



**collabdna** Posting "Adaptive Leadership" transcript now to <http://t.co/UU4fi6xd> **#cdna #vBookTour** -1:41 PM Nov 3rd, 2012



**AstridBijou** Thanks! **@sourcePOV @ClaireSMBB @Versalytics @TaraMarkus @CindyBailie @adaptivecoach @pammoran @gingerconsult #cdna** -1:38 PM Nov 3rd, 2012



**sourcePOV** Props for making **#cdna** buzz **@clairesmbb @versalytics @astridbijou @taramarkus @cindybailie @adaptivecoach @pammoran @gingerconsult #cdna** -1:30 PM Nov 3rd, 2012



**sourcePOV @bcoelho2000** good question, Bruno .. **@CollabDNA** is my book, and **#cdna** is the hashtag for our virtual book tour .. today? Ch.15 :) -1:27 PM Nov 3rd, 2012



**sourcePOV** Appreciate the **#collaboration #leadership** RT's **@luvmyyoga @PatriciaZuniga2 @tinotchka @kailani36** (& I hope you'll join us next week) **#cdna** -1:23 PM Nov 3rd, 2012



**bcoelho2000 @sourcePOV** It was a real pleasure Chris! What does **#cdna** stand for? Communication DNA? -1:23 PM Nov 3rd, 2012



**Paul\_Salais** No prob, **@bcoelho2000!** Have a great weekend all! **@clairesmbb @cindybailie @astridbijou @taramarkus @kailani36 - #cdna** -1:23 PM Nov 3rd, 2012



**sourcePOV** Thanks for joining us today; hope you'll be back **@bcoelho2000 @Paul\_Salais @sandymaxey @NewCommGlobal #cdna** -1:22 PM Nov 3rd, 2012



**bcoelho2000** Special thank you to **@Paul\_Salais @ClaireSMBB @CindyBailie @AstridBijou @TaraMarkus @kailani36** for the kind RTs on **#cdna** -1:20 PM Nov 3rd, 2012



**adaptivecoach** RT **@sourcePOV:** RT **@CollabDNA** Join us next SAT 11/10 at 11aET for "Synthesis in the Flow: Why Process Matters" (Ch.16) **#cdna** -1:19 PM Nov 3rd, 2012



**bcoelho2000 @Versalytics** Thank you very much Redge! Can't wait to read more carefully your own insights at **#cdna** -1:18 PM Nov 3rd, 2012



**AmberwoodMedia @CollabDNA** is "The DNA of Collaboration: Unlocking the Potential of 21st Century Teams" by **@sourcepov** | More? <http://t.co/SieBmliS> **#cdna** -1:06 PM Nov 3rd, 2012



**AmberwoodMedia RT @CollabDNA** Join us next SAT 11/10 at 11aET w/ author **@sourcepov** for "Synthesis in the Flow: Why Process Matters" (Ch.16) **#cdna** -1:01 PM Nov 3rd, 2012



**kailani36 RT @bcoelho2000: #cdna** Just make sure that your structure isn't hurting the growth process of your people! True leaders create leaders not followers. -12:49 PM Nov 3rd, 2012



**kailani36 RT @bcoelho2000: #cdna** Most of the times we kid ourselves into believing that we know exactly how the other person is going to behave. -12:48 PM Nov 3rd, 2012



**collabdna** We always post transcripts here: <http://t.co/UU4fi6xd>, our **#vBookTour** homepage **#cdna** -12:46 PM Nov 3rd, 2012



**sourcePOV** Ok guys, I need to run. Thanks again .. hope to see you back soon :) **#cdna** -12:44 PM Nov 3rd, 2012



**sourcePOV RT @CollabDNA** Join us next SAT 11/10 at 11aET for "Synthesis in the Flow: Why Process Matters" (Ch.16) **#cdna** -12:43 PM Nov 3rd, 2012



**sourcePOV @Paul\_Salais** s'ok, we always post transcripts here: <http://t.co/7IPVtvY2>, the **@CollabDNA #vBookTour** homepage **#cdna** -12:42 PM Nov 3rd, 2012



**sourcePOV @Versalytics** YES **#writerschat** 4pET I've been away from that far too long (travelling) **@ClaireSMBB @storiad** .. been inviting folks, tho **#cdna** -12:41 PM Nov 3rd, 2012



**Paul\_Salais** Unfortunately I don't think I am going to be able to make it to that one, **@Versalytics @sourcePOV @adaptivecoach** - **#cdna** -12:40 PM Nov 3rd, 2012



**sourcePOV @Paul\_Salais** me too Paul, **#LinkedIn** has far more potential than a business rolodex & job search tool. Not everyone sees it yet. **#cdna** -12:40 PM Nov 3rd, 2012



**collabdna** Join us next SAT 11/10 at 11aET for "Synthesis in the Flow: Why Process Matters" (Ch.16) **#cdna** -12:39 PM Nov 3rd, 2012



**Paul Salais** I've actually started to really enjoy **#LinkedIn** more and more, **@sourcePOV** - **#cdna** -12:39 PM Nov 3rd, 2012



**Versalytics** Always a pleasure! Also love props before lunch, lol. Will I see you at **#writerschat** 4 pm ET? **@sourcePOV @adaptivecoach @Paul Salais #cdna** -12:38 PM Nov 3rd, 2012



**sourcePOV** So we're wrapping up .. stay tuned, we'll be back next week .. **#cdna** -12:37 PM Nov 3rd, 2012



**sourcePOV @Paul Salais** I'm very glad as well, Paul. Hoping Linked-in c/b a linkage point (no pun intended?) more & more .. **#cdna** -12:36 PM Nov 3rd, 2012



**sourcePOV @adaptivecoach** thx again Vickie. Great insights. W/b in touch on "Adaptive Leadership" remix, repeatg this w/ panel of thought leaders **#cdna** -12:35 PM Nov 3rd, 2012



**Paul Salais** Definitely a good time, **@sourcePOV @adaptivecoach @Versalytics**. Great conversation and can't wait for the next one! - **#cdna** -12:35 PM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Heehee. A pleasure. **#Cdna** -12:34 PM Nov 3rd, 2012



**PatriciaZuniga2** RT **@Versalytics**: I think SYNERGY within a team is the key ingredient to achieving flow in a team setting. **#cdna** -12:34 PM Nov 3rd, 2012



**Paul Salais** Glad I caught your post on **#LinkedIn** to join the chat, **@sourcePOV!** - **#cdna** -12:34 PM Nov 3rd, 2012



**sourcePOV** Extra props to **@adaptivecoach @Paul Salais @Versalytics** for staying with us on the home stretch **#cdna** -12:34 PM Nov 3rd, 2012



**tinotchka** RT **@TaraMarkus**: We must not look as 'structure' as Negative & 'Flow ' as Positive - that would be defeating. **#cdna** -12:33 PM Nov 3rd, 2012



**adaptivecoach** Well gang, off to have lunch with my honey. It's been lovely! **#Cdna** -12:33 PM Nov 3rd, 2012



**sourcePOV** We've taken lots of your time today guys, truly appreciate that you gave us 90m of your Saturday. That's prime downtime. Me: **#guilt #cdna** -12:32 PM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Yes. Can't underestimate it in biz strategy. **#Cdna** -12:31 PM Nov 3rd, 2012



**sourcePOV** RT **@Versalytics @paul\_salais @adaptivecoach** "I think so, I am an exec" lol :) **#cdna** -12:31 PM Nov 3rd, 2012



**Paul Salais** And of course there are acceptions to the rules with **#SocialMedia** and execs - **#cdna** -12:31 PM Nov 3rd, 2012



**sourcePOV @adaptivecoach @NewCommGlobal** love Margaret Wheatley on "fear of extinction" per Darwin; fear of death & unknowns always in background **#cdna** -12:30 PM Nov 3rd, 2012



**Paul Salais** No, **@sourcePOV**. More small businesses. I think it is still a work in progress unfortunately - **#cdna** -12:30 PM Nov 3rd, 2012



**Versalytics @sourcePOV @paul\_salais @adaptivecoach** The only thing that stands in their way is >>>> EGO. **#CDNA** -12:30 PM Nov 3rd, 2012



**Versalytics @sourcePOV @paul\_salais @adaptivecoach** I think so - I am an exec, lol. **#cdna** -12:29 PM Nov 3rd, 2012



**sourcePOV** Like it. RT **@sandymaxey** "Sometimes approaching fears w/ curiosity is sound approach. Engages brains beyond fears" **@adaptivecoach #cdna** -12:28 PM Nov 3rd, 2012



