

orgdna chat

## Key Roles for Dialog in the Modern Organization

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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	<b>Andrea Villeneuve</b> @DreaVilleneuve		Looking forward to some interesting discussion tonight - 9:00 pm EDT #futureofwork #orgdna <a href="https://t.co/xRZSMmvxme">https://t.co/xRZSMmvxme</a>
12:58:57 16:58:57	<b>Terra Walker has battery backup.</b> @terra_walker		RT @DreaVilleneuve: @JKatzaman @joshmccormack @katyb_spencer @ScottOntiveroz @JoelRRenner @terra_walker @ideabloke @_TomGReid @mark_PCP @mi
13:18:34 17:18:34	<b>Jamie Billingham</b> @jamiebillingham		RT @sourcePOV: Key Roles for Dialog in the Modern Organization   Join our next #orgdna #futureofwork Monday 3/26 9pmET <a href="https://t.co/nbiCcr...">https://t.co/nbiCcr...</a>
17:32:14 21:32:14	<b>Chris Jones</b> @sourcePOV		Thanks for the shoutout Drea !! Tonight's convo on "Key Roles for Dialog" should be ++ interesting... <a href="https://t.co/WEmwvQkxmY">https://t.co/WEmwvQkxmY</a>
17:40:53 21:40:53	<b>DNA of Collaboration</b> @collabdna		Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov... <a href="https://t.co/1ECXm8cbiv">https://t.co/1ECXm8cbiv</a>
18:21:48 22:21:48	<b>Jamie Billingham</b> @jamiebillingham		Come chat #OrgDNA and #FutureOfWork tonight at 9ET   More here <a href="https://t.co/Rk2QjmDBJf">https://t.co/Rk2QjmDBJf</a> <a href="https://t.co/BCDVfxfPCh">https://t.co/BCDVfxfPCh</a>
18:30:23 22:30:23	<b>pammoran</b> @pammoran		RT @collabdna: Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov <a href="https://t.co/y6mVFlgo9Y">https://t.co/y6mVFlgo9Y</a> @DrT
19:01:32 23:01:32	<b>D. Scott Smith</b> @d_scott		RT @collabdna: Can you join? Tonight 9-11pET #orgdna on the #futureofwork "Key Roles for Dialog" w/ @sourcepov <a href="https://t.co/y6mVFlgo9Y">https://t.co/y6mVFlgo9Y</a> @DrT
20:19:57 00:19:57	<b>Chris Jones</b> @sourcePOV		@d_scott @collabdna @DrTimony @mritzius @dc2fla @PanteliT @SJAbbott @complexified @jbordeaux @quickmuse @4KM... <a href="https://t.co/5gSVoMoCiW">https://t.co/5gSVoMoCiW</a>
20:56:39 00:56:39	<b>Jamie Billingham</b> @jamiebillingham		RT @jamiebillingham: Come chat #OrgDNA and #FutureOfWork tonight at 9ET   More here <a href="https://t.co/Rk2QjmDBJf">https://t.co/Rk2QjmDBJf</a> <a href="https://t.co/BCDVfxfPCh">https://t.co/BCDVfxfPCh</a>
20:58:49 00:58:49	<b>DNA of Collaboration</b> @collabdna		TONIGHT for #orgdna #futureofwork >> "Key Roles for Dialog in the Modern Org" We'll be kicking off shortly. Stop in... <a href="https://t.co/Hk41Fkpa56">https://t.co/Hk41Fkpa56</a>
21:00:24 01:00:24	<b>Jamie Billingham</b> @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	<b>Carmen A. Medina</b> @milouness		Good evening. #orgdna
21:01:41 01:01:41	<b>Chris Jones</b> @sourcePOV		@milouness hi Carmen, how are u this evening? Thanks for stopping in :) #orgdna
21:02:27 01:02:27	<b>DNA of Collaboration</b> @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	<b>Jamie Billingham</b> @jamiebillingham		Hola #OrgDNA folks. Jamie here - and organized for once- from raining Chilliwack which is near Raincouver BC
21:04:14 01:04:14	<b>D. Scott Smith</b> @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	<b>Chris Jones</b> @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	<b>Allison Hornery</b> @allisonhornery		@jamiebillingham "Raincouver" lol :) #orgdna
21:05:11 01:05:11	<b>Chris Jones</b> @sourcePOV		@jamiebillingham Awww raining, sorry to hear .. but we've had our share in NC too. Rain .. and basketball .. lol Ma... <a href="https://t.co/QLzJHkfAF5">https://t.co/QLzJHkfAF5</a>
21:05:15 01:05:15	<b>Carmen A. Medina</b> @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	<b>D. Scott Smith</b> @d_scott		Hey friends! I am a #MotivationalListener #orgdna
