



Transcript from January 1, 1970 to October 30, 2010

All times are Pacific Time

October 29, 2010

- 2:15 am **tisasilver:** Going to miss #kaizenblog tomorrow. Hello to @3keyscoach & @CathyWebSavvyPR. I will definitely view the transcript!
- 2:23 am **3keyscoach:** @johncloonan How did your talk go? Thought I'd reach out & invite you to #kaizenblog this Fri @ 12pm ET. Thx for joining in last wk!
- 2:30 am **hacool:** .@MarketingProfs is launching #profschat Fri @noon edt. tomorrow's topic is LinkedIn (alas it conflicts w/ #kaizenblog which is also great.)
- 2:30 am **3keyscoach:** @tisasilver Was going to send DM. Would like to connect w/ you re: bk. Maybe guest host #kaizenblog?
- 3:25 am **acmontgomery:** RT @MarketingProfs is launching #profschat Fri 12p edt. tomorrow's topic is LinkedIn (alas it conflicts w/ #kaizenblog which is also gr8
- 4:14 am **3keyscoach:** #kaizenblog recap-Is It So Hard To Be Kind? <http://bit.ly/birbri>
- 5:23 am **bloggertone2:** RT @3keyscoach Is It So Hard To Be Kind? #kaizenblog recap <http://ow.ly/19H3qz>
- 5:23 am **NiallDevitt:** RT @3keyscoach Is It So Hard To Be Kind? #kaizenblog recap <http://ow.ly/19H3qy>
- 10:03 am **THGBusiness:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done that for me as... <http://bit.ly/9ccbHu>
- 10:03 am **Hattamura:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done that for me as... <http://bit.ly/9ccbHu>
- 10:03 am **davide_rosi:** #viral Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done tha... <http://bit.ly/c8tmkU> #seo
- 10:03 am **davide_rosi:** #viral Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done tha... <http://bit.ly/c8tmkU> #seo

- 10:03 am **SocialMediaChix:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done that for me as... <http://bit.ly/9ccbHu>
- 10:03 am **so_called_dan:** @ConversationAge Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has do... <http://bit.ly/9ccbHu>
- 10:03 am **letusbesocial:** @ConversationAge Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has do... <http://bit.ly/d3qAvb>
- 10:03 am **savingsexpert:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done that for me as... <http://bit.ly/d3qAvb>
- 10:03 am **BarryWatson:** @ConversationAge Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has do... <http://bit.ly/9ccbHu>
- 10:03 am **AnaLuciaNovak:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done ... <http://bit.ly/9ccbHu> #influence #li
- 10:03 am **IAmLovable:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done ... <http://bit.ly/aWJktm> #influence #li
- 10:19 am **LynAskin:** Passing the Baton: Conversations are meant to take people to a new place and #kaizenblog has done that for me as t... <http://bit.ly/dj6eYd>
- 10:24 am **KendaMorrison:** Passing the Baton - Conversations are meant to take people to a new place and #kaizenblog has done that for me as th... <http://ow.ly/19HfLF>
- 10:27 am **strategy_web:** Passing the Baton - Conversations are meant to take people to a new place and #kaizenblog has done that for me as th... <http://ow.ly/19HebE>
- 12:36 pm **3keyscoach:** @JonAston My pleasure, Jon! @tisasilver is a member of the #kaizenblog community!
- 2:05 pm **ConversationAge:** Passing the baton #kaizenblog <http://ow.ly/31sTn>
- 2:32 pm **CoCreatr:** @ConversationAge thank you for pioneering the rush of sharing concepts now known as #kaizenblog
- 2:39 pm **signsalesman:** @ConversationAge Thank you! I really like #kaizenblog - Even the way you passed the baton is #kaizen! maybe - sub-theme this week?
- 2:41 pm **ConversationAge:** @cocreatr thank you for participating and enriching the conversation / progression of thought for us all #kaizenblog
- 2:59 pm **CoCreatr:** @ConversationAge aww, nice! All of us at #kaizenblog make it what it is. A _____. (fill in your view)
- 3:15 pm **ambercleveland:** RT @ConversationAge: Passing the baton #kaizenblog <http://ow.ly/31sTn> #kaizenblog
- 3:36 pm **shawnpoh:** RT @ambercleveland: RT @ConversationAge: Passing the baton #kaizenblog <http://ow.ly/31sTn> #kaizenblog

- 3:40 pm **NXTMedia:** okay, stepping away to do a few things b4 #kaizenblog. So glad I'll be able to attend today! ~ Tanja
- 3:47 pm **CASUDI:** The GR8est #kaizenblog chat created by @ConversationAge is <http://ow.ly/31sTn> JOIN US 2day NOON ET.
- 3:49 pm **3keyscoach:** Is It So Hard To Be Kind? #kaizenblog recap <http://bit.ly/birbri> Missed discussion? Add your 2 cents to recap
- 3:57 pm **mikulaja:** @ConversationAge Ready for my first #kaizenblog
- 3:57 pm **pprothe:** Thx for this chat; we look FW to learning more; Agree Elli rocks. RT @ConversationAge: Passing the baton #kaizenblog <http://ow.ly/31sTn>
- 4:00 pm **WriterChanelle:** It's chat time! #kaizenblog #HFChat
- 4:01 pm **pushingvision:** RT @mikulaja: @ConversationAge Ready for my first #kaizenblog
- 4:01 pm **ambercleveland:** RT @3keyscoach: Is It So Hard To Be Kind? #kaizenblog recap <http://bit.ly/birbri> Missed discussion? Add your 2 cents to recap #kaizenblog
- 4:01 pm **3keyscoach:** Welcome everyone to #kaizenblog! Are we ready for change? :) #kaizenblog
- 4:02 pm **3keyscoach:** Who's here today? #kaizenblog
- 4:02 pm **ConversationAge:** Welcome everyone to #kaizenblog chat
- 4:02 pm **3keyscoach:** @WriterChanelle Hello Chanelle! #kaizenblog
- 4:03 pm **3keyscoach:** @pushingvision @mikulaja Hi there! #kaizenblog
- 4:03 pm **mikulaja:** @3KeysCoach Is there a topic for this chat? #kaizenblog
- 4:03 pm **pushingvision:** I'm Penelope. This is my very first #kaizenblog
- 4:03 pm **ambercleveland:** Participating in Kaizenblog chat for the next hour. Sorry for excessive tweeting, feel free to join in, it's a great chat! #kaizenblog
- 4:04 pm **3keyscoach:** Today's topic: "Managing Transition to Next Stage of Biz/Career" Fri, 12pm ET #kaizenblog
- 4:04 pm **WriterChanelle:** @3keyscoach Hey hey! #kaizenblog
- 4:04 pm **PPCSummit:** Passing the baton - #Kaizenblog (today at noon EST) continues to evolve (via @ConversationAge) <http://ow.ly/31vEX>
- 4:04 pm **3keyscoach:** @mikulaja Absolutely! We'll start the 1st question in just a moment! #kaizenblog
- 4:04 pm **3keyscoach:** @pushingvision Hi Penelope! #kaizenblog
- 4:04 pm **pushingvision:** i.e. now RT @3keyscoach: Todays topic: "Managing Transition to Next Stage of Biz/Career" Fri, 12pm ET #kaizenblog

- 4:05 pm **NXTMedia:** My #FF for today is #kaizenblog. Always insightful and a great chat to follow! ~ Tanja
- 4:05 pm **3keyscoach:** @ConversationAge So good to have you with us! #kaizenblog
- 4:05 pm **mikulaja:** @3keyscoach Good topic! Ready to chat. & hello to @Pushingvision #kaizenblog
- 4:05 pm **3keyscoach:** @ambercleland Hello Amber! How are you today? #kaizenblog
- 4:05 pm **debmorello:** @WriterChanelle @3keyscoach @ambercleland @mikulaja for starters #kaizenblog! And hello @pushingvision
- 4:05 pm **ambercleland:** RT @3keyscoach: Todays topic: "Managing Transition to Next Stage of Biz/Career" Fri, 12pm ET #kaizenblog
- 4:05 pm **signsalesman:** im here - congrats to the new host @3keyscoach #kaizenblog
- 4:06 pm **3keyscoach:** Thx Tanja! RT @NXTMedia: My #FF for today is #kaizenblog. Always insightful and a great chat to follow! ~ Tanja #kaizenblog
- 4:06 pm **pushingvision:** @mikulaja Hello to you too! #kaizenblog
- 4:06 pm **seefincoaching:** Joining #kaizenblog for 20 mins before I am on the run again :) - Hi everyone!!
- 4:06 pm **pushingvision:** Nice to see so many familiar faces from other great chats in here at #kaizenblog
- 4:06 pm **3keyscoach:** In this chat, we use concept of kaizen to deepen what we know and do in business #kaizenblog
- 4:06 pm **seefincoaching:** RT @3keyscoach: Today's topic: "Managing Transition to Next Stage of Biz/Career" Fri, 12pm ET #kaizenblog
- 4:06 pm **parissab:** RT @signsalesman: im here - congrats to the new host @3keyscoach #kaizenblog
- 4:06 pm **huperniketes:** It's been a while since you've heard much noise from me. So I'm sorry for my hour-long participation in #kaizenblog starting now.
- 4:07 pm **WriterChanelle:** #kaizenblog touching up a guest blog post. Will be there momentarily
- 4:07 pm **ken_rosen:** Hi all. Can only stay for first half, but looking forward to all your thoughts. #kaizenblog
- 4:07 pm **debmorello:** @ConversationAge @pushingsocial @pprothe is in the house #kaizenblog
- 4:07 pm **3keyscoach:** Please give @ConversationAge a big hello as she is saying goodbye as co-host today. Terrific, generous, warm connector! #kaizenblog
- 4:07 pm **a_carpenter:** RT @ambercleland: RT @3keyscoach: Todays topic: "Managing Transition to Next Stage of Biz/Career" Fri, 12pm ET #kaizenblog
- 4:07 pm **ConversationAge:** So many companies don't have succession plan, or training to help you manage your career... need to have one for yourself #kaizenblog
- 4:07 pm **ambercleland:** @3keyscoach I'm good :) It's a beautiful day in SoCal. Hope you are well. Glad to be here on the chat. #kaizenblog

