



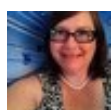
sourcePOV RT **@collabdna** Join us next SAT 12/8 11aET for "KM: Learning to Learn Again" <http://t.co/7IPVTvY2> **#vBookTour #orgdev #KMers #cdna** -1:42 PM Dec 1st, 2012



collabdna Join **#cdna** next SAT 12/10 11aET for "Knowledge Management: Learning to Learn Again" <http://t.co/UU4fi6xd> **#vBookTour #orgdev #KMers** -1:41 PM Dec 1st, 2012



collabdna RT **@sourcePOV** "thx for joining us" **#vBookTour @ClaireSMBB @AstridBijou @changeguerilla @CASUDI @gingerconsult @CindyBailie @SJAbbott #cdna** -1:39 PM Dec 1st, 2012



CindyBailie back at ya! **@sourcePOV @ClaireSMBB @AstridBijou @changeguerilla @CASUDI @gingerconsult @CindyBailie @SJAbbott** u guys r awesome, thx **#cdna** -12:56 PM Dec 1st, 2012



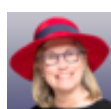
AstridBijou @sourcePOV Thanks Chris, awesome chat. I'll be in Trinidad nxt wk til Jan 4th with limited Internet, so Happy Holidays to everyone! **#cdna** -12:26 PM Dec 1st, 2012



sourcePOV @CASUDI will do my level best re: **#ecosys** reminder, tho I may need YOU to remind ME :) c: **@jennar @graingered #cdna** -12:22 PM Dec 1st, 2012



sourcePOV @ClaireSMBB @AstridBijou @changeguerilla @CASUDI @gingerconsult @CindyBailie @SJAbbott u guys are awesome, thx for joining us **#cdna** -12:21 PM Dec 1st, 2012



CASUDI @sourcePOV If U can think to remind me ~ would be greatly appreciated **#CDNA #Ecosys @SMchat** (an imposition for sure :-~)~ Have a GR8 weekend. -12:20 PM Dec 1st, 2012



sourcePOV @gingerconsult ok super; we're thinking of moving **#ecosys** to MON 8-10pET range .. trying to figure out what we'd be up against **#cdna** -12:18 PM Dec 1st, 2012



gingerconsult @sourcepov Nothing happen this Monday - however, I'm looking at a new day and time for the **#bealeader** google hangouts in January **#cdna** -12:17 PM Dec 1st, 2012



gingerconsult @sourcepov Hi Chris - Sorry I'm late just returned from the Christmas Bazaar at church - **#bealeader** chat is Thursday's 7pmET **#cdna** -12:16 PM Dec 1st, 2012



sourcePOV @CASUDI we'll tee up Measurement & Change in **#k12** context at **#ecosys** MON pm (new chat time) & **#socialchange** at **#smchat** 4th WEDS in Jan **#cdna** -12:16 PM Dec 1st, 2012



sourcePOV @gingerconsult hey Jen !! Happy TG :) Remind me, when does **#bealeader** run? Is there something happening MON 8-10pET? **#cdna** -12:15 PM Dec 1st, 2012



CASUDI @sourcePOV sorry have to RUN ~ will think on Q5 during the day ~ Always an amazing convo w you ~ Thanks **#cdna** -12:14 PM Dec 1st, 2012



sourcePOV Makes 3 of us RT **@AstridBijou @CASUDI** "I'd be interested in how to apply change framework here > <http://t.co/H1jazbgv>" **#socialchange #cdna** -12:13 PM Dec 1st, 2012



gingerconsult RT **@casudi**: A4 Benefits/Rewards work well in some cultures ~ Q is how to communicate w your audience/team etc... **#cdna** -12:13 PM Dec 1st, 2012



sourcePOV We may be starting to lose folks, not sure if there's time for Q5 today .. **#cdna** -12:12 PM Dec 1st, 2012



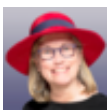
collabdna Q5: What do our takeaways re: subjective people measurement [A3, A4] tell us about "High Stakes Testing" in **#k12 #Edu? #ecosys #cdna** -12:11 PM Dec 1st, 2012



AstridBijou RT **@CASUDI: @sourcePOV** I'd be interested in how to apply change framework here > <http://t.co/qiIVpHD8> **#cdna** -12:11 PM Dec 1st, 2012