21:06:12 01:06:12	<b>Chris Jones</b> @sourcePOV		Spoken from the depths of experience, too :) #orgdna .. again, great to have you back .. !! <a href="https://t.co/bYu7LFwyxG">https://t.co/bYu7LFwyxG</a>
21:06:14 01:06:14	<b>tonyjoyce</b> @tonyjoyce		@collabdna checking in tonight #orgdna
21:06:24 01:06:24	<b>Jamie Billingham</b> @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	<b>Chris Jones</b> @sourcePOV		@tonyjoyce @collabdna Hey Tony, thanks for joining us !! Lots of great conversation in the #orgdna stream already t... <a href="https://t.co/Z5lVtK1fCK">https://t.co/Z5lVtK1fCK</a>
21:07:03 01:07:03	<b>Jamie Billingham</b> @jamiebillingham		Awesome! @d_scott Hey friends! I am a #MotivationalListener #orgdna
21:07:34 01:07:34	<b>DNA of Collaboration</b> @collabdna		Don't forget, we're still on intros :) #orgdna
21:07:57 01:07:57	<b>Allison Hornery</b> @allisonhornery		Hey #orgdna gang, checking in from Canberra AUS for today's convo - looking forward to it!
21:08:43 01:08:43	<b>Chris Jones</b> @sourcePOV		Chris Jones here, Charlotte NC. Organizational survivor, explorer of edges, always ready to learn .. glad y'all cou... <a href="https://t.co/l4iumFrTGp">https://t.co/l4iumFrTGp</a>
21:08:45 01:08:45	<b>Redge</b> @Versalytics		Hello everyone! Redge from Toronto ... general manager, lean practitioner, blogger, programmer, and other things ... #orgdna
21:09:25 01:09:25	<b>Chris Jones</b> @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	<b>Beth McLellan</b> @Beth4Ward21		RT @Versalytics: Hello everyone! Redge from Toronto ... general manager, lean practitioner, blogger, programmer, and other things ... #or...
21:09:29 01:09:29	<b>Jamie Billingham</b> @jamiebillingham		I'm looking through the 12 roles features in The DNA of Collaboration and trying to figure out which one(s) I refle... <a href="https://t.co/nWundRNdqk">https://t.co/nWundRNdqk</a>
21:11:19 01:11:19	<b>D. Scott Smith</b> @d_scott		Reading the frame - discussing Silos and Communication. Before my phone dies: Silos are good for Deep Knowledge but... <a href="https://t.co/VNAhf2w37">https://t.co/VNAhf2w37</a>
21:11:20 01:11:20	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jamiebillingham Raincouver is not as bad as Winterpeg. 🎯🎯 #orgdna
21:11:34 01:11:34	<b>DNA of Collaboration</b> @collabdna		If you didn't catch the "definitions" link, it might prove useful .. w/ so many key roles, we could (and may yet) s... <a href="https://t.co/UNxJxdJe2C">https://t.co/UNxJxdJe2C</a>
21:12:05 01:12:05	<b>Andrea Villeneuve</b> @DreaVilleneuve		Hello all. Andrea/Drea from Winnipeg. #orgdna
21:12:20 01:12:20	<b>Chris Jones</b> @sourcePOV		@Versalytics Thanks for being here Redge, always love your insights :) #orgdna
21:13:11 01:13:11	<b>Chris Jones</b> @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	<b>Jamie Billingham</b> @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	<b>Chris Jones</b> @sourcePOV		We have more than a quorum, let's get started .. #orgdna
21:14:20 01:14:20	<b>Jamie Billingham</b> @jamiebillingham		@DreaVilleneuve So true - I shouldn't complain :-)) #orgdna
21:14:25 01:14:25	<b>Redge</b> @Versalytics		Have it up on one of my monitors. Glad there's only 12 ... just saying. #orgdna <a href="https://t.co/q8iL8Xs979">https://t.co/q8iL8Xs979</a>
21:14:54 01:14:54	<b>DNA of Collaboration</b> @collabdna		First, thanks to our own @jamiebillingham for the idea to reduce the number of Q's, so we could go more indepth. On... <a href="https://t.co/V9KnPiduGI">https://t.co/V9KnPiduGI</a>
21:15:10 01:15:10	<b>Jamie Billingham</b> @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... <a href="https://t.co/cYGisFVro">https://t.co/cYGisFVro</a>
