



Transcript from December 16, 2010 to December 17, 2010

All times are Pacific Time

December 16, 2010

- 2:05 pm **wilsonellis:** Thank you, Elli RT @3keyscoach: #kaizenblog recap-"Marketing Solar System: Marketing Integration and Customer Care" <http://bit.ly/hcdVIT>
- 3:54 pm **CoCreatr:** @sourcePOV #smcat master meet @3keyscoach, chat master black belt for #kaizenblog. She uses cool transcript tools.
- 4:02 pm **Stress_Coaching:** #kaizenblog recap-"Marketing Solar System: Marketing Integration and Customer Care" <http://bit.ly/hcdVIT> (via @3keyscoach)
- 4:57 pm **3keyscoach:** Join us for #kaizenblog this Fri at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #SMB
- 4:57 pm **3keyscoach:** Framing post for #kaizenblog "Could Kaizen Improve You and Your Business?" <http://bit.ly/eUA3qb> #SME #smallbiz
- 5:03 pm **LoisMarketing:** RT @3keyscoach: Framing post for #kaizenblog "Could Kaizen Improve You and Your Business?" <http://bit.ly/eUA3qb> #SME #smallbiz
- 5:41 pm **ThePRCoach:** Good #Blogging tips: Varying Story Structures: #PR Needs More Than Vanilla #blog #kaizenblog <http://bit.ly/hPPAC7>
- 6:58 pm **jgombita:** Thnx, but was my #kaizenblog mate @parissab who found it @Terry_Foster! Unlocking the Mayor Badge of Meaninglessness <http://s.hbr.org/f2XJtV>
- 7:32 pm **jgombita:** RT @3keyscoach: Framing post for [tomorrow's] #kaizenblog "Could Kaizen Improve You and Your Business?" <http://bit.ly/eUA3qb>

December 17, 2010

- 2:20 am **3keyscoach:** @LoisMarketing @jgombita Thanks for sharing framing post for tomorrow's #kaizenblog chat. Seemed good time to stop & catch everyone up :)
- 2:22 am **3keyscoach:** @Stress_Coaching Also thanks for RT'ing #kaizenblog recap about Marketing Solar System. Was fascinating chat!

- 2:30 am **3keyscoach:** @sanchezjb You're welcome for #kaizenblog reminder. Love having you w us! Also add so much to convo!
- 2:30 am **3keyscoach:** @RichBecker You're welcome, Rich. And thanks for compliment! Appreciate hearing that #kaizenblog is valuable! :)
- 3:39 am **MaryAnnHalford:** @3keyscoach Wish I could be joining one of the great weekly chats #kaizenblog - more often - check it out at noon on Fridays
- 3:41 am **3keyscoach:** THX!! RT @MaryAnnHalford Wish I could be joining one of the great weekly chats #kaizenblog - more often - check it out at noon on Fridays
- 4:09 am **3keyscoach:** @sourcePOV Pls consider yourself invited to join in #kaizenblog on (any) Fri at 12pm. Tomorrow's topic: What Can Kaizen Do For Your Business
- 4:28 am **3keyscoach:** Join us for #kaizenblog this Fri at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #smallbiz
- 4:34 am **3keyscoach:** Framing post for #kaizenblog "Could Kaizen Improve You and Your Business? <http://bit.ly/eUA3qb> #SME #smallbiz
- 4:45 am **3keyscoach:** Just a quick reminder to @LauraLCrum @BCoehlo2000 @dc2fla @andrewmueller Will you be able to join in #kaizenblog?
- 4:56 am **sourcepov:** @3keyscoach Awesome, Elli, thanks. I'll put it on my calendar & attend as I can. #kaizenblog sounds great!
- 6:18 am **CoCreatr:** @sourcePOV I attended a few #kaizenblog. Be assured the firehose moderated by @3keyscoach is delicious to sip from.
- 10:32 am **TanjaZieg:** RT @3keyscoach: Join us for #kaizenblog this Fri at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #smallbiz
- 1:15 pm **dc2fla:** Good Morning @3keyscoach! Working around a conference call to join you in #kaizenblog.
- 1:56 pm **3keyscoach:** Join us for #kaizenblog TODAY at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #SMB #smallbusiness
- 1:56 pm **parissab:** RT @3keyscoach: Join us for #kaizenblog TODAY at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #SMB #smallbusiness
- 2:00 pm **3keyscoach:** Framing post for today's #kaizenblog "Could Kaizen Improve You and Your Business? <http://bit.ly/eUA3qb> #SME #smallbiz
- 2:00 pm **heidicohen:** RT @3keyscoach: @sourcePOV Pls join in #kaizenblog on) Fri at 12pm. Topic: What Can Kaizen Do For Your Business
- 2:22 pm **kgombita:** Already thinking about today's #kaizenblog chat @3keyscoach @LoisMarketing. Wondering if we should look back for best, as well as forward?
- 3:25 pm **ambercleveland:** RT @tanjazieg: RT @3keyscoach: Join us for #kaizenblog this Fri at 12pm ET Topic: What Can Kaizen Do For Your Business #SME #smallbiz