AstridBijou @sourcePOV Caribbean for Christmas is a whole new world! Definitely into simple frameworks like Venns and SWOT. Simple and they work. **#cdna** -12:11 PM Dec 1st, 2012



CASUDI @sourcePOV I'd be interested in how to apply change framework here > <http://t.co/qiIVpHD8> **#cdna** -12:10 PM Dec 1st, 2012



sourcePOV **@AstridBijou** .. lol, but u had me at Caribbean :) **#cdna**

-12:08 PM Dec 1st, 2012



CASUDI RT **@sourcePOV**: A4 Change

Framework><http://t.co/dCWaYJFH> .. progress, pathways<==

checking how this applies to 3rdWorldVillage Africa **#cdna** -12:08 PM Dec 1st,

2012



sourcePOV **@AstridBijou** sounds like u are deep into Quant

Frameworks, Astrid .. perhaps we should talk further :) **#cdna** -12:07 PM

Dec 1st, 2012



sourcePOV **@CASUDI** social engineering? YES. Chat communities w/ a mission can apply <http://t.co/iI4yB3ro> Chg Fwk as a means of

improving **#ecosys** **#cdna** -12:06 PM Dec 1st, 2012



AstridBijou RT **@sourcePOV**: A4 .. here's a mock-up of a Change Framework in-use <http://t.co/iI4yB3ro> .. progress, pathways ..

#orgdev **#leadership** **#cdna** -12:05 PM Dec 1st, 2012



CASUDI RT**@CindyBailie**: Involve team members>all

levels>creating>change process & know2know success when u see

it.Time consuming>worth it. **#cdna** -12:04 PM Dec 1st, 2012



CASUDI RT**@sourcePOV**: **@CASUDI** oh I dunno, I think we can get lots of good ideas in 140c: **#ideachat** **#smchat** **#ecosys** .. (social

engineering ?) **#cdna** -12:03 PM Dec 1st, 2012



sourcePOV A4 .. here's a mock-up of a Change Framework in-use

<http://t.co/iI4yB3ro> .. progress, pathways .. **#orgdev** **#leadership**

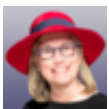
#cdna -12:03 PM Dec 1st, 2012



CindyBailie So obvious, right? Why don't we do it? "**@changequerilla**:

people tend not to resist the change and measurements they helped

design **#cdna**" -12:02 PM Dec 1st, 2012



CASUDI A4 Benefits/Rewards work well in some cultures ~ Q is how to

communicate w your audience/team etc... **#cdna** -12:02 PM Dec 1st, 2012



CindyBailie Involve team members at all levels in creating the change process and how to know success when u see it. Time consuming but worth it. [#cdna](#) -12:01 PM Dec 1st, 2012



sourcePOV @CASUDI oh I dunno, I think we can get lots of good ideas in 140c: [#ideachat](#) [#smchat](#) [#ecosys](#) .. and [#cdna](#) -12:01 PM Dec 1st, 2012



changeguerilla A4: people tend not to resist the change and measurements they helped design [#cdna](#) -12:01 PM Dec 1st, 2012



sourcePOV A4 .. comes back quickly to Kotter imo (<http://t.co/32hn5nbM> post from 2010) .. engaging people .. they need to own the change .. [#cdna](#) -12:00 PM Dec 1st, 2012



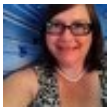
AstridBijou @collabdna A4 A lot of group engagement and as **@CASUDI** mentioned, put fun into it [#cdna](#) -12:00 PM Dec 1st, 2012



sourcePOV RT **@collabdna** Q4 Mitigation? .. A4 gr8 ideas mentioned: changing solution language; engaging team on semantics, baselines .. & goals [#cdna](#) -11:59 AM Dec 1st, 2012



CASUDI @ClaireSMBB @SJAbbott Working on this "social engineering" every day = how do U change people's thinking about change (140 = 2 short) [#CDNA](#) -11:59 AM Dec 1st, 2012



CindyBailie ditto! "**@CASUDI: @SJAbbott** really v interesting + challenging ~ so GR8 to see you here (I make it when I can) [#cdna](#)" -11:58 AM Dec 1st, 2012



collabdna Q4: How can we help mitigate resistance to change & measurement? [#cdna](#) -11:58 AM Dec 1st, 2012