21:16:10 01:16:10	<b>Jamie Billingham</b> @jamiebillingham		I like depth - it's make sit easier to be a Challenger :-D #orgdna
21:16:32 01:16:32	<b>DNA of Collaboration</b> @collabdna		Q: How can specific Roles transform the nature of dialog in the modern organization?   e.g., these, for starters >>... <a href="https://t.co/ZiASMswcDG">https://t.co/ZiASMswcDG</a>
21:18:20 01:18:20	<b>Chris Jones</b> @sourcePOV		Lol @jamiebillingham @versalytics oh there are way more than 12, and quite a few variations in between. These just... <a href="https://t.co/1IbElhF44O">https://t.co/1IbElhF44O</a>
21:19:33 01:19:33	<b>Allison Hornery</b> @allisonhornery		@collabdna At the risk of being too high-level, I think recognising these roles/character traits and mindfully work... <a href="https://t.co/KiRWOLLeMP">https://t.co/KiRWOLLeMP</a>
21:19:37 01:19:37	<b>Jamie Billingham</b> @jamiebillingham		A: I'll jump in as I've been percolating on this for a few days.. With many orgs facing increasing complexity, more... <a href="https://t.co/4KiHQysjgh">https://t.co/4KiHQysjgh</a>
21:20:47 01:20:47	<b>Chris Jones</b> @sourcePOV		A: My favorite dialog building roles >> Catalyst, Connector << both serve to get things started, to spark something... <a href="https://t.co/42oVvqhApX">https://t.co/42oVvqhApX</a>
21:20:54 01:20:54	<b>Jamie Billingham</b> @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 <a href="https://t.co/aPJ8wut4nn">https://t.co/aPJ8wut4nn</a>
21:21:51 01:21:51	<b>Carmen A. Medina</b> @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	<b>Chris Jones</b> @sourcePOV		@jamiebillingham .. totally agree here, Jamie. I think to stare down #complexity we need to create some anchors, co... <a href="https://t.co/Aoo4DcDeo3">https://t.co/Aoo4DcDeo3</a>
21:22:27 01:22:27	<b>Allison Hornery</b> @allisonhornery		@collabdna This starter list is really interesting to me - we tend to start with the Gladwell-inspired networker, c... <a href="https://t.co/T3GOud6WZP">https://t.co/T3GOud6WZP</a>
21:22:40 01:22:40	<b>Jamie Billingham</b> @jamiebillingham		I mean even at a basic meeting all too often roles aren't defined and the result is really poorly run meetings with... <a href="https://t.co/c3veqzQo4B">https://t.co/c3veqzQo4B</a>
21:23:07 01:23:07	<b>Redge</b> @Versalytics		Certain roles may expand our thinking ... options ... versus remaining in our comfort zone. #orgdna
21:24:08 01:24:08	<b>Chris Jones</b> @sourcePOV		@milouness .. absolutely Carmen .. balancing diversity (difference) and affinity (sameness) is a HUGE challenge IMO... <a href="https://t.co/cZjZKxi96B">https://t.co/cZjZKxi96B</a>
21:24:23 01:24:23	<b>Redge</b> @Versalytics		Different roles gain significance depending on phase or type of work. New versus change #orgdna
21:24:58 01:24:58	<b>Jamie Billingham</b> @jamiebillingham		Right on @milouness and as long as there is room for people to shift roles orgs can be healthier and more productiv... <a href="https://t.co/fgupsQqec">https://t.co/fgupsQqec</a>
21:26:34 01:26:34	<b>Jamie Billingham</b> @jamiebillingham		Has anyone here ever been to a collaborative or any other kind of meeting where roles beyond "I'll moderate and you... <a href="https://t.co/5JeVSVveNp">https://t.co/5JeVSVveNp</a>
21:26:57 01:26:57	<b>Chris Jones</b> @sourcePOV		@allisonhornery @collabdna Thanks Allison !! I'd put lots of time into fleshing these out, ca. 2012. I think C.W. s... <a href="https://t.co/7aDJTbWc9J">https://t.co/7aDJTbWc9J</a>
21:27:56 01:27:56	<b>tonyjoyce</b> @tonyjoyce		@Versalytics Wondering whether the old storm-form-norm-perform framework (Tuckman?) might help anchor the diversity... <a href="https://t.co/9A3wAAEhKf">https://t.co/9A3wAAEhKf</a>
21:28:35 01:28:35	<b>Allison Hornery</b> @allisonhornery		@jamiebillingham We've experimented a bit with this at @GovCampAU - both leading up to and at the events themselves... <a href="https://t.co/BFZoAqKFWG">https://t.co/BFZoAqKFWG</a>