**NewCommGlobal** True of any challenge **#Leadership** RT  
**@sourcePOV: @adaptivecoach** right, taking fears head on. Only way out, is through. **#Cdna** -12:28 PM Nov 3rd, 2012



**adaptivecoach @sandymaxey** Yes. Fears are about the unknown. So what is unknown and how can we know instead? **#Cdna** -12:28 PM Nov 3rd, 2012



**sourcePOV @Paul\_Salais @adaptivecoach @versalytics** do guys think **#socialmedia** has turned corner in minds of execs? Or not yet? **#e20 #cdna** -12:27 PM Nov 3rd, 2012



**sandymaxey @sourcePOV** Sometimes approaching fears with curiosity is sound approach. That engages brains beyond fears. **#cdna @adaptivecoach** -12:27 PM Nov 3rd, 2012



**adaptivecoach @Paul\_Salais** In my experience looking at the fear and addressing it is the only way. Otherwise fear goes underground like fire. **#Cdna** -12:27 PM Nov 3rd, 2012



**sourcePOV @adaptivecoach** agree that fear is usually the stumbling block, and that risks are often exaggerated in our minds **#mindset #orgdev #cdna** -12:27 PM Nov 3rd, 2012



**adaptivecoach** RT **@sourcePOV: @adaptivecoach** right, taking fears head on. Only way out, is through. **#Cdna** -12:26 PM Nov 3rd, 2012



**Paul\_Salais @adaptivecoach** You have to look past the fear to obtain change, **@adaptivecoach**. People need to understand change is good - **#cdna** -12:25 PM Nov 3rd, 2012



**sourcePOV @adaptivecoach** right, taking fears head on. Only way out, is through. **#cdna** -12:25 PM Nov 3rd, 2012



**adaptivecoach @sourcePOV** How would you address it? **#Cdna** -12:24 PM Nov 3rd, 2012



**adaptivecoach @sourcePOV** A5 it takes individual coaching. Working with the specific fear, and steps to learn risks aren't as probable as anticipated **#Cdna** -12:24 PM Nov 3rd, 2012



**Versalytics** RT **@Paul Salais**: One of the perfect examples is **#SocialMedia**, **@sourcePOV**. Many leaders were VERY skeptical with the lack of control - **#cdna** -12:23 PM Nov 3rd, 2012



**sourcePOV** Agree, Paul RT **@Paul Salais** "Perfect example: **#SocialMedia**. Many leaders were VERY skeptical with the lack of control" **#e20 #cdna** -12:23 PM Nov 3rd, 2012



**adaptivecoach** **@Paul Salais** Yes, again, fear drives imposition of non-functional structure... **#Cdna** -12:22 PM Nov 3rd, 2012



**sourcePOV** **@adaptivecoach** A5 .. so how do you address creativity & risk taking (ie., learning!) among leaders in high stakes environments .. ? **#cdna** -12:22 PM Nov 3rd, 2012



**adaptivecoach** **@sourcePOV** Fun!!! **#Cdna** -12:21 PM Nov 3rd, 2012



**Paul Salais** One of the perfect examples is **#SocialMedia**, **@sourcePOV**. Many leaders were VERY skeptical with the lack of control - **#cdna** -12:21 PM Nov 3rd, 2012



**sourcePOV** **@adaptivecoach** in fact, my 'dream team' w/b you, **@creativesage @creatvemergence & @gingerconsult** .. leaders in creative **#leadership #cdna** -12:21 PM Nov 3rd, 2012



**adaptivecoach** RT **@sourcePOV**: A5 .. as stakes grow higher, willingness to take risks drops off quickly .. **#Cdna** -12:20 PM Nov 3rd, 2012



**adaptivecoach** **@sourcePOV** Happy to! **#Cdna** -12:20 PM Nov 3rd, 2012



**sourcePOV** **@adaptivecoach** .. as I said before Vickie, u would have been valuable as comoderator today; perhaps we can circle back on this topic.. **#cdna** -12:19 PM Nov 3rd, 2012



**Versalytics** Very true! RT **@sourcePOV**: A5 .. as stakes grow higher, willingness to take risks drops off quickly .. **#cdna** -12:19 PM Nov 3rd, 2012



**adaptivecoach** RT **@Versalytics**: Ditto! RT "**@collabdna**: Again, we appreciate everyone's time and energy. This is truly an awesome group. **#cdna**" **#Cdna** -12:19 PM Nov 3rd, 2012



**sourcePOV** A5 .. as stakes grow higher, willingness to take risks drops off quickly .. **#cdna** -12:17 PM Nov 3rd, 2012



**Versalytics** Ditto! RT "**@collabdna**: Again, we appreciate everyone's time and energy. This is truly an awesome group. **#cdna**" -12:17 PM Nov 3rd, 2012



**sourcePOV** A5 .. I always look to bring creative, risk taking mindset into business leadership venues. Doesn't always work, but good to try .. **#cdna** -12:17 PM Nov 3rd, 2012



**Paul Salais** RT **@collabdna**: Again, we appreciate everyone's time and energy. This is truly an awesome group. **#cdna** -12:16 PM Nov 3rd, 2012



**collabdna** Again, we appreciate everyone's time and energy. This is truly an awesome group. **#cdna** -12:15 PM Nov 3rd, 2012



**Paul Salais** It's very true, **@Versalytics**. Nicely put! - **#cdna** -12:15 PM Nov 3rd, 2012



**sourcePOV** **@AstridBijou** thanks so much for being a part of this Astrid, love your insights and energy **#cdna** -12:13 PM Nov 3rd, 2012



**TaraMarkus** RT **@Versalytics**: To maintain flow, I prefer "concepts" or "ideology" as opposed to "procedures" **@TaraMarkus** **#Cdna** -12:13 PM Nov 3rd, 2012



**AstridBijou** RT **@Versalytics**: Steve Jobs seemed to be driven by "artistic" view of technology **#CDNA** -12:13 PM Nov 3rd, 2012



**sourcePOV** RT **@ClaireSMBB** **@Versalytics** "My first chat was **#blogchat** & yes, like **#leadfromwithin**, wow! Always say, best way to learn: jump in!" **#cdna** -12:12 PM Nov 3rd, 2012



**AstridBijou @Versalytics @ClaireSMBB @sourcePOV.** Thank you for **#cdna**! Very awesome ideas and insights on **#leadership**! -12:12 PM Nov 3rd, 2012



**Versalytics** Steve Jobs seemed to be driven by "artistic" view of technology **#CDNA** -12:12 PM Nov 3rd, 2012



**sourcePOV** RT **@Versalytics @adaptivecoach** A4 "Key is cognitive diversity. Diff ways of seeing a problem / opportunity. Without it? Will stagnate" **#cdna** -12:12 PM Nov 3rd, 2012



**Versalytics** Have to consider what's happening at Apple, "Steve Jobs" followers on the exit. **#CDNA** -12:11 PM Nov 3rd, 2012



**ClaireSMBB @Versalytics** My first chat was **#blogchat** & yes, like **#leadfromwithin**, wow! Always say, best way to learn is jump right in! **#CDNA** -12:11 PM Nov 3rd, 2012



**adaptivecoach @Paul Salais** Yes. **#Cdna** -12:11 PM Nov 3rd, 2012



**sourcePOV @adaptivecoach** .. Q5 m/b where art / leadership analogy breaks down. High stakes applies more to leadership, than art .. yes? **#cdna** -12:11 PM Nov 3rd, 2012



**AstridBijou** RT **@Versalytics**: Awesome people, amazing community! RT "**@AstridBijou: @ClaireSMBB** I'm sure it is a great look Claire!! This **#cdna** chat has been awesome!" -12:11 PM Nov 3rd, 2012



**Paul Salais** A5: Remaining stagnant and not taking a risk is just as bad, if not worse, than taking the risk - **#cdna** -12:10 PM Nov 3rd, 2012



**Versalytics** RT **@adaptivecoach**: Key is cognitive diversity. Diff ways of seeing a problem / opportunity. Leaders who don't ask for it will stagnate **#Cdna** -12:10 PM Nov 3rd, 2012



**AstridBijou @ClaireSMBB** Yes! Have an awesome day!! I'm about to run off too - super amazing **#cdna** chat! -12:10 PM Nov 3rd, 2012





**adaptivecoach** Which brings me back to artists - they continually seek new ideas from the world. **#Cdna** -12:09 PM Nov 3rd, 2012



**Versalytics** Awesome people, amazing community! RT "**@AstridBijou: @ClaireSMBB** I'm sure it is a great look Claire!! This **#cdna** chat has been awesome!" -12:09 PM Nov 3rd, 2012