ClaireSMBB @CASUDI Indeed, language (which, imo, helps define the culture) is so key! [#cdna](#) -11:57 AM Dec 1st, 2012



sourcePOV @SJAbbott thanks much Stephen, hope u come back. Here every SAT 11aET, master [#vBookTour](#) frame: <http://t.co/7IPVTvY2> [#cdna](#) -11:57 AM Dec 1st, 2012



CASUDI @SJAbbott really v interesting + challenging ~ so GR8 to see you here (I make it when I can) **#cdna** -11:56 AM Dec 1st, 2012



sourcePOV @changeguerilla agree Andy. Case for: cultural readiness vector; if we set 100% = 'culture of trust & learning' .. s/t to aspire to **#cdna** -11:56 AM Dec 1st, 2012



AstridBijou @CASUDI @SJAbbott Exactly Caroline! It is up to the change **#leader** to impart positive messages in the measurement. **#cdna** -11:56 AM Dec 1st, 2012



ClaireSMBB @CASUDI @SJAbbott Yes! So the challenge becomes, how do you change ppl's thinking about change :) **#cdna** -11:55 AM Dec 1st, 2012



SJAbbott Gotta run. Looks like **#cdna** was a great series of chats that I missed. I will have to catch up. Very good insights. -11:55 AM Dec 1st, 2012



SJAbbott Yes. Team + indv success vs arbitrary org success. MT **@AstridBijou**: ..how the need for measurement is expressed as well. **#cdna** -11:55 AM Dec 1st, 2012



changeguerilla A bit cultural this. Some cultures are more relaxed about change. Others resist it even if beneficial. **#cdna** -11:55 AM Dec 1st, 2012



CASUDI @ClaireSMBB people like the term "Roadmap-to-Success" rather than strategic planning = all in the spin:-) **#cdna** -11:55 AM Dec 1st, 2012



ClaireSMBB +1 "**@CASUDI: @CindyBaillie** A collaborative road map (plan) gets the buy in from all>easier to accept + implement :-)" **#cdna** -11:54 AM Dec 1st, 2012



CASUDI RT **@AstridBijou: @SJAbbott** A3 Yes..however it is how the need for measurement is expressed as well <== measurement is FUN/GOOD>> **#cdna** -11:54 AM Dec 1st, 2012



AstridBijou RT **@CASUDI: @CindyBaillie** A collaborative road map (plan) gets the buy in from all>easier to accept + implement :-)" **#cdna** -11:53 AM Dec 1st, 2012



ClaireSMBB @CASUDI I absolutely agree, language (& culture) around milestones, good 'spin' I consider milestones for reflection too [#cdna](#)
-11:53 AM Dec 1st, 2012



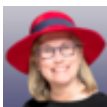
AstridBijou @SJAbbott A3 Yes..however it is how the need for measurement is expressed as well. [#cdna](#) -11:53 AM Dec 1st, 2012



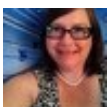
CASUDI @CindyBailie A collaborative road map (plan) gets the buy in from all>easier to accept + implement :-)
[#cdna](#) -11:52 AM Dec 1st, 2012



changeguerilla A3: People respond well to achieving motivating externally focussed targets but not to measures that look personal .
[#cdna](#) -11:52 AM Dec 1st, 2012



CASUDI RT@SJAbbott: A3 People who desire the change/growth will respond positively to being measured. Its areward, not a judgment<==EXACTLY [#cdna](#) -11:51 AM Dec 1st, 2012



CindyBailie When the process is developed by the team rather than being done to the team, easier to do. [#cdna](#) -11:51 AM Dec 1st, 2012



AstridBijou @ClaireSMBB Agreed! It takes the 'confidence' out of the culture if too direct. [#cdna](#) -11:51 AM Dec 1st, 2012



sourcePOV RT @AstridBijou @ClaireSMBB: A3 The term measure .. CAN .. cause anxiety (equates to good vs not as good) .. try new language .. [#cdna](#) -11:50 AM Dec 1st, 2012



SJAbbott A3 People who desire the change/growth will respond positively to being measured. It's a reward, not a judgment. [#cdna](#)
-11:50 AM Dec 1st, 2012



