think on the key roles though #orgdna
22:27:34 02:27:34	Jamie Billingham @jamiEBillingham		@sourcePOV If you'd like to try this out in a virtual space with Avatars let me know.. I have a space that is underused #OrgDNA

22:27:44 02:27:44	Chris Jones @sourcePOV		@DreaVilleneuve I did a workshop for Entrepreneurs here in Charlotte, back in 2013 .. had the Roles on index cards,... https://t.co/apPKPUYYsy
22:28:43 02:28:43	Chris Jones @sourcePOV		@jamiereillingham How cool. I remember you sharing that a ways back. Let's consider doing something .. can it be real time? #orgdna
22:28:55 02:28:55	DNA of Collaboration @collabdna		RT @jamiereillingham: @sourcePOV If you'd like to try this out in a virtual space with Avatars let me know.. I have a space that is underuse...
22:30:52 02:30:52	Jamie Billingham @jamiereillingham		@DreaVilleneuve @tonyjocce @sourcePOV Analysts, Catalyst, Challenger, Connector and even Designer are personality t... https://t.co/Hamj6pyoxV
22:31:34 02:31:34	Andrea Villeneuve @DreaVilleneuve		@sourcePOV I'm always interested in how others might define my role. #orgdna
22:32:08 02:32:08	Jamie Billingham @jamiereillingham		@sourcePOV Yes, real time only. Requires some prep - as in everyone needs to download the app so not good for drop-ins #OrgDNA
22:32:58 02:32:58	DNA of Collaboration @collabdna		We're 90m in on #orgdna folks, well beyond a "normal" chat .. and where we ought to be !! :) To wrap move toward so... https://t.co/JnmoP7t2cX
22:34:38 02:34:38	Chris Jones @sourcePOV		@jamiereillingham .. sounds like it would be lots of fun. And informative !! #orgdna
22:35:47 02:35:47	Chris Jones @sourcePOV		@jamiereillingham @DreaVilleneuve @tonyjocce Yes, I think there is room for sharing and multi-tasking for many of th... https://t.co/3NDsKJj4UD
22:37:14 02:37:14	Chris Jones @sourcePOV		Are you guys up for a little Coggle engineering? I think "Dialog" needs a home, as a function of shaping the... https://t.co/tODA6Ow4ct
22:38:29 02:38:29	Jamie Billingham @jamiereillingham		@collabdna Could be sub roles for dialogue, discussion and advocacy.. maybe #OrgDNA
22:40:05 02:40:05	DNA of Collaboration @collabdna		Perhaps. Or is "Dialog" the Medium, the space .. the Japanese notions of Ba (for knowledge transfer?) or Ma (I thin... https://t.co/C3NgB1g4z8
22:40:24 02:40:24	Jamie Billingham @jamiereillingham		@DreaVilleneuve @sourcePOV How do you define it? #OrgDNA
22:42:04 02:42:04	Jamie Billingham @jamiereillingham		@collabdna Much better - or the "way" with some roles being a better fit for different "ways" #OrgDNA
22:42:26 02:42:26	DNA of Collaboration @collabdna		It's late (for some in the group) to start a new thought/thread, but our Coggle does need some upkeep, as we learn... https://t.co/mBGOMUZpr9
22:42:30 02:42:30	Andrea Villeneuve @DreaVilleneuve		@jamiereillingham @sourcePOV I've always identified as a connector. #orgdna
22:45:38 02:45:38	Jamie Billingham @jamiereillingham		@DreaVilleneuve @sourcePOV Cool - I see connections that others miss a lot of the time too - advantage of interdisc... https://t.co/xunAqjVZVc
22:45:55 02:45:55	DNA of Collaboration @collabdna		In addition to Coggle engineering is the need for some chat planning. All Planners, Designers and Connectors, pleas... https://t.co/OmgfTrPRT0
22:48:06 02:48:06	Chris Jones @sourcePOV		Would have to agree on criticality of "Connector" role .. I think we all relish the chance to learn in that way https://t.co/w8MnZS2c16
22:48:35 02:48:35	Jamie Billingham @jamiereillingham		I have to run y'all, unfortunately. This was a blast and big thanks to @sourcePOV for being the designer and cataly... https://t.co/m5SKwj8T4j
22:49:09 02:49:09	Chris Jones @sourcePOV		@dc2fla @collabdna @DrTimony @mritzius @PanteliT @SJAbbott @d_scott @complexified @jbordeaux @quickmuse @4KM... https://t.co/gE1Iq7p00g
22:50:52 02:50:52	Chris Jones @sourcePOV		@jamiereillingham .. thank you Jamie, you get credit for many innovations launched tonight, including fewer question... https://t.co/szwh9e6hCr
22:51:41 02:51:41	DNA of Collaboration @collabdna		Yes, 2 hours is a long Twitter Chat. But I think we kept it interesting throughout :) #orgdna
22:51:55 02:51:55	Jamie Billingham @jamiereillingham		@collabdna Quick though on this as I head out the door - maybe a place where we can add topics in the form of quest... https://t.co/LiL6AHA40T

22:53:00 02:53:00	DNA of Collaboration @collabdna		Watch for the #orgdna #futureofwork transcript in PDF form, courtesy @johnwlewis @holosoft .. usually out next day.... https://t.co/i56BJDC8rE
22:55:29 02:55:29	Chris Jones @sourcePOV		Liking this. A Google doc linked from the Meta page, where folks can simply add free form thoughts and topic ideas.... https://t.co/vaLqZQWxVI
22:57:24 02:57:24	Chris Jones @sourcePOV		Ok folks, we'll wrap things up. THANK YOU for coming out tonight, and for the quality cycles .. 2 hours never comes... https://t.co/8HIMsxJmVL
22:59:32 02:59:32	DNA of Collaboration @collabdna		We'll be back the 3rd or 4th Monday in April, as schedules allow. Watch for link to a new Google Doc, and be thinki... https://t.co/VmoQny6PPH
23:01:08 03:01:08	Chris Jones @sourcePOV		Hey @pammoran @jbordeaux .. great to see you both back in the #orgdna stream !! Transcript link will post to this h... https://t.co/YDC8N7DR5e
23:02:10 03:02:10	Chris Jones @sourcePOV		I'm out everyone, have a great evening .. and thanks for another outstanding #orgdna conversation. Let's talk again soon :)
23:03:18 03:03:18	Myna @MynaEdu		RT @collabdna: We'll be back the 3rd or 4th Monday in April, as schedules allow. Watch for link to a new Google Doc, and be thinking (a.) C...
00:34:38 04:34:38	Sherry Jones @sherryjones		RT @milouness: Before I realized that, I had drunk the ORG koolaid that my goal as a manager was to have smooth operations #orgdna