

15:59:00 From Jim Best - Berkeley : You can't your location with your name if you want ... use your picture > blue buttons > rename

15:59:13 From Jim Best - Berkeley : can change your name

16:15:22 From Roger : i still have not used the survey

16:15:29 From Roger : i might use it in the future

16:15:46 From Roger : depending on the types of projects i get to work on

16:16:02 From Roger : im interested in maybe applying it to organizational change projects.

16:19:05 From Heather Gilmartin : My internet went down, but breakout worked for me

16:22:11 From Tanya Allain : Hi everyone - we encourage you to use the chat as much as you would like! Here is a list of those who registered for the cafe today - <https://rcrcconnect.org/wp-content/uploads/2019/02/February-28-Registration.pdf>

16:26:50 From Jim Best - Berkeley : Darren ... credibility and reputation of the RC team

16:27:14 From Jim Best - Berkeley : Fertile soil ... starting with readiness

16:28:00 From Jim Best - Berkeley : Actively assess team readiness

16:28:07 From Heather Gilmartin : Isn't the work needed most in teams who are not ready for RC?

16:29:11 From Jim Best - Berkeley : Different approaches to different levels of readiness?

16:29:27 From Jonathan Scaccia : @jim, I think that's likely to be true

16:31:04 From Jim Best - Berkeley : Claus .. frustrating when there is motivation but no ability

16:31:57 From Jim Best - Berkeley : High motivation and ability at one level of the org but not at another

16:32:19 From Jim Best - Berkeley : Readiness but different goals

16:33:02 From Jane Feinberg : Research suggests that even those with a "fixed mindset" can change to some degree. Important to interrogate that assumption?

16:33:57 From Jim Best - Berkeley : Address emotional readiness across the board

16:35:32 From khwezi mbolekwa : I wonder about awareness and acceptance for the change. That may impact the desire to undertake the change

16:37:43 From Jim Best - Berkeley : Jonathan ... • Conditions that make implementation possible

16:37:50 From Jim Best - Berkeley : willing & able

16:38:19 From Jim Best - Berkeley : • Innovation-specific

16:40:15 From Jim Best - Berkeley : • Readiness during pre, during, post phases

16:40:34 From Jim Best - Berkeley : • Flucuates across time

16:40:49 From Jim Best - Berkeley : • Varies across levels

16:42:28 From Jim Best - Berkeley : Especially between levels of mgmt and frontline

16:43:21 From Jim Best - Berkeley : • How can RC facilitate readiness across the unevenness?

16:53:02 From Claus Jebesen : I believe that Ed Schein in many ways are right when stating that one might need to see the better examples, but there is an issue of lack of status and prestige (for the not competent) that may make it difficult to have the needed curiosity to learn from others.

16:57:31 From Denise Burgen : Great conversation today! I need to log off! Have a great day

16:58:42 From Christopher Miller : I need to sign off as well. thanks everyone!

16:59:14 From Tony Suchman : I worry about the risk that our perceptions or measures or beliefs about readiness can become self-fulfilling processes. We dont really know how people will respond/how they will do until we start the work.

16:59:30 From Rachael Kenney : Interesting conversation, but I need to sign off now. Looking forward to future calls!

17:00:12 From Jim Best - Berkeley : Ed talks about belonging and reputation within your group ... if you change you risk losing status ... how to mitigate that?

17:01:30 From Carlos Arce - Billings, MT : To Ed's point, there is a strong neuroscience sometimes referenced as the Social Brain that acknowledge how significant belonging is to the species. This includes identity, status, affinity...

17:01:41 From Natalie Colley : Thank you everyone, this has been thought provoking and motivating, I need to sign off, thanks so much and see you soon.

17:02:34 From Jim Best - Berkeley : And network dynamics that makes the cheese more binding when the level of connectedness is very high ...normative behaviors may play more heavily

17:03:40 From Mercedes McBride-Walker : Great seeing all of you. Thank you, Jody and team! Need to sign off.

17:03:48 From Jim Best - Berkeley : Relational triads make your reputation more critical. But you can create traidis with a focus like a shared goal

17:03:52 From Vasilica Margalina : Thank you everyone

17:03:58 From Hongguo Wei : Thank you everyone!

17:04:13 From Katharina Michel : Many thanks for the insightful conversation!

17:04:46 From Hongguo Wei : Have to log off. Truly enjoyed learning from you all.

17:05:32 From Claus Jebesen : i thing we also need to be reminded our selves that no - change seldom is a wanted option, at least not over time. We change all the time -and promote change all the time, willingly making life decision of tremendous concequences.

17:08:48 From khwezi mbolekwa : akin to people don't care what you know until they know that you care

17:28:58 From Jim Best - Berkeley : like

17:29:27 From Abby Yanow : great conversation, thank you!

17:31:46 From Jonathan Scaccia : right!

17:32:21 From khwezi mbolekwa : Enjoyed my 1s cafe