CASUDI @ClaireSMBB measuring milestone on road to success ~ people love this even if they a fail from time to time IMO (it's how U spin it) [#cdna](#) -11:50 AM Dec 1st, 2012



sourcePOV Excellent RT **@SJAbbott:** A3 "Those who respect measurement are onboard w/ change plan; those who reject measurement are resisting" [#cdna](#) -11:50 AM Dec 1st, 2012



AstridBijou RT **@ClaireSMBB**: A3 The term 'measure' causes anxiety (equates good vs not as good) try new language; 'reflection' for ex **#cdna** -11:49 AM Dec 1st, 2012



AstridBijou RT **@collabdna**: Q3. How do people tend to respond to being measured? **#cdna #orgdev** -11:49 AM Dec 1st, 2012



AstridBijou @collabdna A3 Easy answer! They don't like it. It will take a great deal of tact to be effective **#cdna** -11:49 AM Dec 1st, 2012



CASUDI @SJAbbott YES change plan/road-map in place ~ so the "checking" is clear **#cdna** -11:48 AM Dec 1st, 2012



ClaireSMBB A3 The term 'measure' causes anxiety (equates good vs not as good) try new language; 'reflection' for ex **#cdna** -11:48 AM Dec 1st, 2012



sourcePOV A3. Not well. People don't like being measured. Teams, however, are another story .. imo abstraction & sharing can buffer egos a bit **#cdna** -11:47 AM Dec 1st, 2012



SJAbbott A3 Those who respect some form of measurement are on side with the change plan. Those who reject any measurement are resisting. **#cdna** -11:47 AM Dec 1st, 2012



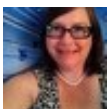
CASUDI @collabdna A3 I dont like being measured as such (the 2K's) but checked against a road map > success w miles stones =I LOVE IT! **#cdna** -11:47 AM Dec 1st, 2012



CindyBailie Great Q! "**@collabdna**: Q3. How do people tend to respond to being measured? **#cdna #orgdev**" -11:47 AM Dec 1st, 2012



ClaireSMBB RT **@collabdna**: Q3. How do people tend to respond to being measured? **#cdna #orgdev** -11:46 AM Dec 1st, 2012



CindyBailie @AstridBijou @sourcepov I'm not at the data viz point. I am at the "what indicators signal were on the right track" point! **#cdna** -11:46 AM Dec 1st, 2012



collabdna Q3. How do people tend to respond to being measured?
#cdna #orgdev -11:45 AM Dec 1st, 2012



CASUDI @CindyBailie I sometimes create the plan as a timeline in excel ~ crude but workable ~ KEY is plan w measurable milestone
#cdna -11:44 AM Dec 1st, 2012



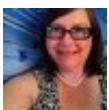
sourcePOV @CindyBailie @changeguerilla A2 my view of change vectors <http://t.co/VaS4Q89x> (origin at ctr, 0%; edge=100%) .. FIG 11 in **@collabdna #cdna** -11:44 AM Dec 1st, 2012



AstridBijou @sourcePOV @CindyBailie Excellent topics! It still is difficult to quant, even with topic and diagram choice espec on human behavior **#cdna** -11:44 AM Dec 1st, 2012



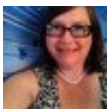
CASUDI @CindyBailie with a Start Up this can be a biz plan/or marketing plan ~ depends how it's created + understood **#cdna** -11:43 AM Dec 1st, 2012



CindyBailie Vectors to measure: altered or strengthened programmatic responses to problems. Indication of engagement w new ideas. **#cdna** -11:43 AM Dec 1st, 2012



sourcePOV Yes, RT **@CASUDI** A2 "well defined roadmap w/ milestones" **#cdna** -11:42 AM Dec 1st, 2012



CindyBailie @CASUDI Do you have examples of such roadmaps?!?
#cdna -11:41 AM Dec 1st, 2012



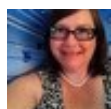
changeguerilla @sourcePOV Do you mean by change vector, change journeys - things that change during the change - . not sure of the terminology. **#cdna** -11:41 AM Dec 1st, 2012



sourcePOV RT **@CindyBailie** A2 "Vectors to measure: frequency of conversations, interaction b/t official meetups... indicators of trust"
#cdna -11:41 AM Dec 1st, 2012



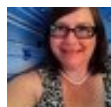
sourcePOV @CASUDI oh gosh, of course not off topic .. u are right in the middle of it .. organization change :) hope u are well, Caroline
#cdna -11:41 AM Dec 1st, 2012