- 4:08 pm **3keyscoach:** @parissab @seefincoaching @signsaleman @huperniketes All welcome! #kaizenblog
- 4:08 pm **LoisMarketing:** Hi #kaizenblog! Here I am! Glad to see each of you today
- 4:08 pm **a_carpenter:** RT @ConversationAge: So many companies don't have succession plan, or training to help you manage your career... need to have one for yourself #kaizenblog
- 4:08 pm **3keyscoach:** RT @ConversationAge: So many companies dont have succession plan/training to help U manage Ur career... need to have 1 4 Urself #kaizenblog
- 4:08 pm **LauraLCrum:** RT @3keyscoach: give @ConversationAge a big hello as she is saying goodbye as co-host. Terrific, generous, warm connector! #kaizenblog
- 4:09 pm **debmorello:** RT @3keyscoach: Welcome everyone to #kaizenblog! Are we ready for change? :) #kaizenblog
- 4:09 pm **3keyscoach:** Well, let's get started... #kaizenblog
- 4:09 pm **3keyscoach:** Q1 How would you describe a career or organizational change/transition/shifting to more sophisticated level? #kaizenblog
- 4:09 pm **ConversationAge:** @3keyscoach thank you, Elli and everyone here who makes #kaizenblog conversation happen every week
- 4:09 pm **parissab:** RT @ConversationAge: So many companies don't have succession plan, or training to help you manage your career... need to have one for yourself #kaizenblog
- 4:09 pm **ambercleveland:** Good morning @debmorello @CASUDI @pushingsocial @pprothe @a_carpenter @LoisMarketing @signsalesman @huperniketes @LauraLCrum #kaizenblog
- 4:09 pm **parissab:** RT @3keyscoach: Please give @ConversationAge a big hello as she is saying goodbye as co-host today. Terrific, generous, warm connector! #kaizenblog
- 4:10 pm **ConversationAge:** RT @3keyscoach: Q1 How would you describe a career or organizational change/transition/shifting to more sophisticated level? #kaizenblog
- 4:10 pm **3keyscoach:** Framing post for today-Great example of managing the transition from 1 stage of career to next <http://bit.ly/cq9xlh> (TY, V!) #kaizenblog
- 4:10 pm **debmorello:** RT @ambercleveland: Good morning @debmorello @CASUDI @pushingsocial @pprothe @a_carpenter @LoisMarketing @signsalesman @huperniketes @LauraLCrum #kaizenblog
- 4:10 pm **mikulaja:** Well glad I can make the last #kaizenblog that @ConversationAge is hosting! #kaizenblog
- 4:10 pm **3keyscoach:** @Ken_Rosen Glad you could join in this wk! Look forward to chatting more #kaizenblog
- 4:10 pm **ambercleveland:** @ConversationAge such a great Passing the Baton post, kudos! <http://ow.ly/31sTn> #kaizenblog
- 4:11 pm **melissa_ful:** Ah -- meetings. Really like the #kaizenblog topic. Will check back with the transcript later.

- 4:11 pm **LauraLCrum:** A1: I like the term "movement" but that's pretty broad, too. Doesn't necessitate forward motion. #Kaizenblog
- 4:11 pm **parissab:** a1: having direct honest conversations about how difficult change is. be a bull in a china shop, kinda #kaizenblog
- 4:11 pm **BlakeGroup:** Amy here! IMO, career management is a personal business plan. Works for biz; works for self. #kaizenblog
- 4:12 pm **LoisMarketing:** @ConversationAge Thanks for your friendship and for all you have contributed to #kaizenblog
- 4:12 pm **pushingvision:** RT @3keyscoach: Q1 How would you describe a career or organizational change/transition/shifting to more sophisticated level? #kaizenblog
- 4:12 pm **melissa_ful:** RT @3keyscoach: Framing post 4 today-Gr8 example of managing the transition from 1 stage of career to next <http://bit.ly/cq9xlh> #kaizenblog
- 4:12 pm **MaryAnnHalford:** @ConversationAge @3keyscoach - can't participate fully but will be watching the stream #kaizenblog
- 4:12 pm **debmorello:** @ConversationAge So sorry to see you go, if I understand - today is your last day as co-host :(? #kaizenblog
- 4:13 pm **mikulaja:** @BlakeGroup @ConversationAge Even more important when you work for yourself: freelancers, consultants, etc. #kaizenblog
- 4:13 pm **ConversationAge:** @ambercleveland thank you, very kind of you #kaizenblog also @TanjaZieg and lovely @LauraLCrum
- 4:13 pm **debmorello:** RT @ambercleveland: @ConversationAge such a great Passing the Baton post, kudos! <http://ow.ly/31sTn> #kaizenblog
- 4:14 pm **LoisMarketing:** #kaizenblog A1 I think back to how my business and I have grown by "stretching" -- taking on new, larger, more challenging clients, projects
- 4:14 pm **3keyscoach:** For those new to #kaizenblog, Valeria (@ConversationAge) is founder of this chat. I always leave convos thinking big thought #kaizenblog
- 4:14 pm **WriterChanelle:** @debmorello (wave) Hello! #kaizenblog
- 4:14 pm **3keyscoach:** RT @debmorello: @ConversationAge So sorry to see you go, if I understand - today is your last day as co-host :(? #kaizenblog
- 4:15 pm **CASUDI:** @3keyscoach Transitions and making choices are part of the bizplan / lifeplan of life #Kaizenblog A1:
- 4:15 pm **3keyscoach:** Today is last time @ConversationAge & I will co-host. :(#kaizenblog
- 4:16 pm **LauraLCrum:** I like @LoisMarketing "stretching". When we're talking about moving onto the next level, "evolution" is also fun #kaizenblog
- 4:16 pm **mikulaja:** @LoisMarketing Sometimes you have to reach, take on something you're afraid of & force yourself to grow! #kaizenblog

- 4:16 pm **3keyscoach:** RT @CASUDI: @3keyscoach Transitions and making choices are part of the bizplan / lifeplan of life A1: #kaizenblog
- 4:16 pm **pushingvision:** the only thing that doesn't change is that "things change" #kaizenblog
- 4:16 pm **3keyscoach:** Twitter is acting a little weird today #kaizenblog Will try to RT to best of ability Please be patient Thx!
- 4:17 pm **3keyscoach:** @MaryAnnHalford Glad you're here anyway you can be! c: @ConversationAge #kaizenblog
- 4:17 pm **LoisMarketing:** @mikulaja Yes, that is what I was speaking of. Learning a new product or industry, making new connections, taking a risk! #kaizenblog
- 4:17 pm **huperniketes:** @3keyscoach A1 There's a #rightshifting group started by @flowchainsensei. He has a paper that explains it <http://bit.ly/bybx3b> #kaizenblog
- 4:17 pm **parissab:** like death and taxes RT @pushingvision: the only thing that doesn't change is that "things change" #kaizenblog
- 4:17 pm **3keyscoach:** Q1a Given the ebb and flow nature of managing change, what makes change more complicated/simple? #kaizenblog
- 4:18 pm **pushingvision:** It's important not to overwhelm yourself with too many changes at once. That leads to paralysis. #kaizenblog
- 4:18 pm **3keyscoach:** @pushingvision And yet we resist change. #kaizenblog
- 4:18 pm **3keyscoach:** RT @pushingvision: Its important not to overwhelm yourself with too many changes at once. That leads to paralysis. #kaizenblog
- 4:18 pm **parissab:** RT @3keyscoach: Q1a Given the ebb and flow nature of managing change, what makes change more complicated/simple? #kaizenblog
- 4:18 pm **ambercleveland:** This is why we rn't sad today @3keyscoach & @ConversationAge congrats to Valeria & Elli =) RT @CASUDI: Transitions part of life #kaizenblog
- 4:18 pm **robpetersen:** Q1. Explain why change needs to occur and make everyone see what is value in their being behind it #kaizenblog
- 4:18 pm **TanjaZieg:** Exactly! RT @mikulaja: @LoisMarketing Someti mes you have to reach, take on something you're afraid of & force yourself to grow! #kaizenblog
- 4:18 pm **mikulaja:** @LoisMarketing Nothing better than learning by doing. Get out there & try! #kaizenblog
- 4:19 pm **MaryAnnHalford:** @3keyscoach I have the chat open on my iPad as I am jam thru tons of deadlines and deliverables! #Kaizenblog
- 4:19 pm **ConversationAge:** Learned when developed @fastcompany social network: community steps in when they feel they own their experience. Same with #kaizenblog
- 4:19 pm **WriterChanelle:** @ConversationAge Wait...what??!! You're not co-hosting anymore? :-((#kaizenblog
- 4:19 pm **parissab:** A1a: the more we push against something, the more painful it is. if we allow change to develop, we may enjoy it #kaizenblog

- 4:19 pm **pushingvision:** @3keyscoach I think many resist change because there's too much to keep track of and relearn. I like change, but keep it simple. #kaizenblog
- 4:20 pm **3keyscoach:** RT @parissab: A1a: the more we push against something, the more painful it is. if we allow change to develop, we may enjoy it #kaizenblog
- 4:20 pm **huperniketes:** @ConversationAge I'm sad to hear you're leaving us, but hope it opens your future to greater rewards. #kaizenblog
- 4:20 pm **ambercleveland:** RT @TanjaZieg & @mikulaja @LoisMarketing Sometimes u have to reach, take on something youre afraid of & force yourself to grow! #kaizenblog
- 4:20 pm **LauraLCrum:** A1a: true change is never simple. It's EASIER to stay in a bad situation than make the move to a good one. #kaizenblog
- 4:20 pm **TanjaZieg:** Frame of mind. RT @parissab: RT @3keyscoach: Given ebb and flow nature of managing change, what makes change complicated/simple? #kaizenblog
- 4:20 pm **ConversationAge:** Hey, I'm not going anywhere ;) Will still be pestering all of you about critical thinking here, at blog, on FB, etc. :D #kaizenblog
- 4:20 pm **3keyscoach:** RT @pushingvision Think many resist chg because theres too much to keep track of and relearn. I like change, but keep it simple. #kaizenblog
- 4:21 pm **LauraLCrum:** @CASUDI true. :) And something I'm not good at remembering! #kaizenblog
- 4:21 pm **pushingvision:** Resistance is futile anyway. RT @parissab: A1a: the more we push against something, the more painful it is. #kaizenblog
- 4:21 pm **3keyscoach:** Q2 What would happen if we took time to grieve what we used to have/do before change started? #kaizenblog
- 4:21 pm **parissab:** RT @3keyscoach: RT @pushingvision Think many resist chg because theres too much to keep track of and relearn. I like change, but keep it simple. #kaizenblog
- 4:21 pm **LoisMarketing:** @mikulaja My business is NOTHING like I envisioned it two years ago. It's been an amazing journey. Glad I've stretched! #kaizenblog
- 4:22 pm **pushingvision:** A body at rest, stays at rest. RT @LauraLCrum: A1a: Its EASIER to stay in a bad situation than make the move to a good one. #kaizenblog
- 4:22 pm **mikulaja:** @3keycoach "Voluntary" change vs. "forced" change- both can be complicated or simple. #kaizenblog
- 4:22 pm **ambercleveland:** A1. The simple/complicated nature of change is what you think it is. See it differently to have it differently. #kaizenblog
- 4:22 pm **pushingvision:** RT @3keyscoach: Q2 What would happen if we took time to grieve what we used to have/do before change started? #kaizenblog