21:29:11 01:29:11	<b>Chris Jones</b> @sourcePOV		Yes @jamiebillingham, the Agile development methodology brings quite a few more roles to the table >> Owner, SME, D... <a href="https://t.co/PeK91qRh3B">https://t.co/PeK91qRh3B</a>
21:29:51 01:29:51	<b>Allison Hornery</b> @allisonhornery		@sourcePOV @collabdna I also like these because they're in the so-called soft skills realm which means that even te... <a href="https://t.co/PgyHCrHiEP">https://t.co/PgyHCrHiEP</a>
21:31:08 01:31:08	<b>Chris Jones</b> @sourcePOV		@allisonhornery @collabdna YES. Everyone can play. No one has to sit on the sidelines. How often do we see THAT in... <a href="https://t.co/F4bPo7ncj7">https://t.co/F4bPo7ncj7</a>
21:32:04 01:32:04	<b>Jamie Billingham</b> @jamiebillingham		The nuances are important imo. Kantor only id'ed 4 but that is a bit limited #OrgDNA <a href="https://t.co/oggbYtzB91">https://t.co/oggbYtzB91</a>
21:33:29 01:33:29	<b>Chris Jones</b> @sourcePOV		@jamiebillingham .. I read R.M. Kantor's "Change Masters" at the start of my career (dating self!) in the 80s, I th... <a href="https://t.co/5rZydw8WzI">https://t.co/5rZydw8WzI</a>
21:34:18 01:34:18	<b>Jamie Billingham</b> @jamiebillingham		@sourcePOV I see those as a different kind of role - and maybe that's a differentiation that might be made. Roles c... <a href="https://t.co/NBBRFzciF">https://t.co/NBBRFzciF</a>
21:35:08 01:35:08	<b>Allison Hornery</b> @allisonhornery		@jamiebillingham @sourcePOV Yes x 1000 #orgdna
21:35:35 01:35:35	<b>DNA of Collaboration</b> @collabdna		Just joining #orgdna on the #futureofwork?   We are 30 minutes in, talking about how Key Roles spark dialog in the... <a href="https://t.co/1u6NYwc2Oo">https://t.co/1u6NYwc2Oo</a>
21:36:14 01:36:14	<b>tonyjocce</b> @tonyjocce		@sourcePOV @allisonhornery @collabdna One of the attributes of geed meetings is open discussion of difficult subjec... <a href="https://t.co/dD2qjQot76">https://t.co/dD2qjQot76</a>
21:37:32 01:37:32	<b>Carmen A. Medina</b> @milouness		@tonyjocce @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	<b>Carmen A. Medina</b> @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	<b>Jamie Billingham</b> @jamiebillingham		Some orgs seem to be doing better at defining roles like Champion etc. My last contract was with an org that define... <a href="https://t.co/hXwFVvdSn9">https://t.co/hXwFVvdSn9</a>
21:38:37 01:38:37	<b>DNA of Collaboration</b> @collabdna		If you missed tonight's #orgdna background frame on "Key Roles" here's the link >> <a href="https://t.co/v6mYFkg98Y">https://t.co/v6mYFkg98Y</a>
21:39:54 01:39:54	<b>Chris Jones</b> @sourcePOV		.. and here are 12 working Key Role definitions (time savers to support the chat, free free to add or amend as need... <a href="https://t.co/4OHllpiQTB">https://t.co/4OHllpiQTB</a>
21:40:33 01:40:33	<b>tonyjocce</b> @tonyjocce		@milouness @sourcePOV @allisonhornery @collabdna Is there a way to qualify it? Too much conflict, particularly pers... <a href="https://t.co/4ImpqRfT3y">https://t.co/4ImpqRfT3y</a>
21:40:39 01:40:39	<b>Jamie Billingham</b> @jamiebillingham		@tonyjocce @sourcePOV @allisonhornery @collabdna I think that's a sign of a healthy org. When there is requisite sa... <a href="https://t.co/YUO8c7Ma8">https://t.co/YUO8c7Ma8</a>
21:42:30 01:42:30	<b>Jamie Billingham</b> @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	<b>Carmen A. Medina</b> @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	<b>Chris Jones</b> @sourcePOV		@tonyjocce @milouness @allisonhornery @collabdna .. I think this is huge Tony. I often call the naysayer the "Contr... <a href="https://t.co/oBVDwWbXMD">https://t.co/oBVDwWbXMD</a>