CindyBailie Vectors to measure: frequency of conversations and interaction b/t official meetups... Indicator of trust **#cdna** -11:40 AM Dec 1st, 2012



CASUDI Just arriving ~ with a well defined roadmap w milestones ~ where/how/ why =you can SEE + measure change (hope I am not off topic?) **#cdna** -11:40 AM Dec 1st, 2012



CindyBailie Thinking...! **#cdna** -11:37 AM Dec 1st, 2012



sourcePOV .. A2 .. FIG11 .. is actually a Collaboration Readiness framework, but in leadership & org dynamic contexts .. m/b concentric Venn's? **#cdna** -11:37 AM Dec 1st, 2012



sourcePOV .. so my A2 is FIG 11 .. 8 change vectors .. but I had a little more time to think up my answer :) Each team, org can build own frame **#cdna** -11:36 AM Dec 1st, 2012



ClaireSMBB RT **@collabdna**: Q2. What are some of the key Change Vectors we can try to measure? **#cdna** -11:36 AM Dec 1st, 2012



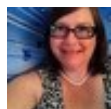
changeguerilla **@CindyBailie** Depends on the change program. A common one though is reducing % of staff demonstrating active resistance to the project **#cdna** -11:35 AM Dec 1st, 2012



sourcePOV A2 RT **@collabdna** Here's FIG 11 from "The DNA of Collaboration" (Ch.4), a notional Change Readiness framework .. <http://t.co/VaS4Q89x> **#cdna** -11:34 AM Dec 1st, 2012



AstridBijou **@sourcePOV** Simple is always effective, espec for qualitative data at inception. **#cdna** -11:34 AM Dec 1st, 2012



CindyBailie +1 "**@SJAbbott**: Lurking on **#cdna**. Interesting. How change is represented (qualitative vs quantitative) depends on audience being engaged." -11:33 AM Dec 1st, 2012



collabdna Q2. What are some of the key Change Vectors we can try to measure? **#cdna** -11:33 AM Dec 1st, 2012



sourcePOV A1. Actually I'm not big on Culture Quant, but same rules apply. If u can estab semantic context, a vector to 100% shows 'progress' **#cdna** -11:32 AM Dec 1st, 2012



CindyBailie **@sourcePOV** I better re read that one! **#cdna** -11:31 AM Dec 1st, 2012



AstridBijou **@collabdna** Yes! Circles and pies with %s! Always easy for all to grasp! **#cdna** -11:31 AM Dec 1st, 2012



CindyBailie **@AstridBijou** That makes sense. What about the intangible "stuff" that builds appetite for collab? I am struggling to ID those things. **#cdna** -11:31 AM Dec 1st, 2012



sourcePOV **@SJAbbott** hey Stephen. Yes, I agree as well. Level u can engage w/ folks on this will vary. But to me, that doesn't mean don't quant **#cdna** -11:30 AM Dec 1st, 2012



collabdna Here's FIG 11 from "The DNA of Collaboration" (Ch.4). It's our Change Readiness Framework .. each vector explored <http://t.co/bbA4jHhg> **#cdna** -11:29 AM Dec 1st, 2012



ClaireSMBB **@SJAbbott** I absolutely agree, Stephen! **#cdna** -11:29 AM Dec 1st, 2012



ClaireSMBB RT **@SJAbbott**: Lurking on **#cdna**. Interesting. If I may add, how change is represented (qualitative vs quantitative) depends on audience being engaged. -11:29 AM Dec 1st, 2012



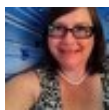
AstridBijou RT **@SJAbbott**: Lurking on **#cdna**. Interesting. If I may add, how change is represented (qualitative vs quantitative) depends on audience being engaged. -11:28 AM Dec 1st, 2012



sourcePOV **@CindyBailie** great point Cindy, must have a baseline .. thats the point I make in Ch.4. When we have est. Intention, what is start pt? **#cdna** -11:28 AM Dec 1st, 2012



AstridBijou **@CindyBailie** Cindy in that case Intra may have a more detailed tactical approach while collab may be more big picture visual **#cdna** -11:28 AM Dec 1st, 2012



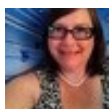
CindyBailie [@sourcePOV](#) Glad to b here! [#cdna](#) -11:28 AM Dec 1st, 2012