- 4:22 pm **3keyscoach:** RT @ConversationAge: Hey, Im not going anywhere ;) Will still B pestering all of U abt critical thinkng here, @ blog, FB, etc. :D #kaizenblog
- 4:22 pm **MaryAnnHalford:** @3keyscoach Who has time to grieve - have to focus on keeping up w changes! #Kaizenblog
- 4:22 pm **BlakeGroup:** @mikulaja Absolutely!! And so many staff people have to think like in-house consultants today, too! #kaizenblog
- 4:22 pm **ConversationAge:** RT @3keyscoach: Q2 What would happen if we took time to grieve what we used to have/do before change started? #kaizenblog
- 4:22 pm **pprothe:** Good morning #kaizenblog - jumping late but great topic
- 4:23 pm **TanjaZieg:** @mk3ylc LOL. If it's not open at all they will get musty and moldy! #kaizenblog
- 4:23 pm **ambercleveland:** @3keyscoach A2. I'd rather celebrate what I had than grieve it. When I left my last co, there was a nice party for me- felt good #kaizenblog
- 4:23 pm **JanieC:** RT @ConversationAge: Learned when developed @fastcompany social network: community steps in when they feel they own their experience. Same with #kaizenblog
- 4:23 pm **pushingvision:** Q2: Grieve, but keep it limited, remember the positive. Then focus on what's coming -- more good! #kaizenblog
- 4:23 pm **ambercleveland:** RT @MaryAnnHalford: @3keyscoach Who has time to grieve - have to focus on keeping up w changes! #kaizenblog
- 4:23 pm **3keyscoach:** Earlier convo this am pointed out how we often express anger & not grief. And yet, elephant in room if not addressed #kaizenblog
- 4:23 pm **parissab:** RT @jaffejuice: The quote, "it is what it is" is really underrated in my opinion -- fitting for today's #kaizenblog
- 4:23 pm **LoisMarketing:** #kaizenblog A1 At the core what should never change are your values.
- 4:23 pm **huperniketes:** @3keyscoach A1a Trying to control wrong things. Being unprepared. Making seeing & responding to change harder. #kaizenblog
- 4:23 pm **LauraLCrum:** A2: Grieving occurs with the death of an entity. When we have the possibility of staying, can we grieve? I think maybe ... #kaizenblog
- 4:23 pm **debmorello:** Not 4 me. @LauraLCrum A1a: true change is never simple. It's EASIER 2 stay in bad situation thn make the move to a good one. #kaizenblog .
- 4:24 pm **LauraLCrum:** @pushingvision good ol' Isaac.... #kaizenblog
- 4:24 pm **pprothe:** Re: Q2 - Seems few have time to grieve. Have to move on or get moved out #kaizenblog
- 4:24 pm **ConversationAge:** @pprothe yes, I can see applications from our conversation about your evolution and team, for example #kaizenblog
- 4:24 pm **ken_rosen:** Q2 Perhaps not grieve, but acknowledge. Chg adopted when anticipation overwhelms fear,uncertainty. #kaizenblog

- 4:24 pm **pushingvision:** @MaryAnnHalford intermix your grieving with change by remembering past positives and linking to future positive change #kaizenblog
- 4:24 pm **simplyleapcoach:** What would happen if we took time to grieve what we used to have/do before change started? #kaizenblog via @3keyscoach @pushingvision
- 4:24 pm **parissab:** its because we look at things as cause and not symptom RT @3keyscoach: And yet, elephant in room if not addressed #kaizenblog
- 4:24 pm **3keyscoach:** Grief doesn't have to be tears or intense sad feelings. Just noticing if you feel sad, nostalgic #kaizenblog
- 4:24 pm **pprothe:** The place to start & return to RT @LoisMarketing: #kaizenblog A1 At the core what should never change are your values.
- 4:24 pm **LauraLCrum:** @debmorello definitely not saying it's happier, just more simple. Much more grief that way, but it's a known path #kaizenblog
- 4:24 pm **3keyscoach:** So what happens to emotions? Still there RT @pprothe: Re: Q2 - Seems few have time to grieve. Have to move on or get moved out #kaizenblog
- 4:25 pm **mikulaja:** @3KeysCoach Change=opportunity for growth & learning. Try to embrace it. #kaizenblog
- 4:25 pm **huperniketes:** RT @parissab: A1a: the more we push against something, the more painful it is. if we allow change to develop, we may enjoy it #kaizenblog
- 4:25 pm **LoisMarketing:** #kaizenblog A2 Grief and disappointment will happen. The loss of a client. Learn from the experience and move forward. Don't dwell.
- 4:25 pm **ken_rosen:** Says guy with a traveling avatar ;-) RT @debmorello: Not 4 me. @LauraLCrum A1a EASIER 2 stay in bad situation thn make move #kaizenblog
- 4:25 pm **pprothe:** Yes! RT @ConversationAge: @pprothe yes, I can see applications from our conversation about your evolution and team, for example #kaizenblog
- 4:25 pm **WriterChanelle:** RT @ConversationAge: Learned when developed @fastcompany social network: community steps in when they feel they own experience #kaizenblog
- 4:25 pm **3keyscoach:** RT @mikulaja: @3keycoach "Voluntary" change vs. "forced" change- both can be complicated or simple. #kaizenblog
- 4:25 pm **huperniketes:** RT @pushingvision: @3keyscoach I think many resist change because there's too much to keep track of and relearn. I like change, but keep it simple. #kaizenblog
- 4:25 pm **debmorello:** A2 Maybe we celebrate and bid adieu - do we grieve? @3keyscoacj Q2 ... what we used to have/do before change started? #kaizenblog
- 4:25 pm **parissab:** just acknowledging the difficulty of something... empathy is so important #kaizenblog

- 4:25 pm **3keyscoach:** @mikulaja Tell us more about how to embrace change? #kaizenblog
- 4:26 pm **pprothe:** @3keyscoach Emotions get short shrift; but may surface elsewhere, not always healthy. Need to find way to manage; safe place #kaizenblog
- 4:26 pm **WriterChanelle:** @ConversationAge I absolutely agree. That's the reason I love a chat that is more a conversation than a series of one-liners #kaizenblog
- 4:26 pm **3keyscoach:** Q2a How do people know it's time for a change? c: @ConversationAge #kaizenblog
- 4:27 pm **mzayfert:** A2 it does no good to grieve every loss. I believe in turning losses into positive learning experiences #kaizenblog
- 4:27 pm **WriterChanelle:** @ConversationAge In order to feel part of the community, we have to talk to each other as we would in a room #kaizenblog
- 4:27 pm **LauraLCrum:** A2: maybe grief can only happen when it was a good situation that we loved. Even if moving to a better one. #kaizenblog
- 4:27 pm **pushingvision:** RT @3keyscoach: Q2a How do people know its time for a change? c: @ConversationAge #kaizenblog
- 4:27 pm **mikulaja:** @3KeysCoach Even if it looks like a -, find a way to leverage it, improve yourself, your life, your mind #kaizenblog
- 4:27 pm **3keyscoach:** Say more? RT @mzayfert: A2 it does no good to grieve every loss. I believe in turning losses into positive learning experiences #kaizenblog
- 4:27 pm **robpetersen:** Q2. The time to grieve/acknowledge demonstrates change is a journey and it's time to move on #kaizenblog
- 4:28 pm **3keyscoach:** RT @mikulaja: @3KeysCoach Even if it looks like a -, find a way to leverage it, improve yourself, your life, your mind #kaizenblog
- 4:28 pm **ambercleveland:** YES! RT @mikulaja: @3KeysCoach Even if it looks like a -, find a way to leverage it, improve yourself, your life, your mind #kaizenblog
- 4:28 pm **ConversationAge:** @mzayfert emotion is a great connecting tool, more universal than we suspect #kaizenblog @3keyscoach - see @itstartswithus
- 4:28 pm **pushingvision:** A2a Everyone finds the knowing it's time to change differently. Some feel it, some unknowingly create it. #kaizenblog
- 4:28 pm **LauraLCrum:** @3keyscoach I honestly don't know. When you've gotten everything from it that you can? When it becomes too easy? #kaizenblog
- 4:28 pm **huperniketes:** @3keyscoach A2 If we took note of the obstacles and smoothed our transitions from process to process? Perhaps adapt quicker. #kaizenblog
- 4:28 pm **TanjaZieg:** Inner voice always tells me! RT @pushingvision: RT @3keyscoach: Q2a How do people know its time for a change? c: @ConversationAge #kaizenblog

- 4:28 pm **parissab:** Q2a: if they are intune with their "gut" feeling, they will sense the need for change. our intuition is smarter than we are #kaizenblog
- 4:28 pm **3keyscoach:** Noticing discomfort w/ idea of grieving being part of change. What does that mean? Do we really have to 100% pos all of time? #kaizenblog
- 4:29 pm **3keyscoach:** RT @LauraLCrum: @3keyscoach I honestly dont know. When youve gotten everything from it that you can? When it becomes too easy? #kaizenblog
- 4:29 pm **ken_rosen:** Q2 Are you seeing this as personal acceptance or organizational? Practical approach may chg. #kaizenblog
- 4:29 pm **3keyscoach:** RT @pushingvision: A2a Everyone finds the knowing its time to change differently. Some feel it, some unknowingly create it. #kaizenblog
- 4:29 pm **ItStartsWithUs:** @ConversationAge @mzayfert @3keyscoach Yep. Let your people tell stories about what they're involved in. Spreads better that way #kaizenblog
- 4:29 pm **huperniketes:** RT @pushingvision: A body at rest, stays at rest. RT @LauraLCrum: A1a: Its EASIER to stay in a bad situation than make the move to a good one. #kaizenblog
- 4:29 pm **parissab:** RT @TanjaZieg: Inner voice alwys tells me! RT @pushingvision: RT @3keyscoach: Q2a How do people know its time for a change? c: @ConversationAge #kaizenblog
- 4:29 pm **ConversationAge:** @3keyscoach tome it's about learning to listen to yourself. Feel when party is going great and you can make a gracious exit #kaizenblog
- 4:29 pm **pprothe:** Other key fact about change is that it's physically painful. This article was eye opener for me <http://bit.ly/5FifkD> #kaizenblog
- 4:29 pm **mzayfert:** @3keyscoach dwelling on loss does not change that outcome. Learning from it should help you avoid loss in the future. #kaizenblog
- 4:29 pm **3keyscoach:** RT @TanjaZieg: Inner voice always tells me! #kaizenblog
- 4:29 pm **huperniketes:** RT @ambercleveland: A1. The simple/complicated nature of change is what you think it is. See it differently to have it differently. #kaizenblog
- 4:29 pm **debmorello:** @LauraLCrum No question- I think more rule, thn exption - think I'm an exception, I thrived on the stress of change, crazy eh? #kaizenblog
- 4:30 pm **pushingvision:** Emotion is the fundamental connecting tool. RT @ConversationAge: emotion is great connecting tool, more universal than suspected #kaizenblog
- 4:30 pm **3keyscoach:** Can you say more? RT @ken_rosen: Q2 Are you seeing this as personal acceptance or organizational? Practical approach may chg. #kaizenblog