- 4:31 pm **3keyscoach:** In 30 min, today's #kaizenblog Topic: What Can Kaizen Do For Your Business #SME #SMB #smallbusiness Framing post-> <http://bit.ly/eUA3qb>
- 4:35 pm **IrishSmiley:** RT @3keyscoach: NOW #kaizenblog Topic: What Can Kaizen Do For Your Business #SME #SMB #smallbusiness Framing post <http://bit.ly/eUA3qb>
- 4:39 pm **LoisMarketing:** RT @3keyscoach: In less than 30 min, today's #kaizenblog Topic: What Can Kaizen Do For Your Business <http://bit.ly/eUA3qb>
- 4:40 pm **ambercleveland:** RT @3keyscoach: Framing post for #kaizenblog "Could Kaizen Improve You and Your Business? <http://bit.ly/eUA3qb> #SME #smallbiz chat 12p ET
- 4:43 pm **kgombita:** @NealSchaffer thnx for Happy #FF. Hope you have time for today's #kaizenblog "Could Kaizen Improve You & Your Business? <http://bit.ly/eUA3qb>
- 5:03 pm **3keyscoach:** Hello everyone and welcome to #kaizenblog
- 5:03 pm **3keyscoach:** Who's here today? #kaizenblog
- 5:03 pm **3keyscoach:** Today's topic: What Can Kaizen Do For Your Business? #kaizenblog
- 5:04 pm **TanjaZieg:** I'm here! RT @3keyscoach: Who's here today? #kaizenblog
- 5:05 pm **3keyscoach:** @TanjaZieg Hello Tanja! How are things w/ you this week? #kaizenblog
- 5:06 pm **RustiAnn:** RT @3keyscoach: Who's here today? #kaizenblog>>hello Elli, I enjoyed my first #kaizenblog experience & the framing post, so I'm back :)
- 5:06 pm **kgombita:** Everyone should have (or put) some #kaizenblog in his or her week. I'm here, with kaizen bells on. :-) #kaizenblog
- 5:06 pm **3keyscoach:** @RustiAnn Hello there! I'm so glad you came back! #kaizenblog
- 5:07 pm **TanjaZieg:** @3keyscoach Things are pretty good here, thanks! A little cold, but that's to be expected (northern WI in December) LOL #kaizenblog
- 5:07 pm **3keyscoach:** Today's topic was inspired by @ambercleveland. She wanted to know more about kaizen. #kaizenblog
- 5:07 pm **LoisMarketing:** Hi everyone in #kaizenblog and Happy Holidays!
- 5:07 pm **3keyscoach:** We're going to start 1st question in about 2 minutes... #kaizenblog
- 5:08 pm **shashib:** RT @3keyscoach: We're going to start 1st question in about 2 minutes... #kaizenblog
- 5:08 pm **3keyscoach:** @TanjaZieg It's been very cold for December here in Boston. Feels great today! It's 32F/0C #kaizenblog
- 5:08 pm **3keyscoach:** @kgombita Hiya Judy! Love the kaizen bells! LOL #kaizenblog
- 5:09 pm **3keyscoach:** Well, we'll catch up everyone as we go along! Let's start... #kaizenblog