SJAbbott Lurking on [#cdna](#). Interesting. If I may add, how change is represented (qualitative vs quantitative) depends on audience being engaged. -11:27 AM Dec 1st, 2012



sourcePOV [@CindyBailie](#) [@CASUDI](#) hey Cindy & Caroline thanks for joining us this a.m. [#cdna](#) -11:27 AM Dec 1st, 2012



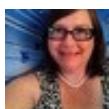
CindyBailie I imagine the approach is diff between "intra" work teams and goal to create collab cultures between individual orgs? [#cdna](#) -11:25 AM Dec 1st, 2012



ClaireSMBB [@CASUDI](#) Good morning! :-) [#cdna](#) -11:24 AM Dec 1st, 2012



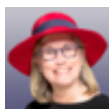
changeguerilla [@AstridBijou](#) As change manager i try to register changes in topics that arise. Last weeks panic is this weeks accepted fact [#cdna](#) -11:23 AM Dec 1st, 2012



CindyBailie The Q your Q1 raises 4 me is - what are the indicators that change has happened? How do u know what to measure where to start? [#cdna](#) -11:22 AM Dec 1st, 2012



AstridBijou [@sourcePOV](#) Yes! I have found that Venns by % are a very helpful way to track AND explain to all org levels [#cdna](#) -11:22 AM Dec 1st, 2012



CASUDI RT [@ClaireSMBB](#): A1 I believe best way to get to heart of knowledge, buy-in, commitment is thru qualitative methods, hybrid at v least [#cdna](#) -11:22 AM Dec 1st, 2012



ClaireSMBB [@sourcePOV](#) DC was my last trip, due for another soon. Trying to arrange NYC, first, this month & next ... ;) [@AstridBijou](#) [#cdna](#) -11:22 AM Dec 1st, 2012



sourcePOV In CDNA, I use spider diagrams to quant, intro'd in Ch.4, then examples given in Ch.18, after 8-10 change vectors explored [#orgdev](#) [#cdna](#) -11:21 AM Dec 1st, 2012



sourcePOV @AstridBijou u mentioned Quant's & Venn's Astrid. I often employ both. Also use Ishikawa's a ton, when talking impacts .. [#cdna](#)

-11:20 AM Dec 1st, 2012



AstridBijou @changequerilla re Q1 who would measure and quant the chg readiness in the group? [#cdna](#)

-11:19 AM Dec 1st, 2012



ClaireSMBB @sourcePOV I agree, acknowledge & buy-in a first key step in process; all in how you approach/frame it, in my experience

[#cdna](#) -11:19 AM Dec 1st, 2012



sourcePOV @AstridBijou lol, our last remote CDNA was in DC, w/ @ClaireSMBB. I think we can arrange a Caribbean event. Let's talk dates :) [#cdna](#)

-11:19 AM Dec 1st, 2012



sourcePOV @changequerilla hi Andy! sorry to leave u stranded last week .. U.S. holidays & all, had some quality time w/ son, in from Nashville [#cdna](#)

-11:18 AM Dec 1st, 2012



AstridBijou @sourcePOV So, next year [#cdna](#) should have a conf in the Cbbean! Ok back on track. [#cdna](#)

-11:17 AM Dec 1st, 2012



sourcePOV A1. .. I think the first step on readiness measurement is to acknowledge that there's value, that u can in fact put a visual to it ..

[#cdna](#) -11:17 AM Dec 1st, 2012



sourcePOV @AstridBijou Caribbean? lol, u are not helping w/ the jealousy thing :) [#cdna](#)

-11:16 AM Dec 1st, 2012



sourcePOV @ClaireSMBB lol, no we'd love your comments .. u don't have to agree .. probably better conversation that way, yes? :) [#cdna](#)

-11:15 AM Dec 1st, 2012



changequerilla A1: Sometimes proxy measures can be effective. For example you can track issues raised in staff meetings to monitor change [#cdna](#)

-11:14 AM Dec 1st, 2012



AstridBijou @sourcePOV @ClaireSMBB Yes! And next mnth I will be in the Cbbean - :) You all should visit! [#cdna](#)