21:43:20 01:43:20	<b>Carmen A. Medina</b> @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	<b>Chris Jones</b> @sourcePOV		@tonyjocce @milouness @allisonhornery @collabdna .. on the flip side is a healthy Challenger, the one fostering dis... <a href="https://t.co/HFpIDAXIAz">https://t.co/HFpIDAXIAz</a>
21:45:02 01:45:02	<b>Carmen A. Medina</b> @milouness		@tonyjocce @sourcePOV @allisonhornery @collabdna My guess is that the amount of conflict is situation and team dependent #orgdna
21:45:36 01:45:36	<b>Carmen A. Medina</b> @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	<b>Jamie Billingham</b> @jamiebillingham		@sourcePOV @tonyjocce @milouness @allisonhornery @collabdna Campbell and Jung might say that the shadow carrier is... <a href="https://t.co/MEKq8k7hLR">https://t.co/MEKq8k7hLR</a>

21:46:14 01:46:14	<b>Chris Jones</b> @sourcePOV		@milouness @tonyjoyce @allisonhornery @collabdna Agree Carmen. I think most applaud a Moderator/Facilitator who can... <a href="https://t.co/w5UB6FJTHS">https://t.co/w5UB6FJTHS</a>
21:47:38 01:47:38	<b>Chris Jones</b> @sourcePOV		@jamiebillingham @tonyjoyce @milouness @allisonhornery @collabdna Yes, Jamie. In fact, would Jung call these Roles... <a href="https://t.co/VIKBaEEASR">https://t.co/VIKBaEEASR</a>
21:49:37 01:49:37	<b>tonyjoyce</b> @tonyjoyce		@sourcePOV @milouness @allisonhornery @collabdna I suspect the distinction between moderator, facilitator or devil'... <a href="https://t.co/7zT5ePqWn0">https://t.co/7zT5ePqWn0</a>
21:49:53 01:49:53	<b>DNA of Collaboration</b> @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	<b>DNA of Collaboration</b> @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	<b>pammoran</b> @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	<b>Jamie Billingham</b> @jamiebillingham		@sourcePOV @tonyjoyce @milouness @allisonhornery @collabdna Perhaps - makes sense - Jung included the trickster as... <a href="https://t.co/6fxqclLB7w">https://t.co/6fxqclLB7w</a>
21:52:36 01:52:36	<b>Valdis Krebs</b> @ValdisKrebs		Nice person to have around... Hello #orgdna folks! <a href="https://t.co/wxltkG3Kqi">https://t.co/wxltkG3Kqi</a>
21:53:01 01:53:01	<b>Chris Jones</b> @sourcePOV		@tonyjoyce @milouness @allisonhornery @collabdna Absolutely !! Both culture and the strong leaders in a group will... <a href="https://t.co/fGqxSYHuBo">https://t.co/fGqxSYHuBo</a>
21:53:08 01:53:08	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jamiebillingham When we succession plan boards, we look at that aspect. A remaining member to act as Historian - o... <a href="https://t.co/Q5XCQc9Zmo">https://t.co/Q5XCQc9Zmo</a>
21:53:51 01:53:51	<b>Chris Jones</b> @sourcePOV		@ValdisKrebs hey there Valdis, thanks for stopping in .. !! #orgdna
21:54:59 01:54:59	<b>Carmen A. Medina</b> @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	<b>Chris Jones</b> @sourcePOV		A: I think the Practitioner and SME can work together to create a balanced perspective >> how things ARE being done... <a href="https://t.co/X1W2DAkg6c">https://t.co/X1W2DAkg6c</a>
21:56:40 01:56:40	<b>Carmen A. Medina</b> @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	<b>Jamie Billingham</b> @jamiebillingham		Having never been in in an org that recognized or articulated these 12 roles I have no idea. I think that if there... <a href="https://t.co/ydWDKr1oqc">https://t.co/ydWDKr1oqc</a>
21:57:09 01:57:09	<b>Chris Jones</b> @sourcePOV		A: .. how many times have we seen groups debate the ideal or hypothetical w/ no regard for the actual current state... <a href="https://t.co/RzPnjJINUO">https://t.co/RzPnjJINUO</a>
21:57:47 01:57:47	<b>tonyjoyce</b> @tonyjoyce		@milouness @collabdna I see this role supported by a secretary or designated note taker. #orgdna