- 4:30 pm **pprothe:** RT @3keyscoach: Noticing discomfort w/ idea of grieving being part of change. What does that mean? Do we really have to 100% pos all of time? #kaizenblog
- 4:30 pm **TanjaZieg:** RT @parissab: Q2a: if they are intune with "gut" feeling, they will sense need 4 change. our intuition is smarter than we are #kaizenblog
- 4:30 pm **mikulaja:** Also, re: managing change, manage the stress that goes w/it. Enough sleep, eat well, exercise = balanced state of mind. #kaizenblog
- 4:30 pm **3keyscoach:** RT @ConversationAge tome its about learning to listen to yourself. Feel when party is going great & you can make a gracious exit #kaizenblog
- 4:30 pm **ambercleveland:** RT @mzayfert: dwelling on loss does not change that outcome. Learning from it should help you avoid loss in the future. #kaizenblog
- 4:30 pm **pprothe:** @3keyscoach Re: Discomfort w/Grieving - I think expectation is that we're positive. That grieving=sign of weakness in business #kaizenblog
- 4:30 pm **parissab:** @3keyscoach i have never liked the corporate "be positive" mantra. people need time to absorb. and that's ok. #kaizenblog
- 4:30 pm **3keyscoach:** For business owners, how do you manage change in your org? #kaizenblog
- 4:31 pm **WriterChanelle:** @3keyscoach @pprothe I think the emotions are necessary but should be evaluated. There's an opportunity in there #kaizenblog
- 4:31 pm **TanjaZieg:** It may just a feeling of restlessness or being antsy....something not quite "right"... pay attention to that. #kaizenblog
- 4:31 pm **LauraLCrum:** RT @pprothe: Other key fact about change is that it's physically painful This article was eye opener for me <http://bit.ly/5FifkD> #kaizenblog
- 4:31 pm **huperniketes:** @ambercleveland As I've been told before, "Your situation can only make you feel uncomfortable if you let it." #kaizenblog
- 4:31 pm **pprothe:** RT @pushingvision: Emotion is the fundamental connecting tool. RT @ConversationAge: emotion is great connecting tool, more universal than suspected #kaizenblog
- 4:31 pm **ambercleveland:** Change does not equal loss, it equals something different. #kaizenblog
- 4:31 pm **ConversationAge:** @ken_rosen in organizations,it means listen/observe your people w/critical thinking (=suspend judgment) notice who ready to lead #kaizenblog
- 4:31 pm **pushingvision:** You can learn from the neg. as much as from the pos. RT @3keyscoach: Do we really have to 100% pos all of time? #kaizenblog
- 4:31 pm **CASUDI:** @GetResults #kaizenblog?

- 4:31 pm **parissab:** RT @mikulaja: Also, re: managing change, manage the stress that goes w/it. Enough sleep, eat well, exercise = balanced state of mind. #kaizenblog
- 4:31 pm **ambercleveland:** RT @huperniketes: As Ive been told before, "Your situation can only make you feel uncomfortable if you let it." #kaizenblog
- 4:31 pm **pushingvision:** RT @TanjaZieg: It may just a feeling of restlessness or being antsy....something not quite "right"... pay attention to that. #kaizenblog
- 4:31 pm **ken_rosen:** Q2 Really curious. Some cmts are self-reflective, some team. Path to each diff? RT @3keyscoach: Can you say more? RT @ken_rosen: #kaizenblog
- 4:31 pm **3keyscoach:** RT @ItStartsWithUs @ConversationAge @mzayfert Yep. Let Ur ppl tell stories abt what theyre involved in. Spreads better that way #kaizenblog
- 4:31 pm **huperniketes:** RT @3keyscoach: Earlier convo this am pointed out how we often express anger & not grief. And yet, elephant in room if not addressed #kaizenblog
- 4:32 pm **pushingvision:** Elegantly said! RT @ambercleveland: Change does not equal loss, it equals something different. #kaizenblog
- 4:32 pm **WriterChanelle:** @3keyscoach @pprothe Our emotions, especially fear, can't be pushed down and ignored. They exist for a reason. #kaizenblog
- 4:32 pm **mikulaja:** @parissab Generically "being positive" shouldn't mean ignoring how you feel. #kaizenblog
- 4:32 pm **TanjaZieg:** I disagree. RT @huperniketes: @ambercleveland "Your situation can only make you feel uncomfortable if you let it." #kaizenblog
- 4:32 pm **3keyscoach:** Say more please? Interesting...RT @ambercleveland: Change does not equal loss, it equals something different. #kaizenblog
- 4:32 pm **ambercleveland:** RT @ConversationAge: in orgs,it means listen/observe people w/critical thinking (=suspend judgment) notice who ready to lead #kaizenblog
- 4:32 pm **huperniketes:** Indeed. RT @parissab: RT @jaffejuice: The quote, "it is what it is" is really underrated in my opinion -- fitting for today's #kaizenblog
- 4:32 pm **ambercleveland:** @pushingvision thanks! :) #kaizenblog
- 4:32 pm **robpetersen:** @jasonalba Even if customers have LinkedIn @ work, blog is still a great way to establish a personal connection #kaizenblog
- 4:33 pm **ken_rosen:** To get adoption, doesn't it have to promise "better" RT @ambercleveland: Change does not=loss, it =different. #kaizenblog

- 4:33 pm **3keyscoach:** Could be...RT @ken_rosen: Q2 Really curious. Some cmts are self-reflective, some team. Path to each diff? #kaizenblog
- 4:33 pm **pushingvision:** The ol' "lizard brain" RT @WriterChanelle: our emotions, esp fear, cant be pushed down & ignored. They exist for a reason. #kaizenblog
- 4:33 pm **ambercleveland:** @3keyscoach change can be incredible, maybe the change happens b/c u decided u want "more/diff/better" it isn't a loss :) #kaizenblog
- 4:33 pm **parissab:** exactly. but corps frown on flngs RT @mikulaja: @parissab Generically "being positive" shouldn't mean ignoring how you feel. #kaizenblog
- 4:33 pm **debmorello:** Ha! Yeah, exactly! I'm in 'reform' mode... it's working! RT @ken_rosen Says guy with a traveling avatar ;-) #kaizenblog
- 4:33 pm **3keyscoach:** Is there some other promise? RT @ken_rosen: To get adoption, doesnt it have to promise "better" #kaizenblog
- 4:33 pm **mzayfert:** @3keyscoach Not pos; realistic. Many lives revolve around a win/lose, must know that going in, adjust emotions accordingly. #kaizenblog
- 4:34 pm **jgombita:** @ken_rosen what is #kaizenblog? (There's a few of you in my stream using the hashtag.) TIA...
- 4:34 pm **ken_rosen:** RT @WriterChanelle: our emotions, esp fear, cant be pushed down & ignored. They exist for a reason. #kaizenblog
- 4:34 pm **parissab:** RT @ambercleveland: Change does not equal loss, it equals something different. #kaizenblog
- 4:34 pm **huperniketes:** @3keyscoach Figure out what you're emoting over. The old way was really better? Confused about new? Unsure of success? #kaizenblog
- 4:34 pm **3keyscoach:** RT @ambercleveland change can be incredible, maybe the change happens b/c u decided u want "more/diff/better" it isnt a loss :) #kaizenblog
- 4:34 pm **TanjaZieg:** RT @ambercleveland: @3keyscoach change can be incredible, maybe change happens b/c u want "more/diff/better" it isn't a loss :) #kaizenblog
- 4:34 pm **3keyscoach:** @parissab Not up to corps to determine if you process your feelings though. That's your responsibility. #kaizenblog
- 4:35 pm **ambercleveland:** @ken_rosen change happens every sec. of everyday, usually so small we don't notice. Our adoption doesn't stop change #kaizenblog
- 4:35 pm **pushingvision:** Org. change has to resonate with everyone. You need full buy-in. #kaizenblog
- 4:35 pm **3keyscoach:** RT @huperniketes Figure out what youre emoting over. The old way was really better? Confused about new? Unsure of success? #kaizenblog

- 4:35 pm **pushingvision:** RT @ambercleland: change happens every sec. of everyday, usually so small we dont notice. Our adoption doesnt stop change #kaizenblog
- 4:35 pm **3keyscoach:** @ken_rosen @WriterChanelle Emotions can serve as warning systems or affirming systems #kaizenblog
- 4:35 pm **LauraLCrum:** Any bigchange requires a reshifting of your vision of yourself/your future, regardless of positive/neg. #kaizenblog
- 4:36 pm **3keyscoach:** How does 1 foster buy-in? RT @pushingvision: Org. change has to resonate with everyone. You need full buy-in. #kaizenblog
- 4:36 pm **TanjaZieg:** RT @ambercleland: @ken_rosen change happens every sec. of everyday. Our adoption doesn't stop change #kaizenblog
- 4:36 pm **huperniketes:** @pprothe Perhaps directly introspecting regarding the change? See what feelings are after seeing need 2 chg. Make it a ceremony. #kaizenblog
- 4:36 pm **ambercleland:** @TanjaZieg re: the sitation making u uncomfortable, I think @huperniketes pt is there is 1 thing u control- your interpretation #kaizenblog
- 4:36 pm **pprothe:** Being forced to change and deal with emotions can also be a positive force in helping each of us grow; glass=half full #kaizenblog
- 4:36 pm **3keyscoach:** RT @pprothe: Other key fact about change is that its physically painful. This article was eye opener for me <http://bit.ly/5FifkD> #kaizenblog
- 4:37 pm **ken_rosen:** Agreed.My focus had been GAINING adoption from teams RT @ambercleland: @ken_rosen change every sec; adoption doesnt stop #kaizenblog
- 4:37 pm **parissab:** true but my point is you shouldnt be penalized for wanting to "grieve" change RT @3keyscoach: @parissab Not up to corps #kaizenblog
- 4:37 pm **debmorello:** A2 Maybe we celebrate and bid adieu - do we grieve? @3keyscoach Q2 ... what we used to have/do before change started? #kaizenblog
- 4:37 pm **CASUDI:** @mikulaja What do U do when change FALLS IN ON YOU? #kaizenblog
- 4:37 pm **pushingvision:** So true it hurts RT @LauraLCrum: Any big change requires reshifting your vision of yourself/your future, regardless of pos/neg #kaizenblog
- 4:37 pm **WriterChanelle:** @3keyscoach @ken_rosen Right. I've learned that I'm fearful when it's something that will carry me to another level #kaizenblog
- 4:37 pm **LoisMarketing:** #kaizenblog True entrepreneurs -- we "free" and "creative" spirits -- should welcome change and the opportunity to grow. Remain open to it.