-11:14 AM Dec 1st, 2012



sourcePOV @ClaireSMBB A1 .. oh gosh yes, in no way minimizing the qualitative & interpersonal work that goes into change .. all that must happen **#cdna** -11:14 AM Dec 1st, 2012



ClaireSMBB @sourcePOV No comment :-)) **@AstridBijou #cdna** -11:14 AM Dec 1st, 2012



AstridBijou @collabdna A1. It would take a great deal of workshop communication - plotted visual quants - venn diagram etc. **#cdna** -11:13 AM Dec 1st, 2012



sourcePOV A1 imo the answer is yes, u can chart qualitative progress; many resist or debunk the attempt however .. **#cdna** -11:13 AM Dec 1st, 2012



ClaireSMBB A1 I believe best way to get to heart of knowledge, buy-in, commitment is thru qualitative methods, hybrid at v least **#cdna** -11:12 AM Dec 1st, 2012



sourcePOV @AstridBijou didn't realize u are in Miami, Astrid. Jealous now :) Can usually out weather our Canadian friends, eh? **@clairesmbb #cdna** -11:11 AM Dec 1st, 2012



ClaireSMBB RT **@collabdna**: Q1. Can we measure subjective, qualitative gaps (knowledge, buy-in, commitment) in quantitative ways? **#cdna #orgdev #learning** -11:10 AM Dec 1st, 2012



sourcePOV Reasonably mild for .. omg, December? .. w/b in 50's today I think. Lots of sunshine **#cdna** -11:09 AM Dec 1st, 2012



ClaireSMBB RT **@AstridBijou: @collabdna** Astrid F. Kowlessar in very sunny Miami FL. **#cdna** -11:09 AM Dec 1st, 2012



collabdna Q1. Can we measure subjective, qualitative gaps (knowledge, buy-in, commitment) in quantitative ways? **#cdna #orgdev #learning** -11:09 AM Dec 1st, 2012



AstridBijou @collabdna Astrid F. Kowlessar in very sunny Miami FL. **#cdna** -11:08 AM Dec 1st, 2012



sourcePOV .. because things are a bit slow today, let's dive in w/ the Q's .. **@collabdna** chat bot, if you please? **#cdna** -11:08 AM Dec 1st, 2012



ClaireSMBB Claire from Toronto, think my bberry is frozen, I'm walking! "**@collabdna**: Let's start today's **#vBookTour** w/ some quick introductions **#cdna**" -11:07 AM Dec 1st, 2012



sourcePOV Chris Jones, based in Charlotte NC. Today in beautiful Tryon, NC, mountain views in every direction. Except the SC view of course :) **#cdna** -11:07 AM Dec 1st, 2012



sourcePOV @ClaireSMBB ya, a little sluggish, but we won't let it slow us down :) **#cdna** -11:06 AM Dec 1st, 2012



collabdna Let's start today's **#vBookTour** w/ some quick introductions **#cdna** -11:05 AM Dec 1st, 2012



sourcePOV .. which prompted me to add a question just now :) new Q2 .. framing: <http://t.co/b3wLeidS> **#cdna** -11:04 AM Dec 1st, 2012



AstridBijou @ClaireSMBB @sourcePOV @jgombita Good morning everyone! **#cdna** -11:04 AM Dec 1st, 2012



ClaireSMBB @sourcePOV Great topic, Chris! Twitter seems slow, me only? **#cdna** -11:03 AM Dec 1st, 2012



sourcePOV Change .. a topic near & dear to my heart :) Readiness always a challenge, often overlooked until too late .. **#cdna** -11:02 AM Dec 1st, 2012



ClaireSMBB G'morning! "**@sourcePOV: @ClaireSMBB @jgombita @AstridBijou** morning guys, thanks for carving out time from your busy Saturdays .. **#cdna**" -11:01 AM Dec 1st, 2012



sourcePOV @ClaireSMBB @jgombita @AstridBijou morning guys, thanks for carving out time from your busy Saturdays .. **#cdna** -10:58 AM Dec 1st, 2012



ClaireSMBB RT **@collabdna**: "Are We Ready? Measuring Team Readiness for Change" (Ch.18) **#vBookTour** LIVE 11aET | frame: <http://t.co/KGLfpF49> **#cdna #orgdev** -10:58 AM Dec 1st, 2012



collabdna "Are We Ready? Measuring Team Readiness for Change" (Ch.18) **#vBookTour** LIVE 11aET | frame: <http://t.co/KGLfpF49> **#cdna #orgdev** -10:57 AM Dec 1st, 2012



sourcePOV "Are We Ready?: How Teams Can Measure Readiness for Change" framing now posted: <http://t.co/b3wLeidS> **#vBookTour #orgdev #cdna** -10:54 AM Dec 1st, 2012