**sourcePOV** A5 .. definitely hard to experiment in high stakes environments .. but that's how innovation happens. Key problem, imo .. **#ecosys #cdna** -12:09 PM Nov 3rd, 2012



**ClaireSMBB @AstridBijou** I think so too & the look ... as you & I both know, she'll be on twitter in no time ;- ) Good to see you, Astrid! **#cdna** -12:08 PM Nov 3rd, 2012



**Versalytics @bcoelho2000** Great to have you with us this morning Bruno. I really enjoyed reading your insights. Thank you for sharing! **#CDNA** -12:08 PM Nov 3rd, 2012



**adaptivecoach** Key is cognitive diversity. Diff ways of seeing a problem or opportunity. Leaders who don't ask for that will stagnate **#Cdna** -12:07 PM Nov 3rd, 2012



**Versalytics @ClaireSMBB** Do you remember your first chat? Mine was **#leadfromwithin**. I was amazed, overwhelmed, and excited all at the same time. **#CDNA** -12:07 PM Nov 3rd, 2012



**collabdna** Q5. Artists & leaders must experiment, take risks. In high stakes business & social **#ecosys**, how is this possible? **#cdna** -12:07 PM Nov 3rd, 2012



**Paul Salais** A4: Value and diversity is definitely derived from being creative but genuine - **#cdna** -12:05 PM Nov 3rd, 2012



**sourcePOV @bcoelho2000 @clairesmbb @taramarkus @pammoran** glad u could stop in for 1st 60m .. def. respect your time box .. will post transcript **#cdna** -12:05 PM Nov 3rd, 2012



**AstridBijou @ClaireSMBB** I'm sure it is a great look Claire!! This **#cdna** chat has been awesome! -12:03 PM Nov 3rd, 2012



**pammoran @sourcePOV** thoroughly enjoyed roaming the learning spaces of conversation today at **#cdna** -12:03 PM Nov 3rd, 2012



**sourcePOV** RT **@adaptivecoach @collabdna** "its a heartbeat, among unity, diversity, agreement, disagreement. If we flatline (pure balance) we die" **#cdna** -12:03 PM Nov 3rd, 2012



**bcoelho2000 #cdna** Sorry friends but I had to run :) and now it's lunch time! I'll review your insights later. Lovely learning experience! Thank you ALL! -12:02 PM Nov 3rd, 2012



**sourcePOV** A4 .. to me, both Diversity & Affinity are key, and a moving balance point .. Aristotle & the greek's 'golden mean' come to mind .. **#cdna** -12:02 PM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Yep, HSD Institute is awesome **#Cdna** -12:02 PM Nov 3rd, 2012



**adaptivecoach @collabdna** it's a heartbeat, between unity, diversity, agreement, disagreement, etc. if we flatline (pure balance) we die **#Cdna** -12:02 PM Nov 3rd, 2012



**ClaireSMBB** Must say g'bye, w/ non-twitter client & look on her face after observing **#cdna** chat is one of \*OMG\* ~ not sure if good look or not yet, lol -12:02 PM Nov 3rd, 2012



**Versalytics** To maintain flow, I prefer "concepts" or "ideology" as opposed to "procedures" **@TaraMarkus #Cdna** -12:02 PM Nov 3rd, 2012



**sourcePOV** Awesome, Vickie. **@CollabDNA** could have used more R.Stacey. RT **@adaptivecoach** <http://t.co/aLg8rhtW> .. I know many folks at HSD **#cdna** -12:01 PM Nov 3rd, 2012



**AstridBijou** RT **@adaptivecoach: @Versalytics** Sad, bc it's a move in the right direction...but need for certainty prevails **#Cdna** -12:00 PM Nov 3rd, 2012



**TaraMarkus** Yikes this chat keeps me glued to my seat - but I really must bust loose! lol **#cdna** -12:00 PM Nov 3rd, 2012



**AstridBijou** RT **@collabdna**: Q4. Artists & leaders must also tap value in diversity. Is this a paradox relative to affinity/unity? **#cdna** -12:00 PM  
Nov 3rd, 2012



**Paul Salais** Enjoy the rest of your Saturday, **@TaraMarkus!** - **#cdna**  
-11:59 AM Nov 3rd, 2012



**TaraMarkus @Versalytics** You find the term procedure too clinical?  
**#cdna** -11:59 AM Nov 3rd, 2012



**AstridBijou @TaraMarkus** you too Tara! Wise words from you at  
**#cdna** -11:59 AM Nov 3rd, 2012



**adaptivecoach @Versalytics** Sad, bc it's a move in the right direction...but need for certainty prevails **#Cdna** -11:58 AM Nov 3rd, 2012



**collabdna** Q4. Artists & leaders must also tap value in diversity. Is this a paradox relative to affinity/unity? **#cdna** -11:58 AM Nov 3rd, 2012



**TaraMarkus @AstridBijou** A joy to connect with you. enjoy a lovely weekend. **#cdna** -11:58 AM Nov 3rd, 2012



**TaraMarkus @AstridBijou** YES! exactly! Like a tree! **#cdna** -11:57 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** <http://t.co/dWW92C5F> **#Cdna** -11:57 AM  
Nov 3rd, 2012



**Versalytics @adaptivecoach** You're right, I've seen this too. As soon as I hear the word "procedure", I know we're starting to lose ground.  
**#cdna** -11:57 AM Nov 3rd, 2012



**sourcePOV** Absolutely. The only downside of SAT chats RT **@collabdna** "Much **#gratitude** for sharing part of your Saturday. Your time very valuable" **#cdna** -11:57 AM Nov 3rd, 2012



**AstridBijou @TaraMarkus** like a tree! Roots for foundation and branches for destinations in leadership **#cdna** -11:56 AM Nov 3rd, 2012



**TaraMarkus** Joy to you my friends. enjoy a splendid Saturday. **#cdna** -11:55 AM Nov 3rd, 2012



**AstridBijou** RT **@adaptivecoach**: How does personal presence and perception contribute to adaptability, as in artists? **#Cdna** -11:55 AM Nov 3rd, 2012



**sourcePOV** U have ref? RT **@adaptivecoach** "Stacey's landscape diagram: helps w/ some agreement & certainty create conditions of flow / structure" **#cdna** -11:55 AM Nov 3rd, 2012



**adaptivecoach** How does personal presence and perception contribute to adaptability, as in artists? **#Cdna** -11:55 AM Nov 3rd, 2012



**Paul Salais** Great conversation! Wouldn't miss it RT **@collabdna**: Much **#gratitude** for sharing part of your Saturday here. Your time is very valuable **#cdna** -11:54 AM Nov 3rd, 2012



**AstridBijou** RT **@Versalytics**: **@sourcePOV @pammoran @paul\_salais** Excellent point re: catalysts. They inspire you to do "your" thing! **#cdna** -11:54 AM Nov 3rd, 2012



**TaraMarkus** Consider structure like foundation. Once you have foundation & core values - you have flow of pathways & destinations **#cdna** -11:54 AM Nov 3rd, 2012



**collabdna** Much **#gratitude** for sharing part of your Saturday here. Your time is very valuable **#cdna** -11:54 AM Nov 3rd, 2012



**Versalytics @sourcePOV @pammoran @paul\_salais** Excellent point re: catalysts. They inspire you to do "your" thing! **#cdna** -11:54 AM Nov 3rd, 2012



**ClaireSMBB @AstridBijou** Well said, I agree, Astrid :) **@TaraMarkus #cdna** -11:52 AM Nov 3rd, 2012



**adaptivecoach** Stacey's landscape diagram helps with where more or less agreement and certainty create conditions of flow or structure  
**#Cdna** -11:52 AM Nov 3rd, 2012



**Versalytics @ClaireSMBB** Yes and it's both exhilarating and inspiring.  
**#CDNA** -11:52 AM Nov 3rd, 2012



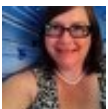
**pammoran** G O'Keefe said "I could say things with colors and shapes that I had no words for." how do we feel & figure this out as lders?  
**#cdna** -11:52 AM Nov 3rd, 2012



**AstridBijou** RT **@pammoran**: RT **@Paul\_Salais**: Leaders and artists alike attempt to do one thing and thats relay a message that invokes curiosity - **#cdna** -11:51 AM Nov 3rd, 2012



**sourcePOV** YES. Catalysts RT **@pammoran @Paul\_Salais** "Leaders & artists alike attempt to do one thing: relay a message that invokes curiosity" **#cdna** -11:51 AM Nov 3rd, 2012



**CindyBailie @sourcePOV #cdna** being free from rigid structure allows some of us to sharpen our focus on what matters most not rote work  
-11:51 AM Nov 3rd, 2012