- 4:37 pm **3keyscoach:** RT @ConversationAge: in orgs,it means listen/observe people w/critical thinking (=suspend judgment) notice who ready to lead #kaizenblog
- 4:37 pm **3keyscoach:** RT @CASUDI: @mikulaja What do U do when change FALLS IN ON YOU? #kaizenblog
- 4:37 pm **mikulaja:** @3keyscoach Make employees feel the company's success=their success. Achieve buy-in by making employees&co have a common fate. #kaizenblog
- 4:37 pm **ken_rosen:** RT @3keyscoach: How does 1 foster buy-in? RT @pushingvision: Org. change has to resonate.You need full buy-in. #kaizenblog
- 4:37 pm **ambercleland:** @pushingvision I think it's ideal & optimal to have full buy-in, but I don't think you need it to have org change #kaizenblog
- 4:38 pm **WriterChanelle:** @3keyscoach Remember when I said one of my goals was to pitch to a newspaper a while back? I finally did it this week. #kaizenblog
- 4:38 pm **ConversationAge:** Also, let's face it, often we have impression there is "no room" for our ideas with some teams/cos/as customers, etc. #kaizenblog
- 4:38 pm **mikulaja:** @Casudi Sounds cliché, but, make the best of it? Use it as a chance to re-evaluate & find new opportunities? That's what I do. #kaizenblog
- 4:38 pm **pushingvision:** @3keyscoach you have to create a direct link to each person. it's the emotional connection, the "what's in it for me" thing #kaizenblog
- 4:38 pm **BigGirlBranding:** RT @ambercleland: A1. The simple/complicated nature of change is what you think it is. See it differently to have it differently. #kaizenblog
- 4:38 pm **ken_rosen:** Do you mean efforts failing or it imposed on u? RT @CASUDI: @mikulaja What do U do when change FALLS IN ON YOU? #kaizenblog
- 4:38 pm **pprothe:** @3keyscoach, @pushingvision - foster org. buy-in w/frequent & open communication. By showing each role & not glossing over warts #kaizenblog
- 4:38 pm **WriterChanelle:** @3keyscoach My heart was racing the whole time, and I'm still nervous that I won't hear anything back, but at least I did it. #kaizenblog
- 4:38 pm **3keyscoach:** Why? RT @LoisMarketingTrue entrepreneurs--we "free" & "creative" spirits--shld welcome change & opp to grow. Remain open to it. #kaizenblog
- 4:38 pm **huperniketes:** @3keyscoach When it becomes harder to keep up. When more effort/sales/mtgs/etc are needed. Or less. It's always time for change. #kaizenblog
- 4:38 pm **ambercleland:** RT @pushingvision: So true it hurts RT @LauraLCrum: Any big change requires shifting vision of self/future, regardless of pos/neg #kaizenblog

- 4:39 pm **TanjaZieg:** @ambercleland @huperniketes Agreed. Interpretation is extremely important. #kaizenblog
- 4:39 pm **pushingvision:** @ambercleland if you've hired the right ppl, it's much easier. larger est. orgs really have it hard on that end #kaizenblog
- 4:39 pm **CASUDI:** @debmorello @LauraLCrum I would cal it the excitement & energy of rapid change rather than stress of change :-)
#kaizenblog
- 4:39 pm **3keyscoach:** Yay! RT @WriterChanelle Remember when I said 1 of my goals was to pitch to newspaper a while back? I finally did it this week. #kaizenblog
- 4:39 pm **ConversationAge:** Leaders and managers need to know when it's time to step up, and when it's time to step away or stand behind #kaizenblog
- 4:39 pm **ken_rosen:** Congrats-taking action! RT @WriterChanelle: @3keyscoach pitch to a newspaper a while back? I finally did it this week. #kaizenblog
- 4:39 pm **huperniketes:** RT @ItStartsWithUs: @ConversationAge @mzayfert @3keyscoach Yep. Let your people tell stories about what they're involved in. Spreads better that way #kaizenblog
- 4:39 pm **pushingvision:** RT @huperniketes: It's always time for change. #kaizenblog
- 4:39 pm **pprothe:** RT @ConversationAge: Leaders and managers need to know when it's time to step up, and when it's time to step away or stand behind #kaizenblog
- 4:40 pm **WriterChanelle:** Right RT @mzayfert: dwelling on loss does not change that outcome. Learning from it should help you avoid loss in the future. #kaizenblog
- 4:40 pm **3keyscoach:** @WriterChanelle Sometimes the result doesn't matter as much as the act of doing for 1st time. Next time will have familiarity #kaizenblog
- 4:40 pm **huperniketes:** RT @ConversationAge: @3keyscoach tome it's about learning to listen to yourself. Feel when party is going great and you can make a gracious exit #kaizenblog
- 4:40 pm **TanjaZieg:** Why not? RT @3keyscoach: Why? RT @LoisMarketingTrue entrepreneurs--we shld welcome change & opp to grow. Remain open to it. #kaizenblog
- 4:40 pm **3keyscoach:** RT @ConversationAge: Leaders and managers need to know when its time to step up, and when its time to step away or stand behind #kaizenblog
- 4:40 pm **parissab:** RT @ConversationAge: Leaders and managers need to know when it's time to step up, and when it's time to step away or stand behind #kaizenblog
- 4:40 pm **ambercleland:** @ken_rosen such a great thing to focus on, critical to have someone on point for that for org change. Helps ID supporters #kaizenblog

- 4:40 pm **ConversationAge:** Instead of fearing others (they may take over, credit, etc.) learn to embrace them, empower them, connect them, etc. #kaizenblog
- 4:40 pm **ArtseyC:** Growth = change. The need for change is constant; the ? is "what change will you put in motion today?" #kaizenblog
- 4:40 pm **pprothe:** @WriterChanelle Re: emotions - you're so right. Pushing them down will make it worse, ultimately #kaizenblog
- 4:40 pm **3keyscoach:** RT @CASUDI: @debmorello @LauraLCrum I would cal it the excitement & energy of rapid change rather than stress of change :-) #kaizenblog
- 4:40 pm **huperniketes:** RT @mzayfert: @3keyscoach dwelling on loss does not change that outcome. Learning from it should help you avoid loss in the future. #kaizenblog
- 4:41 pm **parissab:** RT @ConversationAge: Also, let's face it, often we have impression there is "no room" for our ideas with some teams/cos/as customers, etc. #kaizenblog
- 4:41 pm **ken_rosen:** RT @pushingvision: So true it hurts RT @LauraLCrum: Any big change requires shifting vision of self/future, regardless of pos/neg #kaizenblog
- 4:41 pm **TanjaZieg:** RT @artseyc: Growth = change. The need for change is constant; the ? is "what change will you put in motion today?" #kaizenblog
- 4:41 pm **WDYWFT:** @ConversationAge Yes: Make others believe that they can make a difference. Allow your thoughts to become their thoughts. #kaizenblog
- 4:41 pm **CASUDI:** @ken_rosen FORCED (not planed 4) change ~ maybe nu opportunity, maybe pothole in road.... surprise #kaizenblog @mikulaja
- 4:41 pm **pushingvision:** Precisely RT @pprothe: foster org. buy-in w/frequent & open communication. By showing each role & not glossing over warts #kaizenblog
- 4:41 pm **ambercleveland:** @pushingvision absolutely agree. Hope there is a hiring shift. It is more critical than ever to have "right" ppl in positions #kaizenblog
- 4:41 pm **3keyscoach:** @TanjaZieg No, I mean I'm challenging this belief that entrepreneurs SHOULD welcome change. Not wrong, just why believe it? #kaizenblog
- 4:41 pm **huperniketes:** RT @parissab: @3keyscoach i have never liked the corporate "be positive" mantra. people need time to absorb. and that's ok. #kaizenblog
- 4:41 pm **TanjaZieg:** RT @conversationage: Instead of fearing others (they may take over, credit, etc.) learn to embrace, empower, connect, etc. #kaizenblog
- 4:42 pm **3keyscoach:** Q3 What changes are you experiencing in your career/biz? #kaizenblog

- 4:42 pm **ambercleveland:** RT @pprothe: foster org. buy-in w/frequent & open communication. By showing each role & not glossing over warts #kaizenblog
- 4:42 pm **pushingvision:** Change is no surprise. It's the specific type of change that gets us. #kaizenblog
- 4:42 pm **LoisMarketing:** @3keyscoach Change allows opp to expand the scope of your business, fill a new need, open new market, refine a product offering. #kaizenblog
- 4:42 pm **pushingvision:** RT @3keyscoach: Q3 What changes are you experiencing in your career/biz? #kaizenblog
- 4:42 pm **3keyscoach:** RT @ArtseyC: Growth = change. The need for change is constant; the ? is "what change will you put in motion today?" #kaizenblog
- 4:42 pm **ConversationAge:** RT @3keyscoach: Q3 What changes are you experiencing in your career/biz? #kaizenblog
- 4:43 pm **ambercleveland:** Nice Amy! RT @artseyc: Growth = change. The need for change is constant; the ? is "what change will you put in motion today?" #kaizenblog
- 4:43 pm **3keyscoach:** Ooh...say more? RT @pushingvision: Change is no surprise. Its the specific type of change that gets us. #kaizenblog
- 4:43 pm **huperniketes:** Sleep on it! Don't be in a hurry to react. RT @3keyscoach: For business owners, how do you manage change in your org? #kaizenblog
- 4:43 pm **LoisMarketing:** @3keyscoach Some examples. Core values should remain steady. #kaizenblog
- 4:43 pm **TanjaZieg:** @3keyscoach Some, including me, are of the belief that change is inevitable. So why not welcome it with open arms? #kaizenblog
- 4:43 pm **WriterChanelle:** RT @ConversationAge: Also, often we have impression there is "no room" for our ideas with some teams/cos/as customers, etc. #kaizenblog
- 4:43 pm **LauraLCrum:** Is this always true? Where does that leave individual achievement? RT @ConversationAge: Instead of fearing others embrace them #kaizenblog
- 4:43 pm **pushingvision:** A3 Full realization of need for clearer paths. More structure in some areas, less in others. #kaizenblog
- 4:43 pm **ambercleveland:** RT @TanjaZieg: Some, including me, are of the belief that change is inevitable. So why not welcome it with open arms? #kaizenblog
- 4:43 pm **LauraLCrum:** RT @3keyscoach: Q3 What changes are you experiencing in your career/biz? #kaizenblog
- 4:43 pm **3keyscoach:** :) RT @TanjaZieg: @3keyscoach Some, including me, are of belief that change is inevitable. So why not welcome it with open arms? #kaizenblog
- 4:43 pm **debmorello:** @WriterChanelle Bingo! Fear-holds ppl back, it should be the great sign that its right thing b/c it will take u 2 next level #kaizenblog