21:59:24 01:59:24	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jamiebillingham The shifting of roles is important - as we can fit several different. #orgdna
22:00:01 02:00:01	<b>Chris Jones</b> @sourcePOV		@jamiebillingham Agree, we can dream :) In practice, what I've seen done (+actually done myself) is to plant peopl... <a href="https://t.co/G7b7npSLcl">https://t.co/G7b7npSLcl</a>
22:01:03 02:01:03	<b>Jamie Billingham</b> @jamiebillingham		I see that role - note taker - as being first to be universally eliminated by technology :- ) #OrgDNA <a href="https://t.co/BJJhZxjSwp">https://t.co/BJJhZxjSwp</a>
22:01:49 02:01:49	<b>Jamie Billingham</b> @jamiebillingham		@sourcePOV Curious - why don't you articulate the roles - name them? #OrgDNA
22:01:50 02:01:50	<b>Andrea Villeneuve</b> @DreaVilleneuve		@tonyjoyce @milouness @collabdna It could be, and a secretary should always have access to previous history - but I... <a href="https://t.co/krAuJnBXeJ">https://t.co/krAuJnBXeJ</a>
22:01:50 02:01:50	<b>Chris Jones</b> @sourcePOV		@tonyjoyce @milouness @collabdna YES Tony, what I call "Aggregator" is a huge role, but so often nobody wants to do... <a href="https://t.co/oqdq7fAUmM">https://t.co/oqdq7fAUmM</a>
22:02:03 02:02:03	<b>tonyjoyce</b> @tonyjoyce		@DreaVilleneuve @jamiebillingham Do you observe any deliberate consideration or assignment or roles before or at fr... <a href="https://t.co/ozdHOCkDSR">https://t.co/ozdHOCkDSR</a>

22:02:10 02:02:10	<b>Valdis Krebs</b> @ValdisKrebs		@sourcePOV Hey Chris... missed another #orgdna. Read this great post today, others may enjoy... <a href="https://t.co/GrEPAB5bSF">https://t.co/GrEPAB5bSF</a>
22:03:21 02:03:21	<b>Andrea Villeneuve</b> @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	<b>Jamie Billingham</b> @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... <a href="https://t.co/4K6nq7A5Tm">https://t.co/4K6nq7A5Tm</a>
22:06:01 02:06:01	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jamiEBillingham Agreed - and I think the shift happens frequently, which makes meetings way less productive. #orgdna
22:06:22 02:06:22	<b>Chris Jones</b> @sourcePOV		@jamiEBillingham .. only because we risk of alienating or leaving folks out. I think a highly evolved and self aware... <a href="https://t.co/yGo67kDriv">https://t.co/yGo67kDriv</a>
22:07:03 02:07:03	<b>Chris Jones</b> @sourcePOV		@ValdisKrebs .. thanks Valdis, will have to read this :) #orgdna
22:08:09 02:08:09	<b>tonyjocce</b> @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	<b>Jamie Billingham</b> @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... <a href="https://t.co/UTE58jfMG4">https://t.co/UTE58jfMG4</a>
22:10:46 02:10:46	<b>Chris Jones</b> @sourcePOV		A: Another clue of a high-performing team is ability for context-switching .. changing focus on a dime .. can be tr... <a href="https://t.co/Wiou7X6PVO">https://t.co/Wiou7X6PVO</a>
22:12:55 02:12:55	<b>Chris Jones</b> @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... <a href="https://t.co/VmQAnvnDKW">https://t.co/VmQAnvnDKW</a>
22:12:56 02:12:56	<b>Jamie Billingham</b> @jamiEBillingham		@tonyjocce @milouness I did it in Uni during residency - Every meeting began with people declaring 1 of the 4 Kanto... <a href="https://t.co/HEKDn9s25B">https://t.co/HEKDn9s25B</a>
22:14:32 02:14:32	<b>Chris Jones</b> @sourcePOV		@jamiEBillingham @tonyjocce @milouness Interesting, I think some risk taking is needed. And an appetite to 'see wha... <a href="https://t.co/4l2SVEtZd5">https://t.co/4l2SVEtZd5</a>
22:15:54 02:15:54	<b>Andrea Villeneuve</b> @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	<b>DNA of Collaboration</b> @collabdna		Just joining? We're 75m into "Key Roles for Dialog in the Modern Org", tonight's topic for our monthly #orgdna conv... <a href="https://t.co/ndJs6thE7V">https://t.co/ndJs6thE7V</a>