**AstridBijou @ClaireSMBB @TaraMarkus #cdna** yes! Circumstances shape leadership style eg crisis may need more structure where growth may need flow. -11:50 AM Nov 3rd, 2012



**ClaireSMBB** Of us? Yes "**@sourcePOV: @ClaireSMBB** gosh Claire, reflecting (digressing!) was so great to see u IRL in DC. Need to get u that picture **#cdna**" -11:50 AM Nov 3rd, 2012



**TaraMarkus** RT **@pammoran**: RT **@Paul\_Salais**: Leaders and artists alike attempt to do one thing and thats relay a message that invokes curiosity - **#cdna** -11:50 AM Nov 3rd, 2012



**TaraMarkus** Sorry to leave early. Great chat! Gratitude to one and all.  
**#cdna** -11:50 AM Nov 3rd, 2012



**pammoran** RT **@Paul\_Salais**: Leaders and artists alike attempt to do one thing and thats relay a message that invokes curiosity - **#cdna**  
-11:50 AM Nov 3rd, 2012



**pammoran @sourcePOV** been discussing how to move ed fr 20th c compliance zone that was rewarded, reinforced, a 1:many leading and learning model **#cdna** -11:49 AM Nov 3rd, 2012



**sourcePOV @ClaireSMBB** gosh Claire, reflecting (digressing!) was so great to see u IRL in DC. Need to get u that picture :) **#cdna** -11:49 AM Nov 3rd, 2012



**Versalytics** Common ground begins with a clear answer to "Where are we going?" or "Why are we here?" followed by "How do we get there?" **#cdna** -11:49 AM Nov 3rd, 2012



**Paul Salais** Leaders and artists alike attempt to do one thing and that's relay a message that invokes curiosity - **#cdna** -11:49 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Continual alignment of basic shared vision important. **#Cdna** -11:48 AM Nov 3rd, 2012



**sourcePOV @TaraMarkus** water & rocks !! lol nice. At **#kmw12 @clairesmbb** and I used bridges over rivers in our workshop, w/ similar effect .. **#cdna** -11:48 AM Nov 3rd, 2012



**ClaireSMBB @TaraMarkus** I agree, it's a mixture that, if given the right circumstances (time, place, etc), work beautiful together! **#cdna** -11:48 AM Nov 3rd, 2012



**sourcePOV** A3 .. u could argue, w/ art & leadership alike .. c/b hard to adapt, listen, allow emergence .. but also retain focus .. **#cdna** -11:47 AM Nov 3rd, 2012



**adaptivecoach @Versalytics** Having worked with Agilists it's not clear cut. Some turn Agile into structure **#Cdna** -11:47 AM Nov 3rd, 2012



**TaraMarkus @AstridBijou** WOW incredible! Just had a discussion last night about structure & flow, Water and rocks! Quite the debate! **#cdna** -11:47 AM Nov 3rd, 2012



**pammoran** an organization is both symphony and ecosystem - diversity offers a breadth of possibilities for evolving strength of the whole **#cdna** -11:46 AM Nov 3rd, 2012



**sourcePOV** A3 .. imo unity/affinity in both art and leadership are essential; not the only set of objectives, but a perpetual need .. focus .. **#cdna** -11:46 AM Nov 3rd, 2012



**TaraMarkus** RT **@AstridBijou**: **@bcoelho2000 #cdna** exactly! Formless, structured and invisible! Be water in leadership, not rock. **#cdna** -11:46 AM Nov 3rd, 2012



**Versalytics** Is AGILE not an example of adaptive thinking or flow? Adapting to change in real time. Software companies using this vs. "full" soln's **#CDNA** -11:46 AM Nov 3rd, 2012



**TaraMarkus @sourcePOV** ooh la la - I feel like I am just getting started! Great conversation! Really thought provoking! **#cdna** -11:45 AM Nov 3rd, 2012



**AstridBijou @bcoelho2000 #cdna** exactly! Formless, structured and invisible! Be water in leadership, not rock. -11:45 AM Nov 3rd, 2012



**ClaireSMBB @Versalytics** Yes, I've observed many orgs that 'structure flow' well; by creating & supporting flow, physical space for ex **#cdna** -11:45 AM Nov 3rd, 2012



**adaptivecoach @pammoran** ask staff for ideas and help **#Cdna** -11:45 AM Nov 3rd, 2012



**bcoelho2000 #cdna** A3 Every Artist has the same leadership mission: make us dream while awake! -11:45 AM Nov 3rd, 2012



**sourcePOV** WOW. A musician among us :) RT **@esconsultant1 @AstridBijou** "Think of structure as the bass & flow as the melody in leadership" **#cdna** -11:45 AM Nov 3rd, 2012



**luvmyyoga** RT **@TaraMarkus**: It's time to close gaps and learn how to adapt. We all need to learn to thrive in challenging times. **#cdna** -11:45 AM Nov 3rd, 2012



**adaptivecoach @pammoran** Talk, walk around, do the front line job occasionally... **#Cdna** -11:44 AM Nov 3rd, 2012



**TaraMarkus @ClaireSMBB** It's interesting because there is a certain structure to though process which allows passion to flow! [#cdna](#) -11:44 AM Nov 3rd, 2012



**sourcePOV @TaraMarkus** sorry to see u go Tara, we're about half way done w/ "Adaptive Leadership" .. def w/b a strong transcript .. [#cdna](#) -11:44 AM Nov 3rd, 2012



**pammoran RT @esconsultant1: RT @AstridBijou:** Think of structure as the bass and flow as the melody in leadership. [#cdna](#) [#cdna](#) -11:44 AM Nov 3rd, 2012



**Versalytics** Nice analogy! RT "**@AstridBijou:** Think of structure as the bass and flow as the melody in leadership. [#cdna](#)" -11:43 AM Nov 3rd, 2012



**pammoran @adaptivecoach** worry abt isolation w/in hierarchy ... how to NOT let that happen ...what do adaptive leaders do to stay connected? [#cdna](#) -11:43 AM Nov 3rd, 2012



**bcoelho2000 #cdna** Even WATER has a form of molecular structure. But it still adapts to everything and it's strong enough to breakthrough stone. -11:43 AM Nov 3rd, 2012



**AstridBijou RT @bcoelho2000: #Cdna** If our Habits shape our destiny, then a structure that help us create and live empowering Habits is a clear competitive advantage! -11:43 AM Nov 3rd, 2012



**collabdna Q3.** One goal of a leader is establishing affinity, unity, common ground. The artist's parallel? Intent? Vision? [#cdna](#) -11:43 AM Nov 3rd, 2012



**esconsultant1 RT @AstridBijou:** Think of structure as the bass and flow as the melody in leadership. [#cdna](#) -11:43 AM Nov 3rd, 2012



**TaraMarkus @Versalytics** YES! Structure and Flow should compliment one another! [#cdna](#) -11:43 AM Nov 3rd, 2012



**ClaireSMBB** TY, Redge, made me think, passion isn't always structured "**@Versalytics: @ClaireSMBB** Excellent example Claire. BTW, I love TED. [#CDNA](#)" -11:43 AM Nov 3rd, 2012





**Versalytics** RT **@bcoelho2000**: **#cdna** in these days, if you're structure doesn't allow you to change using feedback from the front-lines, you're out of business. -11:43 AM Nov 3rd, 2012



**bcoelho2000** **#Cdna** If our Habits shape our destiny, then a structure that help us create and live empowering Habits is a clear competitive advantage! -11:42 AM Nov 3rd, 2012



**adaptivecoach** RT **@sourcePOV**: creative genius is watching, listening, learning in moment, being aware of possibilities, emergence feeding emergence **#Cdna** -11:42 AM Nov 3rd, 2012



**Versalytics** Consider that "structure" could be such that flow is enhanced and encouraged. They are complements not detriments to each other. **#cdna** -11:42 AM Nov 3rd, 2012



**TaraMarkus** RT **@Versalytics**: **@ClaireSMBB** YES! ...Excellent example Claire. BTW, I love TED. **#cdna** -11:41 AM Nov 3rd, 2012



**AstridBijou** Think of structure as the bass and flow as the melody in leadership. **#cdna** -11:41 AM Nov 3rd, 2012



**adaptivecoach** **@TaraMarkus** Ciao! **#Cdna** -11:41 AM Nov 3rd, 2012



**Paul Salais** RT **@TaraMarkus**: Real Adaptive Leadership will refer back to core values - **#cdna** -11:41 AM Nov 3rd, 2012



**pammoran** Intuit as concrete ex of creative distributed leadership that values thinking across org <http://t.co/MIQekZXP> **#cdna** -11:41 AM Nov 3rd, 2012