- 4:43 pm **parissab:** A3: it's hard but be content and expect change. your success depends on emotional maturity in dealing with it #kaizenblog
- 4:44 pm **seefincoaching:** @3keyscoach I often find pushing myself out of my comfort zone empowers me to accept change and not fight it - hard work tho!!! #kaizenblog
- 4:44 pm **3keyscoach:** @pushingvision Can #kaizenblog community help you in any way? #kaizenblog
- 4:44 pm **ken_rosen:** 1 reason is small=nimble. So chg=oppty to leapfrog estab cos RT @3keyscoach: @TanjaZieg why believe entrep shd welc chg #kaizenblog
- 4:44 pm **alchemize:** Getting buy-in: Give ppl a picture of desired outcome + a means of achieving it. #kaizenblog
- 4:44 pm **3keyscoach:** RT @parissab: A3: its hard but be content and expect change. your success depends on emotional maturity in dealing with it #kaizenblog
- 4:44 pm **huperniketes:** RT @ambercleveland: Change does not equal loss, it equals something different. #kaizenblog
- 4:44 pm **parissab:** A3: in other words, i'm always experiencing change and i'm fine with it (it is what it is) #kaizenblog
- 4:44 pm **WriterChanelle:** @ConversationAge That's exactly how I feel. My advice doesn't matter. Leader has a goal in mind and wants it done no matter what #kaizenblog
- 4:44 pm **GetResults:** @CASUDI Can't #kaizenblog today, prepping for telecon with IP client who needs licensing help - I'll be back when I can.
- 4:44 pm **pushingvision:** @TanjaZieg You can always change change. Figure out the rules, then bend or break them. #kaizenblog
- 4:44 pm **ConversationAge:** @lauralcrum tell me more about "individual achievement" #kaizenblog
- 4:45 pm **ambercleveland:** RT @alchemize: Getting buy-in: Give ppl a picture of desired outcome + a means of achieving it. #kaizenblog
- 4:45 pm **3keyscoach:** RT @debmorello: @WriterChanelle Bingo! Fear-holds ppl back, it shld B great sign that its right thing b/c will take u 2 nxt lvl #kaizenblog
- 4:45 pm **WriterChanelle:** @ConversationAge That's why people get sub-par work and results that don't meet their needs. #kaizenblog
- 4:45 pm **3keyscoach:** RT @pushingvision: @TanjaZieg You can always change change. Figure out the rules, then bend or break them. #kaizenblog
- 4:45 pm **ambercleveland:** @GetResults hope you are feeling well and hope to see you here next week :) #kaizenblog
- 4:45 pm **alchemize:** Getting buy-in; Offer 3 ideas, harder to say no to 3, easy to say no yo one. Demonstrate benefits. #kaizenblog
- 4:45 pm **parissab:** RT @ambercleveland: RT @alchemize: Getting buy-in: Give ppl a picture of desired outcome + a means of achieving it. #kaizenblog

- 4:45 pm **3keyscoach:** RT @ken_rosen: 1 reason is small=nimble. So chg=oppty to leapfrog estab cos #kaizenblog
- 4:46 pm **WriterChanelle:** @3keyscoach @ken_rosen Thank you! #kaizenblog
- 4:46 pm **SocialBizGrowth:** RT @ambercleveland: RT @alchemize: Getting buy-in: Give ppl a picture of desired outcome + a means of achieving it. #kaizenblog
- 4:46 pm **huperniketes:** @parissab Because managers are taught to treat employees as human resources instead of people, and they burn their people out. #kaizenblog
- 4:46 pm **RichBecker:** A3 It's becoming easier to be the content publisher than it is to guide clients toward becoming marketing-content publishers #kaizenblog
- 4:46 pm **alchemize:** RT @pushingvision: A3 Full realization of need for clearer paths. More structure in some areas, less in others. #kaizenblog
- 4:46 pm **debmorello:** Point! RT @3keyscoach @CASUDI @LauraLCrum I would cal it the excitement & energy of rapid change rathr then stress of change :-) #kaizenblog
- 4:46 pm **pushingvision:** @3keyscoach Discvred #kaizen @ 4 yrs ago, but keep getting distracted from its essence. Realizing return to simplicity is imp. #kaizenblog
- 4:46 pm **ambercleveland:** RT @3keyscoach: RT @debmorello: Bingo! Fear-holds ppl back, it shld B great sign that its right thing b/c will take u 2 nxt lvl #kaizenblog
- 4:46 pm **ConversationAge:** @writerchanelle it's the epic struggle of "I know best" and "I can learn" and "there's no time" :) #kaizenblog - experienced it as leader
- 4:46 pm **pprothe:** RT @ken_rosen: 1 reason is small=nimble. So chg=oppty to leapfrog estab cos RT @3keyscoach: @TanjaZieg why believe entrep shd welc chg #kaizenblog
- 4:46 pm **parissab:** i must jump off... thank you @3keyscoach and h/t @ConversationAge for starting #kaizenblog
- 4:46 pm **3keyscoach:** Before we end, want to give Valeria (@ConversationAge) a big THANK YOU for founding this chat! Pls don't be stranger! #kaizenblog
- 4:46 pm **MahaleM:** RT @ambercleveland: Nice Amy! RT @artseyc: Growth = change. The need for change is constant; the ? is "what change will you put in motion today?" #kaizenblog
- 4:47 pm **ken_rosen:** WIIFM/WIIF-us RT @SocialBizGrowth: RT @ambercleveland: RT @alchemize: buy-in: Give ppl a picture of desired outcome #kaizenblog
- 4:47 pm **3keyscoach:** @parissab Thanks, Parissa! Love having you on chat! #kaizenblog
- 4:47 pm **LauraLCrum:** @ConversationAge I think it's a natural need to be empowered indiv. Co-op is good but that doesn't make individual efforts less #kaizenblog

- 4:47 pm **ArtseyC:** Kai = change, zen = good. Term coined by Masaaki Imai refers to breaking down the complex into simpler components. [#kaizenblog](#)
- 4:47 pm **seefincoaching:** [@alchemize](#) FAB - features, advantages, benefits - Sales process, if they say no, offer more benefits :) [#kaizenblog](#)
- 4:47 pm **TanjaZieg:** [@pushingvision](#) But if my inner voice is saying it's time for a change, I prefer to listen rather than to find a way around it. [#kaizenblog](#)
- 4:47 pm **ambercleveland:** Gotta stop drinking coffee b4 this chat. I get so pumped up b/c I am passionate about topic, might have heart attack, JK [#kaizenblog](#)
- 4:47 pm **seefincoaching:** RT [@3keyscoach](#): RT [@pushingvision](#): [@TanjaZieg](#) You can always change change. Figure out the rules, then bend or break them. [#kaizenblog](#)
- 4:47 pm **ConversationAge:** [@3keyscoach](#) of course! You all know I can never resist a good conversation :) [#kaizenblog](#)
- 4:48 pm **mikulaja:** [@3keycoach](#) [@conversationage](#) Kind of wandered off & got distracted, but have enjoyed my first [#kaizenblog](#)
- 4:48 pm **pprothe:** Just started reading The Art of Nonconformity - believe it has many nuggets for navigating change <http://amzn.to/8ZEQIq> [#kaizenblog](#)
- 4:48 pm **mikulaja:** [@ambercleveland](#) I am way over-caffeinated right now! [#kaizenblog](#)
- 4:48 pm **alchemize:** Congrats [@writerchanelle](#): on overcoming fear and pitching to newspaper [#kaizenblog](#)
- 4:48 pm **3keyscoach:** About 10 more minutes to chat. Feel free to stay for "After Party" [#kaizenblog](#)
- 4:48 pm **TanjaZieg:** RT [@3keyscoach](#): Before we end, want to give Valeria ([@ConversationAge](#)) a big Thanx for founding this chat! [#kaizenblog](#)
- 4:48 pm **3keyscoach:** Counting on it! RT [@ConversationAge](#): [@3keyscoach](#) of course! You all know I can never resist a good conversation :) [#kaizenblog](#)
- 4:49 pm **3keyscoach:** RT [@pprothe](#) Just started reading The Art of Nonconformity -believe it has many nuggets 4 navigating chg <http://amzn.to/8ZEQIq> [#kaizenblog](#)
- 4:49 pm **huperniketes:** [@LoisMarketing](#) It's what Stuart Dreyfus called the chaordic organization. [#rightshifting](#) [#kaizenblog](#)
- 4:49 pm **alchemize:** RT [@seefincoaching](#): [@alchemize](#) FAB - features, advantages, benefits - Sales process, if they say no, offer more benefits :) [#kaizenblog](#)
- 4:49 pm **ConversationAge:** [@lauralcrum](#) it's a delicate balance - feed ego, gain motivation and support [#kaizenblog](#)
- 4:49 pm **3keyscoach:** [@mikulaja](#) Good to hear! Hope you can join us every Fri! [#kaizenblog](#)
- 4:49 pm **mikecassidyAZ:** Hate to be missing [#kaizenblog](#) due to mtgs. Miss new peeps. Relegated to reading it ltd.

- 4:49 pm **alchemize:** RT @artseyc: Kai = change, zen = good. Term coined by Masaaki Imai refers to breaking down the complex into simpler components. #kaizenblog
- 4:49 pm **LauraLCrum:** Perpetually. RT @mikulaja: @ambercleveland I am way over-caffeinated right now! #kaizenblog
- 4:49 pm **3keyscoach:** RT @ArtseyC: Kai = change, zen = good. Term coined by Masaaki Imai refers to breaking down the complex into simpler components. #kaizenblog
- 4:50 pm **pushingvision:** It's on my to-read list RT @pprothe: The Art of Nonconformity - believe it has nuggets 4 navigating change <http://amzn.to/8ZEOIq> #kaizenblog
- 4:50 pm **ken_rosen:** RT @3keyscoach: Before we end, want to give Valeria (@ConversationAge) a big Thanx for founding this chat! #kaizenblog
- 4:50 pm **CASUDI:** SMALL&NIMBLE often gets U where others cant go :-))@RT @ken_rosen: 1 reason is small=nimble. So chg=oppty to leapfrog estab cos #kaizenblog
- 4:50 pm **LauraLCrum:** @ConversationAge how do you know when you're straddling that balance? #kaizenblog
- 4:50 pm **huperniketes:** @ambercleveland @pushingvision Not everyone is confident in the way change is dealt with until they can see it work. #kaizenblog
- 4:50 pm **3keyscoach:** @mikecassidyAZ We're missing you too, Mike! Maybe next week? #kaizenblog
- 4:50 pm **ambercleveland:** @ken_rosen what does WIIFM/WIIF-us mean? #kaizenblog
- 4:50 pm **mikulaja:** @3keyscoach Definitely adding to my tweetchat list with #mmchat #imcchat and #b2bchat #kaizenblog
- 4:50 pm **alchemize:** RT @pprothe: Just started reading Art of Nonconformity - has nuggets for navigating change <http://amzn.to/8ZEOIq> #kaizenblog
- 4:51 pm **ArtseyC:** Kaizen approach applies to doing little things better & setting & achieving increasingly higher standards. -Omdahl #kaizenblog
- 4:51 pm **ConversationAge:** @lauralcrum I believe that's what we call experience/wisdom ;) And the kind feedback of mentors #kaizenblog
- 4:51 pm **pushingvision:** @3keyscoach Got a mtg at 1, ironically about recent changes ;) #kaizenblog
- 4:51 pm **huperniketes:** @WriterChanelle Excellent! Hopefully they'll decide to give you assignments. I know some paper will. #kaizenblog
- 4:51 pm **ken_rosen:** 'cause we know size get them places u can't go! RT @CASUDI: SMALL&NIMBLE often gets U where others cant go :-))@RT @ken_rosen #kaizenblog
- 4:51 pm **debmorello:** RT @ken_rosen: RT @3keyscoach: Before we end, want to give Valeria (@ConversationAge) a big Thanx for founding this chat! #kaizenblog