ClaireSMBB **@jgombita** You're welcome, Judy! Are you free at 11:00 for **#cdna** chat w/ author **@sourcePOV** re: measuring change readiness. -10:15 AM Dec 1st, 2012



AstridBijou **@sourcePOV** Chris I will be there! **#cdna** -9:49 AM Dec 1st, 2012



sourcePOV **@AstridBijou** hey Astrid, thx much for the RT. Hope u can join us, a little over an hour. We'll discuss how to measure change readiness **#cdna** -9:40 AM Dec 1st, 2012



sourcePOV **@ClaireSMBB** awesome Claire, vm looking forward. Top off that latte, and I'll see ya at 11, eh? :) **@Versalytics @TaraMarkus #cdna** -9:39 AM Dec 1st, 2012



AstridBijou RT **@collabdna**: "Are We Ready? How Teams Navigate Change" (Ch.18) **#vBookTour** LIVE 11aET | The DNA of Collaboration <http://t.co/UU4fi6xd> **#cdna** -9:38 AM Dec 1st, 2012



ClaireSMBB **@sourcePOV** See you at 11am **@Versalytics @TaraMarkus @changeguerilla @Mikey3982 @gingerconsult #cdna** -9:16 AM Dec 1st, 2012



ClaireSMBB RT **@sourcePOV**: Pregame check-in. Today's **#cdna** re: measuring change readiness **@ClaireSMBB @Versalytics @TaraMarkus @changeguerilla @Mikey3982 @gingerconsult** -9:16 AM Dec 1st, 2012



sourcePOV Our live virtual book tour returns 11aET this a.m. Stay tuned for framing **#vBookTour #cdna** -9:15 AM Dec 1st, 2012



sourcePOV Pregame check-in. Today's **#cdna** re: measuring change readiness **@ClaireSMBB @Versalytics @TaraMarkus @changequerilla @Mikey3982 @gingerconsult** -9:14 AM Dec 1st, 2012



collabdna "Are We Ready? How Teams Navigate Change" (Ch.18) **#vBookTour** LIVE 11aET | The DNA of Collaboration <http://t.co/UU4fi6xd> **#cdna** -9:11 AM Dec 1st, 2012



sandymaxey RT **@Versalytics**: Ernesto Sirolli: Want to help someone? Shut up and listen! <http://t.co/swNOcwAh> **#TED** Enjoy **#CDNA** friends! Its Not about YOU -9:02 PM Nov 30th, 2012



Versalytics Ernesto Sirolli: Want to help someone? Shut up and listen! <http://t.co/swNOcwAh> **#TED** Enjoy **#CDNA** friends! Its Not about YOU -9:02 PM Nov 30th, 2012



AstridBijou RT **@sourcePOV**: No **#cdna** today, still in holiday mode. See u next week: 12/1 11aET? **@ClaireSMBB @Versalytics @adaptivecoach @TaraMarkus @Mike3982 @CollabDNA** -11:33 AM Nov

24th, 2012



sourcePOV @changequerilla sorry for that Andy, we'll circle back next week & resume the conversation. We've missed you! .. be well **#cdna** -10:11 AM Nov 24th, 2012



collabdna RT **@sourcePOV** "No **#cdna** today. See u next week: 12/1 11aET" **@ClaireSMBB @Versalytics @adaptivecoach @TaraMarkus @Mikey3982 @gingerconsult** -10:09 AM Nov 24th, 2012



ClaireSMBB RT **@sourcePOV**: No **#cdna** today, still in holiday mode. See u next week: 12/1 11aET? **@ClaireSMBB @Versalytics @adaptivecoach @TaraMarkus @Mike3982 @CollabDNA** -10:08 AM Nov

24th, 2012



sourcePOV No **#cdna** today, still in holiday mode. See u next week: 12/1 11aET? **@ClaireSMBB @Versalytics @adaptivecoach @TaraMarkus @Mike3982 @CollabDNA** -10:06 AM Nov 24th, 2012