- 5:09 pm **sanchezjb:** Kaizen within the enterprise sounds great but can be challenging to implement b/c resources (ppl & time) are needed. #kaizenblog
- 5:09 pm **3keyscoach:** This chat uses critical thinking in how we approach topics. 1 part of kaizen. Hope is U take topic convo w/ U & apply to Ur biz #kaizenblog
- 5:10 pm **3keyscoach:** @sanchezjb Hello Joe! You've been missed! #kaizenblog
- 5:10 pm **3keyscoach:** RT @sanchezjb: Kaizen w/in the enterprise sounds great but can be challenging to implement b/c resources (ppl & time) are needed #kaizenblog
- 5:11 pm **pprothe:** Good morning #kaizenblog - late by glad to be here as usual!
- 5:11 pm **sanchezjb:** Maintaining & growing an enterprise kaizen initiative requires seeing biz value from it & recognition for ppl involved. #kaizenblog
- 5:11 pm **ArtseyC:** @3keyscoach @TanjaZieg #kaizenblog Hi, y'all. I'm in a meeting, on my phone, so I'll be lurking. =)
- 5:11 pm **3keyscoach:** So basic definition of kaizen is that it centers on continuous, incremental improvement of biz processes in org #kaizenblog
- 5:11 pm **TanjaZieg:** Hi Amy!! RT @ArtseyC: @3keyscoach @TanjaZieg #kaizenblog Hi, y'all. I'm in a meeting, on my phone, so I'll be lurking. =)
- 5:11 pm **jgombita:** @sanchezjb are you sure you aren't thinking of Six Sigma? #kaizenblog
- 5:12 pm **3keyscoach:** Q1 What role does continuous improvement play in your organization? #kaizenblog
- 5:12 pm **davidmcgraw:** RT @pprothe: Good morning #kaizenblog - late by glad to be here as usual! <-Me too ;-) #kaizenblog
- 5:12 pm **3keyscoach:** Hello Patrick. Just started 1st question. Did you see framing post & introductory tweets for today's convo? #kaizenblog
- 5:12 pm **sanchezjb:** @3keyscoach Glad to be back! Great topic! #kaizenblog
- 5:12 pm **pprothe:** Continuous Improvement is baked into all we do - re evaluate, measure, recap and move forward #kaizenblog
- 5:12 pm **3keyscoach:** RT @jgombita: @sanchezjb are you sure you arent thinking of Six Sigma? #kaizenblog
- 5:12 pm **pprothe:** @3keyscoach Hi - I just did - thanks! #kaizenblog
- 5:13 pm **3keyscoach:** @davidmcgraw Hi David! #kaizenblog
- 5:13 pm **3keyscoach:** Examples? RT @pprothe: Continuous Improvement is baked into all we do - re evaluate, measure, recap and move forward #kaizenblog
- 5:13 pm **sanchezjb:** @jgombita Positive. Kaizen: Continuous improvement. However, Six Sigma faces similar challenges w/one difference... #kaizenblog

- 5:14 pm **3keyscoach:** @ambercleveland All the way from France on vacation! Now that's dedication. Thx for RT's! #kaizenblog
- 5:14 pm **jgombita:** @3keyscoach @sanchezjb a friend who worked for a major Cdn. bank was trained to be a Six Sigma Black Belt, then trainer. 1/2 #kaizenblog
- 5:15 pm **3keyscoach:** @ArtseyC Lurk away! #kaizenblog
- 5:15 pm **3keyscoach:** RT @sanchezjb @jgombita Positive. Kaizen: Continuous improvement. However, Six Sigma faces similar challenges w/ 1 difference... #kaizenblog
- 5:15 pm **LoisMarketing:** #kaizenblog -- Just as you work your abs, ABB -- "Always Become Better"
- 5:15 pm **pprothe:** There's a balance between implementing Six Sigma, repeatable processes and messiness of creative innovation - need room 4 both #kaizenblog
- 5:16 pm **sanchezjb:** Kaizen can b undertaken (initially) as informal initiative in the enterprise. Six Sigma cannot b/c of enterprise linkages. #kaizenblog
- 5:16 pm **3keyscoach:** RT @LoisMarketing: #kaizenblog -- Just as you work your abs, ABB -- "Always Become Better" #kaizenblog
- 5:16 pm **TanjaZieg:** Kai = change Zen = good (for the better) And it needs to be continuous. And it's little things that make a big difference. #kaizenblog
- 5:16 pm **jgombita:** @3keyscoach @sanchezjb bank invested TON of money into SS training him/others, but in-house didn't take b/c of challenges. 2/2 #kaizenblog
- 5:16 pm **sanchezjb:** RT @3keyscoach @ambercleveland All the way frm France on vacation! Now that's dedication. Thx for RT's! #kaizenblog < Go Amber!
- 5:16 pm **parissab:** late for #kaizenblog
- 5:17 pm **3keyscoach:** RT @pprothe Balance btwn implementing Six Sigma, repeatable processes and messiness of creative innovation - need room 4 both #kaizenblog
- 5:17 pm **3keyscoach:** @jgombita What sort of challenges? #kaizenblog
- 5:17 pm **LoisMarketing:** #kaizenblog Q1 Must recognize that it is a continual process.
- 5:17 pm **jgombita:** @pprothe Six Sigma focuses on costs involved in all of the business processes & procedures, rather than intellectual creativity. #kaizenblog
- 5:18 pm **sanchezjb:** RT @jgombita ...Bank invested TON of money into SS training him/others, but in-house didn't take b/c of challenges... #kaizenblog
- 5:18 pm **shashib:** RT @3keyscoach: RT @pprothe Balance btwn implementing Six Sigma, repeatable processes and messiness of creative innovation - need room 4 both #kaizenblog