**sourcePOV** A2 .. much of creative genius is watching, listening, learning in moment, being aware of possibilities, emergence feeding emergence .. **#cdna** -11:41 AM Nov 3rd, 2012



**TaraMarkus** Loving this chat but sadly must soon sign off. **#cdna** -11:41 AM Nov 3rd, 2012



**adaptivecoach** Seems heavy structure arises from fear - of failure, of shame, of being replaced or losing power. Thoughts? **#Cdna** -11:40 AM Nov 3rd, 2012



**Versalytics @ClaireSMBB** Excellent example Claire. BTW, I love TED. **#CDNA** -11:40 AM Nov 3rd, 2012



**TaraMarkus** Real Adaptive Leadership will refer back to core values. **#cdna** -11:40 AM Nov 3rd, 2012



**bcoelho2000 #cdna** A structure where you empower your employees to better serve your customers, ins't an upside thing. It's the only way to WIN! -11:40 AM Nov 3rd, 2012



**Paul Salais** Currently drinking coffee. Got it covered! haha RT **@collabdna**: Fair warning. 90 minute chat today. Refill that latte **#cdna** -11:40 AM Nov 3rd, 2012



**ClaireSMBB** RT **@CindyBaillie: #cdna** In creative process, changing course is routine. Biz world can learn from artists, how they discover, work, refine, execute. A2 -11:39 AM Nov 3rd, 2012



**Versalytics @ClaireSMBB**: A2 I think we see leadership & notions of art everyday; on twitter, on stage, etc. I attended **#TEDxToronto**, great ex imo **#cdna** -11:39 AM Nov 3rd, 2012



**Paul Salais** Heavy structure comes from insecurities of not being able to adapt to situations. Some is needed, but not to the point of suffocation **#cdna** -11:39 AM Nov 3rd, 2012



**Versalytics** Agree RT **@TaraMarkus**: We must not look as 'structure' as Negative & 'Flow ' as Positive - that would be defeating. **#cdna** -11:38 AM Nov 3rd, 2012



**collabdna** Fair warning. 90 minute chat today. Refill that latte **#cdna** -11:38 AM Nov 3rd, 2012



**AstridBijou** RT **@bcoelho2000: #cdna** in these days, if you're structure doesn't allow you to change using feedback from the front-lines, you're out of business. -11:38 AM Nov 3rd, 2012



**TaraMarkus** Great leadership does not "exclude" it finds ways to "include" [#cdna](#) -11:38 AM Nov 3rd, 2012



**CindyBailie** [#cdna](#) In creative process, changing course is routine. Biz world can learn from artists, how they discover, work, refine, execute. A2 -11:37 AM Nov 3rd, 2012



**Versalytics** Toyota does not "copy" solutions from one plant to another. They uniquely integrate within the "culture" of each. [#CDNA](#) -11:37 AM Nov 3rd, 2012



**sourcePOV** [@adaptivecoach](#) yes, military has done an excellent job adapting, learning, using knowledge in dynamic ways to save lives [#cdna](#) -11:37 AM Nov 3rd, 2012



**bcoelho2000** [#cdna](#) in these days, if you're structure doesn't allow you to change using feedback from the front-lines, you're out of business. -11:37 AM Nov 3rd, 2012



**TaraMarkus** RT [@bcoelho2000](#): some create structures because their afraid their people could take their place. Create empowering growth structures! [#cdna](#) -11:37 AM Nov 3rd, 2012



**sourcePOV** Excellent, Pam .. I call it "embedded" RT [@pammoran](#) "leaders become a part of the web, not apart from it.. adapt to the moment" [#cdna](#) -11:36 AM Nov 3rd, 2012



**Paul\_Salais** Inspiration is key to kickstart anything. RT [@adaptivecoach](#): [@sourcePOV](#) Yes. Best leadership is shared - aggregated genius. [#cdna](#) -11:36 AM Nov 3rd, 2012



**AstridBijou** RT [@bcoelho2000](#): [#cdna](#) some create structures because their afraid their people could take their place. Create empowering growth structures! -11:36 AM Nov 3rd, 2012



**pammoran** [@AstridBijou](#) [@taramarkus](#) yes must be balance of adaptive and tech... integration of seeing holistically and flexing into the need [#cdna](#) -11:36 AM Nov 3rd, 2012



**ClaireSMBB** +1 "[@adaptivecoach](#): [@sourcePOV](#) Yes. Best leadership is shared - aggregated genius. [#Cdna](#)" -11:36 AM Nov 3rd, 2012



**TaraMarkus** It's time to close gaps and learn how to adapt. We all need to learn to thrive in challenging times. [#cdna](#) -11:36 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Actually, battlefield leadership has become less hierarchical. [#Cdna](#) -11:36 AM Nov 3rd, 2012



**sourcePOV** Agree RT [@AstridBijou](#) [@TaraMarkus](#) "We must not look as Structure as Negative & Flow as Positive - that would be defeating" [#cdna](#) -11:35 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Yes. Best leadership is shared - aggregated genius. [#Cdna](#) -11:35 AM Nov 3rd, 2012



**pammoran** how to flatten the system..leaders become a part of the web, not a part from it is key.. adapt to the moment, not live from a text [#cdna](#) -11:35 AM Nov 3rd, 2012



**AstridBijou** RT [@TaraMarkus](#): We must not look as 'structure' as Negative & 'Flow ' as Positive - that would be defeating. [#cdna](#) -11:35 AM Nov 3rd, 2012



**bcoelho2000 #cdna** some create structures because their afraid their people could take their place. Create empowering growth structures! -11:35 AM Nov 3rd, 2012



**Versalytics** There are no prescriptions. Organizations must adapt to their own circumstances. Value Streams imply flow - the results are infinite. [#cdna](#) -11:34 AM Nov 3rd, 2012



**sourcePOV** A2 .. of course, there's a time for structure & clear chain of command. Crisis mgmt, for example. Battlefield. But other times.. ? [#cdna](#) -11:34 AM Nov 3rd, 2012



**bcoelho2000 #cdna** Just make sure that your structure isn't hurting the growth process of your people! True leaders create leaders not followers. -11:34 AM Nov 3rd, 2012



**sourcePOV @adaptivecoach** exactly Vickie. Structure in leadership roles hurts us. Key part of adapting imo c/b at role level .. sharing authority [#cdna](#) -11:33 AM Nov 3rd, 2012



**bcoelho2000** **@TaraMarkus** **#cdna** Absolutely Tara! There's a time to allow flow to rule (Creativity) and time for structure to rule (Innovation)  
-11:33 AM Nov 3rd, 2012



**ClaireSMBB** +1 "**@sourcePOV**: **@bcoelho2000** hey Bruno, so glad u could join us today. You are sharing some great insights on leadership .. **#cdna**" -11:33 AM Nov 3rd, 2012



**Paul Salais** Agree, happy medium is needed RT **@TaraMarkus**: We must not look as structure as Negative & Flow as Positive - that would be defeating - **#cdna** -11:32 AM Nov 3rd, 2012



**ClaireSMBB** A2 I think we see leadership & notions of art everyday; on twitter, on stage, etc. I attended **#TEDxToronto**, great ex imo **#cdna**  
-11:32 AM Nov 3rd, 2012



**adaptivecoach** **@sourcePOV** Yes, our experience too. Each person leads when he or she is best person to lead **#Cdna** -11:32 AM Nov 3rd, 2012



**sourcePOV** A2 .. was in a recording session with them, watched creative process & how leadership roles shifted, again, fluidly .. not easy .. **#cdna** -11:32 AM Nov 3rd, 2012



**TaraMarkus** RT **@bcoelho2000**: Every person has unique needs, desires, skills. Create a structure that allows them to grow and become magnificent! **#cdna** -11:32 AM Nov 3rd, 2012



**TaraMarkus** We must not look as 'structure' as Negative & 'Flow ' as Positive - that would be defeating. **#cdna** -11:31 AM Nov 3rd, 2012



**bcoelho2000** **#cdna** Every person has unique needs, desires and skills. Create a structure that allows them to grow and become magnificent!  
-11:31 AM Nov 3rd, 2012



**sourcePOV** A2 .. in **@collabdna** Ch15 .. I interview a Nashville band, and trace how they collaborate, fluidly share leadership roles .. adapt .. **#cdna** -11:31 AM Nov 3rd, 2012



**adaptivecoach** Also believe naming "a leader" inhibits emergent leadership in context. **#Cdna** -11:31 AM Nov 3rd, 2012