- 4:51 pm **ambercleveland:** @huperniketes agree w/ that, but frequently we source outcomes of change w/ our vision. Change vision=change outcome #kaizenblog
- 4:52 pm **ConversationAge:** @lauralcrum soft on people, hard on issues #kaizenblog
- 4:52 pm **ken_rosen:** Sorry-what in it for me/what's in it for us RT @ambercleveland: @ken_rosen what does WIIFM/WIIF-us mean? #kaizenblog
- 4:52 pm **WriterChanelle:** @ConversationAge Yup. Having your hands tied is not a good feeling, especially when you know a better way to get quality results #kaizenblog
- 4:52 pm **3keyscoach:** Another good book about managing change Switch by Dan and Chip Heath <http://amzn.to/9XfnA> (Thanks for recommend, Valeria) #kaizenblog
- 4:52 pm **BlakeGroup:** ARGH! Too many phone calls during #kaizenblog. Very best to @ConversationAge! Enjoyed your IABC presentation!
- 4:52 pm **debmorello:** RT @pprothe Just started readingThe Art of Nonconformity -believe it has many nuggets 4 navigating chg <http://amzn.to/8ZEOIq> #kaizenblog .
- 4:52 pm **3keyscoach:** @pushingvision Gotta love irony, Penelope! Have a good meeting! #kaizenblog
- 4:52 pm **pushingvision:** @TanjaZieg that's called breaking the rules -- you're making your own by changing the situation #kaizenblog
- 4:52 pm **ambercleveland:** @ken_rosen aha thanks! Familiar saying, just hadn't seen it that way. Learn something new everyday #kaizenblog
- 4:53 pm **LauraLCrum:** @ConversationAge I like that idea. Good division there. #kaizenblog
- 4:53 pm **TanjaZieg:** Exactly!! RT @ambercleveland: frequently we source outcomes of change w/ our vision. Change vision=change outcome #kaizenblog
- 4:53 pm **huperniketes:** RT @ConversationAge: Leaders and managers need to know when it's time to step up, and when it's time to step away or stand behind #kaizenblog
- 4:53 pm **ConversationAge:** @writerchanelle that's what secret projects and small experiments are for - bring data to conversation, very persuasive #kaizenblog
- 4:53 pm **3keyscoach:** RT @ArtseyC: Kaizen approach applies to doing little things better & setting & acheiving increasingly higher standards. -Omdahl #kaizenblog
- 4:53 pm **alchemize:** Read Buy-In: Saving Your Good Idea from Getting Shot Down <http://ht.ly/31Acs> #kaizenblog
- 4:53 pm **pushingvision:** Another on my to-read list RT @3keyscoach: Switch by Dan and Chip Heath <http://amzn.to/9XfnA> (Thanks for recommend, Valeria) #kaizenblog
- 4:54 pm **ConversationAge:** @blakegroup thank you! You had good question and enjoyed your non verbal participation as well #iabchc10 #kaizenblog

- 4:54 pm **pprothe:** That's next! RT @3keyscoach: Another gd bk abt managing chge Switch-Dan/ChipHeath <http://amzn.to/9XfnA> (Thanks for rec, Valeria) #kaizenblog
- 4:54 pm **pushingvision:** @3keyscoach thanks! it's mostly a listening mtg tho #kaizenblog
- 4:54 pm **ken_rosen:** Don't think I've seen WIIFU (us) b4, but I think ties to desire to be part of something bigger RT @ambercleveland: @ken_rosen #kaizenblog
- 4:54 pm **debmorello:** RT @ArtseyC Kaizen approach applies to doing little things better & setting & acheiving increasingly higher standards. -Omdahl #kaizenblog
- 4:54 pm **3keyscoach:** RT @huperniketes: @ambercleveland @pushingvision Not every1 is confident in way change is dealt w/ until they can see it work. #kaizenblog
- 4:54 pm **WriterChanelle:** @ConversationAge You are so in my brain. That's exactly what I'm working on. Lol. Haven't been assigned to do it but doing it #kaizenblog
- 4:54 pm **pprothe:** Saw it let us know what you think! RT @alchemize: Read Buy-In: Saving Your Good Idea from Getting Shot Down <http://ht.ly/31Acs> #kaizenblog
- 4:55 pm **ambercleveland:** @pushingvision hope your meeting goes well. Like what you just said about breaking the rules ;) #kaizenblog
- 4:55 pm **WriterChanelle:** @Huperniketes I certainly hope so! #kaizenblog
- 4:55 pm **3keyscoach:** @pushingvision Hopefully you'll have good things to listen to. Otherwise, snore :) #kaizenblog
- 4:55 pm **WriterChanelle:** @alchemize Thank you :-)) #kaizenblog
- 4:55 pm **3keyscoach:** RT @ken_rosen: Dont think Ive seen WIIFU (us) b4, but I think ties to desire to be part of something bigger #kaizenblog
- 4:55 pm **LoisMarketing:** RT @Huperniketes: @LoisMarketing It's what Stuart Dreyfus called the chaordic organization. #rightshifting #kaizenblog >> Please explain
- 4:56 pm **3keyscoach:** 5 minutes until end of main part of chat. #kaizenblog
- 4:56 pm **TanjaZieg:** @pushingvision Changing "MY" situation, not "THE" situation. If "THE" doesn't work 4 me any longer, I move on to one that does. #kaizenblog
- 4:56 pm **pushingvision:** @huperniketes Successful changes help people change their perception of change, providing they're successful more than when not #kaizenblog
- 4:56 pm **pprothe:** Thanks all - have to hop on a call. #kaizenblog is one of the incredible neighborhoods on Twitter
- 4:57 pm **huperniketes:** Responding to change, we must understand it before acting. Reminds me of this Ohmae chart on our #kaizenblog on strategy<http://bit.ly/bgbYXI>

- 4:57 pm **pushingvision:** @TanjaZieg Yes. The only control you have is over yourself. #kaizenblog
- 4:57 pm **3keyscoach:** RT @TanjaZieg: @pushingvision Chg'g "MY" sit, not "THE" sit. If "THE" doesnt work 4 me any longer, I move on to 1 that does #kaizenblog
- 4:57 pm **pushingvision:** Great chat! I'm hooked... See you all next week! #kaizenblog
- 4:57 pm **3keyscoach:** @pprothe See you around, Patrick! Thanks for joining in! #kaizenblog
- 4:57 pm **huperniketes:** RT @LoisMarketing: @3keyscoach Change allows opp to expand the scope of your business, fill a new need, open new market, refine a product offering. #kaizenblog
- 4:57 pm **alchemize:** Is it change we need to focus on or transformation? #kaizenblog
- 4:58 pm **3keyscoach:** Everyone, please follow my friend, Elaine @seefincoaching #kaizenblog
- 4:58 pm **ConversationAge:** Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 4:59 pm **BlakeGroup:** RT @LoisMarketing @3keyscoach Change = opp to expand scope of biz, fill a new need, open new market, refine a product offering. #kaizenblog
- 4:59 pm **CASUDI:** @pushingvision Really GR8 to C You here on #kaizenblog TY for contributing.
- 4:59 pm **huperniketes:** RT @pushingvision: @TanjaZieg You can always change change. Figure out the rules, then bend or break them. #kaizenblog
- 4:59 pm **RichBecker:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 4:59 pm **ambercleveland:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 4:59 pm **3keyscoach:** Thanks to @ConversationAge for coming on & saying goodbye as co-host. Valeria is still active so connect w/ her! #FF #kaizenblog
- 4:59 pm **huperniketes:** RT @alchemize: Getting buy-in; Offer 3 ideas, harder to say no to 3, easy to say no yo one. Demonstrate benefits. #kaizenblog
- 5:00 pm **ambercleveland:** @alchemize isn't it funny how those 2 words have such diff connotations change vs. transformation #kaizenblog
- 5:00 pm **3keyscoach:** Will post transcript in moment. Recap will be posted next week before we meet again #kaizenblog
- 5:00 pm **alchemize:** Brdiges makes distinction between Change and Transition. Chage is stuff that happens, transition is psychological. #kaizenblog
- 5:00 pm **CASUDI:** Isn't trans a subset of change?RT@alchemize Is it change we need to focus on or transformation? #kaizenblog

- 5:00 pm **huperniketes:** Maybe make change small steps. RT @3keyscoach: RT @ken_rosen: 1 reason is small=nimble. So chg=oppty to leapfrog estab cos #kaizenblog
- 5:01 pm **pamklioufis:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 5:01 pm **3keyscoach:** Main part of chat is over. After party starts...NOW! (I can stick around for about 15 min) #kaizenblog
- 5:01 pm **huperniketes:** RT @RichBecker: A3 It's becoming easier to be the content publisher than it is to guide clients toward becoming marketing-content publishers #kaizenblog
- 5:01 pm **LauraLCrum:** thanks @ConversationAge @debmorello @ken_rosen @CASUDI @ambercleveland @pushingvision @TanjaZieg for an interesting hour. #kaizenblog
- 5:01 pm **3keyscoach:** RT @alchemize: Bridges makes distinction betwn Change and Transition. Chage is stuff that happens, transition is psychological. #kaizenblog
- 5:01 pm **huperniketes:** RT @pushingvision: @3keyscoach Discvred #kaizen @ 4 yrs ago, but keep getting distracted from its essence. Realizing return to simplicity is impt. #kaizenblog
- 5:01 pm **debmorello:** @3keyscoach @conversationage Thank you for another great #kaizenblog chat! Good to meet you new peeps and great seeing everyone!
- 5:01 pm **LauraLCrum:** @3keyscoach thanks for the thoughts. :) #kaizenblog
- 5:01 pm **3keyscoach:** RT @CASUDI: Isnt trans a subset of change?RT@alchemize Is it change we need to focus on or transformation? #kaizenblog
- 5:02 pm **ConversationAge:** And partner with others for scale and possibility - we need each other to make stuff happen #kaizenblog
- 5:02 pm **huperniketes:** RT @ConversationAge: @writerchanelle it's the epic struggle of "I know best" and "I can learn" and "there's no time" :) #kaizenblog - experienced it as leader
- 5:02 pm **MaryAnnHalford:** @pushingvision intermixing is good policy! #kaizenblog
- 5:02 pm **huperniketes:** RT @ArtseyC: Kai = change, zen = good. Term coined by Masaaki Imai refers to breaking down the complex into simpler components. #kaizenblog
- 5:02 pm **signsalesman:** im babysteppin :-)) #kaizenblog
- 5:02 pm **3keyscoach:** @debmorello @LauraLCrum Thank you both for contributing to chat! #kaizenblog
- 5:03 pm **TanjaZieg:** I love this chat! #kaizenblog Always interesting!!
- 5:03 pm **MaryAnnHalford:** RT @3keyscoach: Be4 we end, want 2 give Valeria (@ConversationAge) a big THANK YOU 4 founding this chat! Pls don't be stranger! #kaizenblog

