10:33:20 From Tanya Allain : Hi everyone - here is the attendance list https://rcrcconnect.org/wp-content/uploads/2018/01/RCRC-January-2018-Webinar.pdf

10:34:51 From Jody Hoffer Gittell : good morning all!

10:35:17 From Janet Steinkamp : Good morning from Denver.

10:54:01 From Kate Willis : Just capturing some concepts I'd love to discuss more: 1) "seeing together, so we can understand together", 2) ways to pierce through perceptions by creating a common frame of reference / structure is important

10:54:56 From Lauren Hajjar : Wonderful background slides and very interesting methodological approach!

10:55:14 From Gabriela Corbera : Good Morning Kate, Fascinating insights to explore. very curious on 1) the context and social factors of RC Darren touched upon by (Vogel 2012)

10:56:20 From Kate Willis : Yes - we talk about the iceberg...what about the ocean AROUND the iceberg?

10:56:26 From Kate Willis : that shapes the iceberg?

10:56:33 From Jim Best : Surprised about the focus on textually determinants of IE … how does the view that relationships are constructed primarily by discourse fit? BOTH/AND?

10:57:28 From Jim Best : @Kate … love that image!

11:06:37 From Gabriela Corbera : Data Chunks | This be perhaps really relationships worthy of deeper analysis? How do we balance qualitative and quantitative research for describing spikes or correlations in strengthening RC? Could there be new ways of visualizing “data chunks” in RC Research?

11:10:15 From Jim Best : Wanting to hear more about the “data chunk” idea .. feels like a good way to stay tight around a concept and then seeing the chunks in a constellation of other chunks (complexity lens)

11:11:46 From Denise Burgen : Unfortunately I need to leave the webinar now- Very nice presentation!

11:11:48 From Jody Hoffer Gittell : intersubjectivity is key in this research methodology and also in the measurement of RC - participants are assessing RC from the perspective of each participant

11:11:50 From Kate Willis : Agree - and also agree with the ideas Jim and Gabriela offered about BOTH/AND and "visualizing" - language and structures used to connect/communicate create news ways of looking at things, shaping perceptions, changing

11:13:21 From Jody Hoffer Gittell : RC makes these professional dynamics visible but not necessarily easy to change

11:13:23 From Ninna Meier : I also have to leave for another meeting - I really liked your presentation and work, Darren. Enjoy the discussion!

11:14:06 From Gabriela Corbera : Thank you Jim, Jody, and Kate for expanding the discussion. Look forward to hearing more from Darren on this. Noise on graphs in Economics are always explored, yet it’s not a number, a statistic, they are people, and its relationships at stake, no?

11:17:52 From margottanner : Darren, you might also want to check into „grounded theory“ methodology to capture and understand the observations.

11:17:56 From Purna Nepali : Many thanks for wonderful presentation esp employing the RC as methodological approach. Pragmatic ways of understanding the research problem

11:36:13 From Darren McLean : so sorry it must be at my end, we will discuss more

11:37:55 From Kate Willis : Exactly - thank you, Jody!

11:38:34 From Gabriela Corbera : Have to head to a meeting, thank you everyone for such a rich discussion!

11:45:53 From Jim Best : Makes me think that RC successes are despite some of these influences (gender, race, economy, role, structures) … what is so powerful in a successful instance that flips or redirects those forces?

11:47:57 From Sarah McGhee : Hello everyone!

11:48:08 From Jody Hoffer Gittell : hi Sarah

11:48:22 From Sarah McGhee : I posted a lik to an article in the Los Angeles Times

11:48:24 From Lauren Hajjar : @Jim, seems consistent with the strategic human resource management literature- human capital as a source of competitive advantage

11:48:24 From Kate Willis : Great question, Jim. My guess would be what someone said earlier in the call about people relating and moving ahead despite structures that might otherwise get in the way (ignore them - just do it?).

11:48:35 From Sarah McGhee : http://www.latimes.com/business/hiltzik/la-fi-hiltzik-medicine-harassment-20180110-story.html

11:48:44 From Sarah McGhee : Thank you Jennifer!

11:49:13 From Jim Best : The comment that an adaptive org may be the most fertile for the IE method is interesting. How to match interventions and discoverin=y process with org culture?

11:51:42 From Jim Best : The bridge to a more relational bottom line may be through the existing bottom line .. the org is more economically competitive because it is know a s good place to work and the offer the best customer experience

11:53:36 From Jim Best : Darren;s work really highlights the multilevel nature of org change … personal, role, dept, leadership, org, structures, the way they look at gender and race, etc.

11:53:51 From Jim Best : Hit them all simultaneously!

11:53:53 From Sarah McGhee : Great observation

11:58:31 From Jim Best : I like David’s focus on modeling problem-solving communications with appreciative inquiry at the meta level of the activities we use to implement and RC intervention

12:01:12 From Tanya Allain : here is the attendance list with emails, etc. https://rcrcconnect.org/wp-content/uploads/2018/01/RCRC-January-2018-Webinar.pdf

12:02:09 From Sarah McGhee : Thank you Darren

12:02:15 From Birgitte Tørring : Thank you Darren for a wonderful presentation and for so inspiring thoughts - looking forward to follow and discusse further

12:02:17 From Sarah McGhee : Good luck with your study!

12:02:37 From Lee Ann Avery : Conincidentally, my dissertaion is taking a focus on the sacred calling and responsibility of leadership. More later.