**Paul Salais** A2: That is how we develop as leaders. We learn from others, but there is a difference between plagiarism and inspiration - [#cdna](#) -11:31 AM Nov 3rd, 2012



**bcoelho2000** [@sourcePOV](#) Thank you Chris! [#cdna](#) I believe Leadership is what enable us to go beyond our own boundaries and limitations! -11:30 AM Nov 3rd, 2012



**Versalytics** [@AstridBijou](#) [@adaptivecoach](#) Structures can be agile and adapt to changing conditions. [#cdna](#) -11:29 AM Nov 3rd, 2012



**sourcePOV** [@bcoelho2000](#) hey Bruno, so glad u could join us today. You are sharing some great insights on leadership .. [#cdna](#) -11:29 AM Nov 3rd, 2012



**AstridBijou** RT [@TaraMarkus](#): RT [@Versalytics](#): I think SYNERGY within a team is the key ingredient to achieving flow in a team setting. [#cdna](#) -11:29 AM Nov 3rd, 2012



**ClaireSMBB** RT [@collabdna](#): Q2. Music & fine arts change our pov on how things work. Can leaders borrow notions of a canvas, a brush, a stage? [#cdna](#) -11:29 AM Nov 3rd, 2012



**TaraMarkus** RT [@Versalytics](#): YES! Synergy! need more! I think SYNERGY within a team is the key ingredient to achieving flow in a team setting. [#cdna](#) -11:29 AM Nov 3rd, 2012



**bcoelho2000** [#cdna](#) A2 Just remember to don't use structure as a recipe that works in all scenarios! -11:29 AM Nov 3rd, 2012



**TaraMarkus** RT [@Versalytics](#): I think SYNERGY within a team is the key ingredient to achieving flow in a team setting. [#cdna](#) -11:28 AM Nov 3rd, 2012



**adaptivecoach** [@sourcePOV](#) Yes. 1-1 exchange creates conditions for flow. But leaders want economies of scale from exchanging with many at once. [#Cdna](#) -11:28 AM Nov 3rd, 2012



**TaraMarkus** [@Versalytics](#) YES! Live is incredible because you are living in the moment! [#cdna](#) -11:28 AM Nov 3rd, 2012



**collabdna** Q2. Music & fine arts change our pov on how things work. Can leaders borrow notions of a canvas, a brush, a stage? **#cdna** -11:28 AM Nov 3rd, 2012



**AstridBijou** RT **@Paul\_Salais**: You need basics and consistency to really flourish, but not too much structure to make that growth stagnant - **#cdna** -11:28 AM Nov 3rd, 2012



**CindyBailie** **#cdna** Structure is essential (said in my best mom voice). Rigidity is not. Leading change is a process of discovery. -11:27 AM Nov 3rd, 2012



**Versalytics** I think SYNERGY within a team is the key ingredient to achieving flow in a team setting. **#cdna** -11:27 AM Nov 3rd, 2012



**Paul\_Salais** You need basics and consistency to really flourish, but not too much structure to make that growth stagnant - **#cdna** -11:27 AM Nov 3rd, 2012



**bcoelho2000** **#cdna** Leadership isn't a TO DO list that magically makes people do what you want. It's about fulfilling a mission you can only do together. -11:27 AM Nov 3rd, 2012



**Versalytics** When I was in a band some time ago, our best moments seemed to be those times when we improvised and created "live" on stage. **#cdna** -11:26 AM Nov 3rd, 2012



**pammoran** I like the work of ellen langer on mindfulness as leaders "noticing new in the moment- realizing we don't have the answers alone" **#cdna** -11:26 AM Nov 3rd, 2012



**adaptivecoach** **@sourcePOV** Sometimes it's necc to inhibit flow. I want banks to have structure :) **#Cdna** -11:26 AM Nov 3rd, 2012



**AstridBijou** **@Versalytics** **@adaptivecoach** yes but wouldn't **#leadership** always need a foundation=structure? **#cdna** -11:26 AM Nov 3rd, 2012



**sourcePOV** Very interesting Vickie. Can u expand? RT **@AstridBijou** **@adaptivecoach** "Most leaders abstract too soon" **#cdna** -11:25 AM Nov 3rd, 2012



**intmf** RT **@adaptivecoach** Vickie Gray, culture hacker, exec coach, self-organizing teams, author of Creating Time and Closing the Me-You Gap **#Cdna** -11:25 AM Nov 3rd, 2012



**ClaireSMBB** RT **@bcoelho2000**: **#cdna** Leadership is focused on something that isn't structured: human behavior. -11:25 AM Nov 3rd, 2012



**sourcePOV** A1. precisely my thinking .. not structure is bad .. RT **@Versalytics**: **@adaptivecoach** "Structure tends to inhibit flow" **#leadership #cdna** -11:24 AM Nov 3rd, 2012



**TaraMarkus** I do think structure and flow can work well together - especially when People open the door to possibility. **#cdna** -11:24 AM Nov 3rd, 2012



**AstridBijou** RT **@adaptivecoach**: **@sourcePOV** Yes, also 1-1 vs abstraction to groups. Most leaders abstract too soon. **#Cdna** -11:24 AM Nov 3rd, 2012



**sourcePOV** **@Paul\_Salais** hey Paul, thanks for joining. Great turnout today, just ramping up :) Q1: re: Leadership as art, adaptive & flow elements **#cdna** -11:24 AM Nov 3rd, 2012



**bcoelho2000** **#cdna** Most of the times we kid ourselves into believing that we know exactly how the other person is going to behave. -11:23 AM Nov 3rd, 2012



**Paul Salais** RT **@bcoelho2000**: **#cdna** Leadership is focused on something that isn't structured: human behavior. **#cdna** -11:23 AM Nov 3rd, 2012



**Versalytics** **@adaptivecoach** I think that's the idea. Structure tends to inhibit flow with preconceived limits or boundaries. **#cdna** -11:23 AM Nov 3rd, 2012



**TaraMarkus** Some people believe that 'structure' gives comfort zone & "flow" allows for too much loosey goosey. **#cdna** -11:23 AM Nov 3rd, 2012



**adaptivecoach** **@sourcePOV** Yes, also 1-1 vs abstraction to groups. Most leaders abstract too soon. **#Cdna** -11:23 AM Nov 3rd, 2012





**collabdna @adaptivecoach** super segue to Q2, Vickie .. let's throw it in .. [#cdna](#) -11:23 AM Nov 3rd, 2012



**bcoelho2000 #cdna** Leadership is focused on something that isn't structured: human behavior. -11:22 AM Nov 3rd, 2012



**Paul Salais** Finally here! Hope I didn't miss too much of the conversation - [#cdna](#) -11:22 AM Nov 3rd, 2012



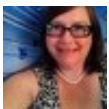
**Versalytics @TaraMarkus** I'm already in "double coat" mode for in/out of plant activities. [#cdna](#) -11:21 AM Nov 3rd, 2012



**adaptivecoach** Q1. Jazz musicians use structure to create art, but the greats could improvise and work in ensembles [#Cdna](#) -11:21 AM Nov 3rd, 2012



**sourcePOV @pammoran** classic: art vs. science, intuition vs. process, flow vs. structure; imo takes both, but tech-driven society neglects former [#cdna](#) -11:21 AM Nov 3rd, 2012



**CindyBaillie** Maybe we should explore space b/t structure and process. Art can be process heavy, in a good way! [#cdna](#) a1 -11:20 AM Nov 3rd, 2012



**pammoran @ClaireSMBB** in watching unfolding of NYC crisis- where is the adaptive art flow? where is the technical skill structure working? [#cdna](#) -11:20 AM Nov 3rd, 2012



**Versalytics** There can also be flow in how we view structure. Many companies have changed "org" structure to encourage flow. Process vs. procedure. [#cdna](#) -11:20 AM Nov 3rd, 2012



**bcoelho2000 #cdna** You can tell someone what they should and how they should behave as leaders. But does a parrot know how to speak? -11:19 AM Nov 3rd, 2012



**TaraMarkus @Versalytics** It's time to bring out the woolies and swing my scarf! [#cdna](#) -11:19 AM Nov 3rd, 2012



**pammoran** Ldrship as art or ldrship is art? just heard Oz prof say learning ldrship = 90% moral,ethical purpose, beliefs, values-10% tech **#cdna** -11:19 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** Is it perhaps bringing more presence to whether the canvas needs struct or flow? baker's transform of stretch and fold? **#Cdna** -11:19 AM Nov 3rd, 2012



**sourcePOV @TaraMarkus** yes Tara, ++ "chaotic energy" aspect .. opportunity, possibility .. structure doesn't go away .. we must move within it **#cdna** -11:19 AM Nov 3rd, 2012