22:17:23 02:17:23	<b>Jamie Billingham</b> @jamiEBillingham		@sourcePOV @tonyjocce @milouness I think that many orgs are full of folks who cling to the status quo as if it was... <a href="https://t.co/VyjVLdvTxJ">https://t.co/VyjVLdvTxJ</a>
22:18:12 02:18:12	<b>Chris Jones</b> @sourcePOV		@DreaVilleneuve Agree Drea, I've never seen all 12 Roles on the same team at the same meeting. But I've absolutely... <a href="https://t.co/Td91oRStnq">https://t.co/Td91oRStnq</a>
22:18:50 02:18:50	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jamiEBillingham @sourcePOV @tonyjocce @milouness Truth! #orgdna
22:20:06 02:20:06	<b>DNA of Collaboration</b> @collabdna		What kind of Roles are we talking about? Here are 12 that are helping fuel our discussion >> <a href="https://t.co/hWQgMNzwkg">https://t.co/hWQgMNzwkg</a> #orgdna #futureofwork
22:20:39 02:20:39	<b>Andrea Villeneuve</b> @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	<b>Chris Jones</b> @sourcePOV		Agree on this point !! And of course the silo-mindset is so often a barrier to fresh, new thinking .. it takes a si... <a href="https://t.co/HiOFG1UMRu">https://t.co/HiOFG1UMRu</a>
22:24:49 02:24:49	<b>Chris Jones</b> @sourcePOV		Yanno, I love where you guys have taken this conversation. I wish we could get in a conference room and prototype t... <a href="https://t.co/TQwTjJkV4t">https://t.co/TQwTjJkV4t</a>
22:26:17 02:26:17	<b>Andrea Villeneuve</b> @DreaVilleneuve		@sourcePOV That would be interesting - are we assigning key roles or can we pick our own?   #orgdna
22:27:16 02:27:16	<b>Andrea Villeneuve</b> @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	<b>Jamie Billingham</b> @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	<b>Chris Jones</b> @sourcePOV		@DreaVilleneuve I did a workshop for Entrepreneurs here in Charlotte, back in 2013 .. had the Roles on index cards,... <a href="https://t.co/apPKPUYYsy">https://t.co/apPKPUYYsy</a>
22:28:43 02:28:43	<b>Chris Jones</b> @sourcePOV		@jami BILLINGHAM 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	<b>DNA of Collaboration</b> @collabdna		RT @jami BILLINGHAM: @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	<b>Jamie Billingham</b> @jami BILLINGHAM		@DreaVilleneuve @tonyjoyce @sourcePOV Analysts, Catalyst, Challenger, Connector and even Designer are personality t... <a href="https://t.co/Hamj6pyoxV">https://t.co/Hamj6pyoxV</a>
22:31:34 02:31:34	<b>Andrea Villeneuve</b> @DreaVilleneuve		@sourcePOV I'm always interested in how others might define my role. #orgdna
22:32:08 02:32:08	<b>Jamie Billingham</b> @jami BILLINGHAM		@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	<b>DNA of Collaboration</b> @collabdna		We're 90m in on #orgdna folks, well beyond a "normal" chat .. and where we ought to be !! :) To wrap move toward so... <a href="https://t.co/JnmoP7t2cX">https://t.co/JnmoP7t2cX</a>
22:34:38 02:34:38	<b>Chris Jones</b> @sourcePOV		@jami BILLINGHAM .. sounds like it would be lots of fun. And informative !! #orgdna
22:35:47 02:35:47	<b>Chris Jones</b> @sourcePOV		@jami BILLINGHAM @DreaVilleneuve @tonyjoyce Yes, I think there is room for sharing and multi-tasking for many of th... <a href="https://t.co/3NDsKJj4UD">https://t.co/3NDsKJj4UD</a>
22:37:14 02:37:14	<b>Chris Jones</b> @sourcePOV		Are you guys up for a little Coggle engineering? I think "Dialog" needs a home, as a function of shaping the... <a href="https://t.co/tODA6Ow4ct">https://t.co/tODA6Ow4ct</a>
22:38:29 02:38:29	<b>Jamie Billingham</b> @jami BILLINGHAM		@collabdna Could be sub roles for dialogue, discussion and advocacy.. maybe #OrgDNA
22:40:05 02:40:05	<b>DNA of Collaboration</b> @collabdna		Perhaps. Or is "Dialog" the Medium, the space .. the Japanese notions of Ba (for knowledge transfer?) or Ma (I thin... <a href="https://t.co/C3NgB1g4z8">https://t.co/C3NgB1g4z8</a>