- 5:04 pm **alchemize:** [.@ambercleveland](#): yes important differences change vs. transformation . The latter takes us from status quo to elevated state [#kaizenblog](#)
- 5:04 pm **CASUDI:** [@ConversationAge](#) TY TY TY TY [#kaizenblog](#) THE BEST.
- 5:04 pm **3keyscoach:** [@TanjaZieg](#) Tanja, we love getting that kind of feedback. We try to keep nothing sacred (except mutual respect) [#kaizenblog](#)
- 5:04 pm **LoisMarketing:** [@CASUDI](#) Is change a bit like driving that Ferrari, riding the FerrariWorld roller coaster or following Alonso?? Ha! [#kaizenblog](#) Thx for msg
- 5:04 pm **3keyscoach:** RT [@ConversationAge](#): And partner with others for scale and possibility - we need each other to make stuff happen [#kaizenblog](#)
- 5:04 pm **huperniketes:** I'm 13 minutes behind the [#kaizenblog](#) stream, so the biggest thanks to [@ConversationAge](#) for starting the group, and [@3KeysCoach](#) for keepg it
- 5:05 pm **ambercleveland:** Great follows [@ken_rosen](#) [@3keyscoach](#) [@TanjaZieg](#) [@Huperniketes](#) [@LauraLCrum](#) [@pushingvision](#) [@ConversationAge](#) [@debmorello](#) [#kaizenblog](#) [#FF](#)
- 5:05 pm **3keyscoach:** RT [@alchemize](#): [.@ambercleveland](#): yes important diff's chg vs. transformation Latter takes us from status quo to elevated state [#kaizenblog](#)
- 5:05 pm **debmorello:** Thank you for convo and RTs today :) [@3keyscoach](#) [@LauraLCrum](#) [@ken_rosen](#) [@CASUDI](#) [@ambercleveland](#) [@WriterChanelle](#) [@pprothe](#) [#kaizenblog](#)
- 5:05 pm **terylworster:** RT [@LoisMarketing](#): [#kaizenblog](#) True entrepreneurs -- we "free" and "creative" spirits -- should welcome change and the opportunity to grow. Remain open to it.
- 5:05 pm **LoisMarketing:** RT [@TanjaZieg](#): I love this chat! [#kaizenblog](#) Always interesting!! >> I agree! Always fun to throw a new perspective and idea in the mix!
- 5:05 pm **TanjaZieg:** [@3keyscoach](#) It's inspiring to hear viewpoints that differ from our own! I love good back-and-forth conversation! [#kaizenblog](#)
- 5:06 pm **3keyscoach:** RT [@ambercleveland](#): Great follows [@ken_rosen](#) [@3keyscoach](#) [@TanjaZieg](#) [@Huperniketes](#) [@LauraLCrum](#) [@pushingvision](#) [@ConversationAge](#) [@debmorello](#) [#kaizenblog](#) [#FF](#)
- 5:06 pm **alchemize:** exactly. RT [@artseyc](#): [@alchemize](#) Focus on making the change or transformation an improvement. [#kaizenblog](#)
- 5:07 pm **TanjaZieg:** [@lauralcrum](#) Likewise!! Always good conversation here at [#kaizenblog](#).
- 5:07 pm **3keyscoach:** This chat works because all of us are willing to explore ideas & converse w/ 1 another. Much appreciated! [#kaizenblog](#)
- 5:07 pm **BlakeGroup:** TY to [@3keyscoach](#) [@ConversationAge](#) for great [#Kaizenblog](#)! hello to [@LoisMarketing](#) [@CASUDI](#) + everyone!! Happy Halloween!

- 5:07 pm **3keyscoach:** @TanjaZieg The back-and-forth is something that @ConversationAge & I have fostered. #kaizenblog
- 5:08 pm **3keyscoach:** Please reach out to 1 another offline too. Rich connections to be explored! #kaizenblog
- 5:09 pm **ambercleland:** Thx Elli! RT @3keyscoach: This chat works b/c all of us are willing to explore ideas & converse w/ 1 another. Much appreciated! #kaizenblog
- 5:10 pm **3keyscoach:** @ambercleland You're welcome but I think I should be thanking you. You 1 good example of why chat is working well! #FF #kaizenblog
- 5:10 pm **3keyscoach:** Okay...off to get transcript #kaizenblog
- 5:10 pm **ArtseyC:** @huperniketes Planning dispels fears. Change should start with knowing the desired outcome & finding the change to create it. #kaizenblog
- 5:11 pm **BlakeGroup:** TY! to @ambercleland (great tweets!) Also to @mikulaja. See you all at another #kaizenblog!
- 5:13 pm **huperniketes:** @LoisMarketing Chaordic orgs aren't hung up on specific rules & processes, but values and skill. Adapt quicker. #rightshifting #kaizenblog
- 5:14 pm **OutreachGeek:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 5:16 pm **huperniketes:** @pushingvision Agreed. Proper managing is key. Help ppl adapt by being confident in consequences of adaptation. #kaizenblog
- 5:18 pm **ArtseyC:** @pushingvision Have you an #ASQ nearby? (should be "American Society for Process Improvement") #kaizenblog
- 5:20 pm **AwesomelySimple:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 5:22 pm **3keyscoach:** Today's transcript: <http://bit.ly/aMkWh1> 521 tweets, 40 participants! Thank you, everyone! #kaizenblog
- 5:23 pm **huperniketes:** @ArtseyC But outcome isn't always as planned when others involved, thus more fear. Better 2 plan to be prepared for adapting. #kaizenblog
- 5:23 pm **TanjaZieg:** Friday is the best day for #kaizenblog! I always come away from it with renewed enthusiasm! What a way to end the week!
- 5:28 pm **ThePRCoach:** Great #blogging tips: #Blog Expert Series: Get Your Readers Begging For More! #kaizenblog <http://bit.ly/CHBY27>
- 5:30 pm **alchemize:** .@pprothe Kotter has excellent ideas in Buy-In: Saving Your Good Idea from Getting Shot Down. Worth reading <http://ht.ly/31BGF> #kaizenblog
- 5:34 pm **ArtseyC:** @Huperniketes All stakeholders in the outcome should be involved/represented in planning, process, & adjustments. #kaizenblog

- 5:44 pm **jimhunt:** RT @vocus: "Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them" #kaizenblog...
- 5:48 pm **francespurrier:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 5:48 pm **ArtseyC:** @3keyscoach Thanks for RTs & convo on #kaizenblog - great chat, much appreciated.
- 5:49 pm **Vision2Nations:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog
- 5:50 pm **ArtseyC:** @ambercleveland Thanks for the RT, Amber. Great #kaizenblog today, glad I got to join in for a bit.
- 5:51 pm **ArtseyC:** @alchemize Thanks for RTs & convo in #kaizenblog, Linda. Good to meet you.
- 5:54 pm **ArtseyC:** @debmorello thanks for RTs in #kaizenblog today, Deb. Hope things are going well for you.
- 6:03 pm **mzayfert:** RT @ItStartsWithUs: @ConversationAge @mzayfert @3keyscoach Yep. Let your people tell stories about what they're involved in. Spreads better that way #kaizenblog
- 6:16 pm **LoisMarketing:** @Huperniketes Thanks for your insights today. Nice to meet you! #kaizenblog
- 6:16 pm **LoisMarketing:** @BlakeGroup Happy Halloween to you also! Thanks as always for a great chat today. #kaizenblog
- 7:16 pm **ken_rosen:** Thx to you Debbie! RT @debmorello: Thank you for convo and RTs today :) @3keyscoach @LauraLCrum @ken_rosen @CASUDI #kaizenblog
- 7:20 pm **CASUDI:** <http://bit.ly/bzdLTB> #FF to all the participants of todays #kaizenblog to all 83 contributors who generated over 600 micro bites of INFO.
- 7:24 pm **ken_rosen:** Ah yes.Key distinction. Best cycle:forced chg>ideas>planned chg? ;-) RT @CASUDI: @ken_rosen FORCED chg-not planned #kaizenblog @mikulaja
- 7:27 pm **alchemize:** RT @casudi: <http://bit.ly/bzdLTB> #FF to all the participants of todays #kaizenblog who generated over 600 micro bites of INFO.
- 9:50 pm **seefincoaching:** @3keyscoach Thank you Elli - I had to leave the chat early - but there was a great buzz today on #kaizenblog
- 9:57 pm **GetResults:** @ambercleveland Thanks, Amber, maybe, but more likely in 2 wks. #kaizenblog
- 10:21 pm **Shouldice:** RT @vocus: "Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them" #kaizenblog @ConversationAge
- 11:10 pm **COSCF0:** #FF: #leadershipchat and #kaizenblog Aces @3keyscoach @ConversationAge @LisaPetrilli @swoodruff

11:45 pm **solete:** @mikulaja did you end up doing #kaizenblog ? i was out all day & just got home now. how was it?

October 30, 2010

12:07 am **3keyscoach:** @seefincoaching Elaine, that buzz is there every week! I'm privileged to facilitate such an awesome convos w/ smart #kaizenblog community!

12:21 am **3keyscoach:** @ken_rosen Good to hear! Hope to see you again next week! #kaizenblog

12:43 am **mikulaja:** @solete I did attend #kaizenblog today, I enjoyed it. It's hard when it's at 11a though, I always have other stuff I should be doing.

9:00 am **marketingisus:** Thanks Valeria! Passing the Baton <http://bit.ly/9yLzYr> via @conversationage #kaizenblog

10:09 am **JaciPrendergast:** RT @3keyscoach: RT @TanjaZieg: RT @ambercleveland: Dont use others actions as an excuse for your own - be yourself, not a reaction to others #kaizenblog

12:45 pm **3keyscoach:** Is It So Hard To Be Kind? #kaizenblog recap <http://bit.ly/birbri> Missed discussion? Add your 2 cents to recap

1:43 pm **PaulSchwend:** RT @ConversationAge: Remember that it can be very simple: people want to be *heard*, they want to matter, show them you see them #kaizenblog

2:19 pm **BlakeGroup:** @LoisMarketing Happy Halloween to you too--great seeing you on #kaizenblog; love your comments and insights!

2:55 pm **signalsalesman:** RT @marketingisus: Thanks Valeria! Passing the Baton <http://bit.ly/9yLzYr> via @conversationage #kaizenblog