**ClaireSMBB** RT **@CindyBailie**: "**@collabdna**: If we view **#leadership** as art, would it help change our behavioral bias from structure to flow? **#cdna**" <- what do u think? -11:18 AM Nov 3rd, 2012



**Versalytics @collabdna** I think it's possible for flow to embrace structure and vice versa. Plan-Do-Check-Act cycle does not inhibit flow. **#cdna** -11:18 AM Nov 3rd, 2012



**sourcePOV** A1. Clearly structure & flow must coexist. Props to Michelle James aka **@creativemergence** for expanding that for me (cited: **@collabdna**) **#cdna** -11:18 AM Nov 3rd, 2012



**TaraMarkus** Art is not chaotic energy it is uniquely awesome expression that allows us to communicate in various forms. **#cdna** -11:17 AM Nov 3rd, 2012



**adaptivecoach** Q1. Ah, so it's about knowing how to use structure and tools to move beyond rigid process? **#Cdna** -11:17 AM Nov 3rd, 2012



**ClaireSMBB** I agree; perhaps beauty of both art & leadership is ability to navigate between "**@adaptivecoach**: Q1. But art has structure too... **#Cdna**" -11:17 AM Nov 3rd, 2012



**bcoelho2000 #cdna** A1 Leadership part about Behaviors and Habits is more structured than the part about Heart (Vision; Purpose) and Beliefs. -11:16 AM Nov 3rd, 2012



**CindyBailie** "**@collabdna**: If we view **#leadership** as art, would it help change our behavioral bias from structure to flow? **#cdna**" <- what do u think? -11:16 AM Nov 3rd, 2012



**sourcePOV @adaptivecoach** interesting Vickie, agree. Tho I find Art provides a creative overlay .. less obsessed on process .. more possibilities [#cdna](#) -11:16 AM Nov 3rd, 2012



**Versalytics @TaraMarkus** Did you see the snow yesterday! Certainly the changing temperatures require "adaptive" capabilities. [#cdna](#) -11:16 AM Nov 3rd, 2012



**TaraMarkus** It's important Leaders stretch out to the world, see the big picture and focus on pulse and flow. [#cdna](#) -11:15 AM Nov 3rd, 2012



**adaptivecoach** Q1. But art has structure too... [#Cdna](#) -11:14 AM Nov 3rd, 2012



**sourcePOV** Today's whole discussion will be around how leaders can adapt, change, move in more of a flow .. will be tapping several art metaphors [#cdna](#) -11:14 AM Nov 3rd, 2012



**ClaireSMBB** RT [@collabdna](#): Q1. If we view [#leadership](#) as art, would it help change our behavioral bias from structure to flow? [#cdna](#) -11:14 AM Nov 3rd, 2012



**AstridBijou** RT [@collabdna](#): Q1. If we view [#leadership](#) as art, would it help change our behavioral bias from structure to flow? [#cdna](#) -11:14 AM Nov 3rd, 2012



**adaptivecoach @sourcePOV** As long as I have a towel I won't panic :) [#Cdna](#) -11:13 AM Nov 3rd, 2012



**collabdna** Q1. If we view [#leadership](#) as art, would it help change our behavioral bias from structure to flow? [#cdna](#) -11:13 AM Nov 3rd, 2012



**TaraMarkus** These days it seems like we are all in 'adaptive' mode. [#cdna](#) -11:12 AM Nov 3rd, 2012



**AstridBijou @TaraMarkus** same here Tara - super excited! [#cdna](#) -11:11 AM Nov 3rd, 2012



**TaraMarkus** RT **@collabdna**: Much to discuss today re: **#leadership** dynamics. Lets jump in. **#cdna** -11:10 AM Nov 3rd, 2012



**TaraMarkus** **@AstridBijou** Wonderful to meet you Astrid **#cdna** -11:10 AM Nov 3rd, 2012



**ClaireSMBB** RT **@adaptivecoach**: Vickie Gray, culture hacker, exec coach, self-organizing teams, author of Creating Time and Closing the Me-You Gap **#Cdna** -11:10 AM Nov 3rd, 2012



**sourcePOV** **@adaptivecoach** handing u a towel. You really could help me moderate today :) **#cdna** -11:10 AM Nov 3rd, 2012



**collabdna** Much to discuss today re: **#leadership** dynamics. Let's jump in. **#cdna** -11:09 AM Nov 3rd, 2012



**AstridBijou** RT **@TaraMarkus**: Adaptive Leadership ...an important topic for all. **#cdna** -11:09 AM Nov 3rd, 2012



**adaptivecoach** Vickie Gray, culture hacker, exec coach, self-organizing teams, author of Creating Time and Closing the Me-You Gap **#Cdna** -11:09 AM Nov 3rd, 2012



**TaraMarkus** Adaptive Leadership ...an important topic for all. **#cdna** -11:09 AM Nov 3rd, 2012



**sourcePOV** **@TaraMarkus** **@clairesmbb** **@CindyBailie** **@Versalytics** **@AstridBijou** **@PamMoran** **@AdaptiveCoach** **@gingerconsult** so great u could stop in **#cdna** -11:08 AM Nov 3rd, 2012



**Versalytics** **@TaraMarkus** Good morning Tara! **#cdna** -11:08 AM Nov 3rd, 2012



**TaraMarkus** **@Versalytics** Hi Redge. **#cdna** -11:08 AM Nov 3rd, 2012



**ClaireSMBB** Good morning to both of you :) "**@AstridBijou**: Good morning all! Thanks **@Versalytics** happy to be part of **#cdna** today!"

-11:08 AM Nov 3rd, 2012



**TaraMarkus @ClaireSMBB** Always delighted to see you Claire. Hope all is well. **#cdna**

-11:07 AM Nov 3rd, 2012



**pammoran** Pam , supt of a central Va district- just back from being hurricaned in Philly early in the week ... **#cdna**

-11:07 AM Nov 3rd, 2012



**TaraMarkus** People with mind-expanding ideas. thoughtful sharing and adaptive leadership gather here. **#cdna**

-11:07 AM Nov 3rd, 2012



**sourcePOV @pammoran** hey Pam, so glad u can join us :) starting on my **#coderdojo** post this w/e, need to get some emails out :) **#cdna**

-11:06 AM Nov 3rd, 2012



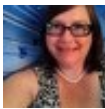
**AstridBijou** Good morning all! Thanks **@Versalytics** happy to be part of **#cdna** today!

-11:06 AM Nov 3rd, 2012



**ClaireSMBB** Hello, Tara, nice to see you! "**@TaraMarkus**: Good Morning to all ! **#cdna**"

-11:05 AM Nov 3rd, 2012



**CindyBaillie** Good morning! **#cdna**

-11:05 AM Nov 3rd, 2012



**ClaireSMBB** Claire in Toronto! Good Morning! "**@collabdna**: Can we do some quick introductions? **#cdna**"

-11:05 AM Nov 3rd, 2012



**TaraMarkus** Sorry to have missed many of these wonderful chats.

**#cdna**

-11:05 AM Nov 3rd, 2012



**sourcePOV** Chris Jones, back in Charlotte NC this am (Denver all wk). 3x chat instigator, consultant, author of **@collabdna** & happy to be part of **#cdna**

-11:05 AM Nov 3rd, 2012



**Versalytics** Ditto that! RT "**@sourcePOV**: **@AstridBijou** hey Astrid, thanks for the RT :) hope u can join. Just getting started .. **#cdna**"

-11:05 AM Nov 3rd, 2012



**pammoran** RT **@collabdna**: Welcome to our chat re: Adaptive Leadership, w/ author **@sourcepov**. Frame: <http://t.co/SLjIRCvh> **#cdna #vBookTour #cdna** -11:05 AM Nov 3rd, 2012



**pammoran** this is a topic of interest to me ... how we develop adaptive not just technical competencies and/or skillsets of leaders **#cdna** -11:04 AM Nov 3rd, 2012



**TaraMarkus** Good Morning to all ! **#cdna** -11:04 AM Nov 3rd, 2012



**collabdna** Can we do some quick introductions? **#cdna** -11:04 AM Nov 3rd, 2012



**adaptivecoach** RT **@collabdna**: Welcome to our chat re: Adaptive Leadership, w/ author **@sourcepov**. Frame: <http://t.co/UC8UY4J3> **#cdna #vBookTour** -11:03 AM Nov 3rd, 2012



**sourcePOV** **@AstridBijou** hey Astrid, thanks for the RT :) hope u can join. Just getting started .. **#cdna** -11:03 AM Nov 3rd, 2012