22:40:24 02:40:24	<b>Jamie Billingham</b> @jami BILLINGHAM		@DreaVilleneuve @sourcePOV How do you define it? #OrgDNA
22:42:04 02:42:04	<b>Jamie Billingham</b> @jami BILLINGHAM		@collabdna Much better - or the "way" with some roles being a better fit for different "ways" #OrgDNA
22:42:26 02:42:26	<b>DNA of Collaboration</b> @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... <a href="https://t.co/mBGOMUZpr9">https://t.co/mBGOMUZpr9</a>
22:42:30 02:42:30	<b>Andrea Villeneuve</b> @DreaVilleneuve		@jami BILLINGHAM @sourcePOV I've always identified as a connector. #orgdna
22:45:38 02:45:38	<b>Jamie Billingham</b> @jami BILLINGHAM		@DreaVilleneuve @sourcePOV Cool - I see connections that others miss a lot of the time too - advantage of interdisc... <a href="https://t.co/xunAqjVZvc">https://t.co/xunAqjVZvc</a>
22:45:55 02:45:55	<b>DNA of Collaboration</b> @collabdna		In addition to Coggle engineering is the need for some chat planning. All Planners, Designers and Connectors, pleas... <a href="https://t.co/OmgfTrPRTo">https://t.co/OmgfTrPRTo</a>
22:48:06 02:48:06	<b>Chris Jones</b> @sourcePOV		Would have to agree on criticality of "Connector" role .. I think we all relish the chance to learn in that way .... <a href="https://t.co/w8MnZS2c16">https://t.co/w8MnZS2c16</a>
22:48:35 02:48:35	<b>Jamie Billingham</b> @jami BILLINGHAM		I have to run y'all, unfortunately. This was a blast and big thanks to @sourcePOV for being the designer and cataly... <a href="https://t.co/m5SKwj8T4j">https://t.co/m5SKwj8T4j</a>
22:49:09 02:49:09	<b>Chris Jones</b> @sourcePOV		@dc2fla @collabdna @DrTimony @mritzius @PanteliT @SJAbbott @d_scott @complexified @jbordeaux @quickmuse @4KM... <a href="https://t.co/gE1Iq7p00g">https://t.co/gE1Iq7p00g</a>
22:50:52 02:50:52	<b>Chris Jones</b> @sourcePOV		@jami BILLINGHAM .. thank you Jamie, you get credit for many innovations launched tonight, including fewer question... <a href="https://t.co/szwh9e6hCr">https://t.co/szwh9e6hCr</a>
22:51:41 02:51:41	<b>DNA of Collaboration</b> @collabdna		Yes, 2 hours is a long Twitter Chat. But I think we kept it interesting throughout :) #orgdna
22:51:55 02:51:55	<b>Jamie Billingham</b> @jami BILLINGHAM		@collabdna Quick though on this as I head out the door - maybe a place where we can add topics in the form of quest... <a href="https://t.co/LiL6AHA4oT">https://t.co/LiL6AHA4oT</a>

22:53:00 02:53:00	<b>DNA of Collaboration</b> @collabdna		Watch for the #orgdna #futureofwork transcript in PDF form, courtesy @johnwlewis @holosoft .. usually out next day.... <a href="https://t.co/i56BJDC8rE">https://t.co/i56BJDC8rE</a>
22:55:29 02:55:29	<b>Chris Jones</b> @sourcePOV		Liking this. A Google doc linked from the Meta page, where folks can simply add free form thoughts and topic ideas.... <a href="https://t.co/vaLqZQWxVI">https://t.co/vaLqZQWxVI</a>
22:57:24 02:57:24	<b>Chris Jones</b> @sourcePOV		Ok folks, we'll wrap things up. THANK YOU for coming out tonight, and for the quality cycles .. 2 hours never comes... <a href="https://t.co/8HIMsxJmVL">https://t.co/8HIMsxJmVL</a>
22:59:32 02:59:32	<b>DNA of Collaboration</b> @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... <a href="https://t.co/VmoQny6PPh">https://t.co/VmoQny6PPh</a>
23:01:08 03:01:08	<b>Chris Jones</b> @sourcePOV		Hey @pammoran @jbordeaux .. great to see you both back in the #orgdna stream !! Transcript link will post to this h... <a href="https://t.co/YDC8N7DR5e">https://t.co/YDC8N7DR5e</a>
23:02:10 03:02:10	<b>Chris Jones</b> @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	<b>Myna</b> @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	<b>Sherry Jones</b> @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