**ClaireSMBB** RT **@collabdna**: Welcome to our chat re: Adaptive Leadership, w/ author **@sourcepov**. Frame: <http://t.co/UC8UY4J3> **#cdna #vBookTour** -11:03 AM Nov 3rd, 2012



**sourcePOV** **@gingerconsult** I think your **#Sandy** work qualifies as adaptive leadership. Quite certain it wasn't on your calendar 4 weeks ago **#cdna** -11:02 AM Nov 3rd, 2012



**AstridBijou** RT **@collabdna**: Welcome to our chat re: Adaptive Leadership, w/ author **@sourcepov**. Frame: <http://t.co/UC8UY4J3> **#cdna #vBookTour** -11:02 AM Nov 3rd, 2012



**collabdna** Welcome to our chat re: Adaptive Leadership, w/ author **@sourcepov**. Frame: <http://t.co/UC8UY4J3> **#cdna #vBookTour**

-11:02 AM Nov 3rd, 2012



**collabdna** Thanks for **#cdna** RT's **@clairesmbb @versalytics @adaptivecoach @pammoran** .. much appreciated -10:59 AM Nov 3rd, 2012



**ClaireSMBB @sourcePOV** Anything **#leadership** is a GR8 chat ;-) I'm w/ client who will be on twitter soon, she's excited to observe :-)  
**#cdna** -10:57 AM Nov 3rd, 2012



**gingerconsult @sourcepov** I wish too, I would love to talk adaptive leadership today **#cdna #bealeader** -10:57 AM Nov 3rd, 2012



**Versalytics** See you in a few! **#cdna @ClaireSMBB @adaptivecoach @sourcePOV @TaraMarkus @LeadKJWalters @jamiEBillingham** -10:57 AM Nov 3rd, 2012



**sourcePOV @adaptivecoach** oh gosh, Vickie, be careful .. but love that u can join us today, a topic right up your alley :) **#cdna** -10:56 AM Nov 3rd, 2012



**sourcePOV @ClaireSMBB** awesome Claire, s/b a great chat. But I need to do better re: getting the word out. Good thing for good friends :) eh?  
**#cdna** -10:52 AM Nov 3rd, 2012



**sourcePOV @gingerconsult @adaptivecoach** wish I'd reached out to u guys a bit sooner, u could have helped me moderate today at: **#cdna** -10:52 AM Nov 3rd, 2012



**ClaireSMBB @sourcePOV** ;-) See you in 10mins **@versalytics @taramarkus @leadkjwalters @jamiEBillingham #canada #collaboration #coffeehouse #cdna** -10:51 AM Nov 3rd, 2012



**sourcePOV** Hmm **#collaboration #coffeehouse** .. sounds like a new chat concept :) \*note to self\* .. and friends lol **#smchat #ecosys #usguys #cdna** -10:49 AM Nov 3rd, 2012



**sourcePOV @clairesmbb @versalytics @taramarkus @leadkjwalters @jamiEBillingham** +cream for **#canada** contingent, eh? **#collaboration #coffeehouse #cdna** -10:47 AM Nov 3rd, 2012



**pammoran** RT **@sourcePOV**: RT **@collabdna** Today at 11aET: "Can Leaders Adapt? Unpacking Team Dynamics" (Ch.15)  
**http://t.co/7IPVtY2 #vBookTour #cdna** -10:46 AM Nov 3rd, 2012



**sourcePOV** @gingerconsult @mikey3982 @adaptivecoach @drjolly @cindybailie @pammoran @brainmaker see u at the #collaboration #coffeehouse !? aka #cdna -10:45 AM Nov 3rd, 2012



**sourcePOV** We're unpacking "adaptive leadership" today <http://t.co/3jOJV34Z>, starting in 30m. Hope #leadership #bealeader folks can join, at: #cdna -10:31 AM Nov 3rd, 2012



**AmberwoodMedia** "Can Leaders Adapt? Team Dynamics as Art" The DNA of Collaboration, Ch.15 | live chat w/ author @sourcepov <http://t.co/XT11rTeR> 11aET #cdna -10:26 AM Nov 3rd, 2012



**ClaireSMBB** RT @sourcePOV: RT @collabdna Today at 11aET: "Can Leaders Adapt? Unpacking Team Dynamics" (Ch.15) <http://t.co/7IPVtvY2> #vBookTour #cdna -10:04 AM Nov 3rd, 2012



**sourcePOV** RT @collabdna Today at 11aET: "Can Leaders Adapt? Unpacking Team Dynamics" (Ch.15) <http://t.co/7IPVtvY2> #vBookTour #cdna -9:49 AM Nov 3rd, 2012



**collabdna** Today, 11aET, talk #leadership as art w/ author @sourcepov "Team Dynamics" (Ch.15) <http://t.co/UU4fi6xd> #vBookTour #cdna -9:28 AM Nov 3rd, 2012



**AmberwoodMedia** RT @sourcePOV A5 "Culture (ch10), Critical thinking (ch20) & KM (ch19) started as Chat Q's > blogged > @CollabDNA" #cdna #smchat -6:09 PM Nov 2nd, 2012



**collabdna** Collaboration re: "Opening new doors" [new 1m @ciberinc video w/ author Chris Jones] <http://t.co/yF88kLgr> #e20 #cdna -5:52 PM Nov 2nd, 2012



**prweb** RT @sourcePOV: A3 .. I learned of @prweb via my social mktg network, w/ outstanding results: <http://t.co/pY4DUxLs> #cdna #smm #mediachat #smchat -2:19 PM Oct 31st, 2012



**CreativeSage** RT @sourcePOV: A3 I learned of @prweb via my social mktg network, w/outstanding results: <http://t.co/UWw2IWrs> #cdna #smm #mediachat #SMchat -1:48 PM Oct 31st, 2012



**ClaireSMBB** RT @sourcePOV: A3 .. I learned of @prweb via my social mktg network, w/ outstanding results: <http://t.co/pY4DUxLs> #cdna #smm #mediachat #smchat -1:48 PM Oct 31st, 2012





**sourcePOV** A3 .. I learned of **@prweb** via my social mktg network, w/ outstanding results: <http://t.co/pY4DUxLs> **#cdna** **#smm** **#mediachat** **#smchat** -1:47 PM Oct 31st, 2012



**BiolineUSA** Produce high-quality **#cDNA**, Ideal for real-time **#PCR** **#Tetro** <http://t.co/o454TwGr> -1:16 PM Oct 31st, 2012



**collabdna** "Social & Self-Publishing" w/ chat host & author **@sourcepov** 1pET at **#SMCHAT** <http://t.co/q6UxCNKp> **#socialmedia** **#books** **#cdna** -12:09 PM Oct 31st, 2012



**SAIhir** "**@sourcePOV**: RT **@CollabDNA** **@DrAmyVanderbilt** **#TrendPOV** "Ethnography takes customer understanding to a new level" <http://t.co/2kNg96jn> **#cdna**" -7:25 AM Oct 31st, 2012



**sourcePOV** So great to hear, Paul, thanks much! RT **@Shamlet** "Sweet .. my ordered copy of **@CollabDNA** waiting for me. Looking forward to it" **#cdna** -4:43 AM Oct 31st, 2012



**Prospero37** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts** **#GOVERNMENTFAILURE** -11:25 PM Oct 30th, 2012



**sourcePOV** RT **@CollabDNA** **@DrAmyVanderbilt** **#TrendPOV** "Ethnography takes customer understanding to a new level" <http://t.co/R0EvoodP> **#cdna** -9:18 PM Oct 30th, 2012



**aj\_smartideas** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts** **#GOVERNMENTFAILURE** -2:42 PM

Oct 30th, 2012



**wakeupguy** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts** **#GOVERNMENTFAILURE** -2:29 PM Oct 30th, 2012



**TimSanchez2** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts** **#GOVERNMENTFAILURE** -2:27 PM Oct 30th, 2012



**PHILLIPS ENTERP** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts #GOVERNMENTFAILURE** -2:23 PM

Oct 30th, 2012



**Nonanon anon** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts #GOVERNMENTFAILURE** -2:19 PM

Oct 30th, 2012



**softgrasswalker** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts #GOVERNMENTFAILURE** -2:17 PM

Oct 30th, 2012



**LouisePerrin** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts #GOVERNMENTFAILURE** -1:24 PM Oct 30th, 2012



**Macgyyver** RT **@Argthemuse**: Feds cut \$700K from **@CanadianArts** to pay \$14million 4 War of 1812 ads & \$28million 4 Economic Action Plan ads. **#cdnarts #GOVERNMENTFAILURE** -1:07 PM Oct 30th, 2012