- 5:18 pm **jgombita:** @3keyscoach the various departments really didn't want to undertake Six Sigma's rigorous process. Little buy-in, so hard to do! #kaizenblog
- 5:19 pm **3keyscoach:** Kaizen favors combo of short & long-term thinking Q2 How does shift from ST thinking to LT thinking happen in real life? #kaizenblog
- 5:19 pm **pprothe:** @jgombita Exactly. But I've also seen an intense focus on six sigma squash innovation, creativity. It's a balance #kaizenblog
- 5:19 pm **jgombita:** My intro to kaizen was a keynote speaker at an @iabc conference. Japanese company was moving into producing bread machines. 1/2 #kaizenblog
- 5:19 pm **davidmcgraw:** Requires a shift in ones mindset from quick fixes to incremental improvements that build on each other #kaizenblog
- 5:19 pm **parissab:** a2 when it's obvious you're throwing good money after bad in a bandaid macgyver way #kaizenblog
- 5:20 pm **sanchezjb:** @jgombita @3keyscoach Have heard of similar stories. 6Sigma requires formal enterprise investment upfront. Kaizen not so. #kaizenblog
- 5:20 pm **3keyscoach:** RT @jgombita @3keyscoach Various departments rily didnt want 2 undertake 6 Sigmas rigorous process Little buy-in, so hard 2 do! #kaizenblog
- 5:20 pm **3keyscoach:** RT @pprothe: @jgombita Exactly. But Ive also seen an intense focus on six sigma squash innovation, creativity. Its a balance #kaizenblog
- 5:20 pm **3keyscoach:** RT @parissab: a2 when its obvious youre throwing good money after bad in a bandaid macgyver way #kaizenblog
- 5:20 pm **jgombita:** But first the engineers were sent to work in a bakery, learning how to "feel" and make bread from scratch. Loved that story! 2/2 #kaizenblog
- 5:20 pm **3keyscoach:** RT @davidmcgraw: Requires a shift in ones mindset from quick fixes to incremental improvements that build on each other #kaizenblog
- 5:20 pm **TanjaZieg:** RT @davidmcgraw: Requires a shift in ones mindset from quick fixes to incremental improvements that build on each other #kaizenblog
- 5:21 pm **3keyscoach:** Would you all say that kaizen uses less rigorous process? Would that make it easier to implement? #kaizenblog
- 5:21 pm **davidmcgraw:** my connection is sketchy at best...perhaps a sign I need to listen and not speak :-) #kaizenblog
- 5:21 pm **TanjaZieg:** RT @LoisMarketing: #kaizenblog Q1 Must recognize that it is a continual process.
- 5:21 pm **sanchezjb:** A kaizen initiative can begin w/an informal Cmty of Practice focusing on a business function or process. #kaizenblog
- 5:21 pm **pprothe:** RE: Q2 - you have to make room for long-term thinking - too easy to focus short term; Must be conscious #kaizenblog

- 5:21 pm **3keyscoach:** @jgombita Terrific story! Thanks #kaizenblog
- 5:22 pm **parissab:** six sigma is too theoretical kaizen seems to be a more human real sort of process improvement because it's okay to be creative #kaizenblog
- 5:22 pm **3keyscoach:** @davidmcgraw Hang in there! And jump in when you can! Bummer about your connection #kaizenblog
- 5:22 pm **3keyscoach:** @pprothe Love your point about being conscious. That can be tough in day to day operations. People get busy #kaizenblog
- 5:23 pm **3keyscoach:** RT @pprothe: RE: Q2 - you have to make room for long-term thinking - too easy to focus short term; Must be conscious #kaizenblog
- 5:23 pm **davidmcgraw:** Story reminds me of what I love about the TV show "Undercover Boss" RT @3keyscoach: @jgombita Terrific story! Thanks #kaizenblog
- 5:23 pm **pprothe:** @3keyscoach RE: Examples - via our yearly planning, monthly dashboards showing Yr on Yr, recaps of initiatives, continual review #kaizenblog
- 5:23 pm **3keyscoach:** RT @parissab: six sigma is too theoretical kaizen seems 2 B more human real sort of process imprvmnt b/c its okay 2 B creative #kaizenblog
- 5:23 pm **jgombita:** @parissab agreed. Believe Six Sigma is more scientific (my friend loved his training, btw); kaizen is more organic. #kaizenblog
- 5:23 pm **3keyscoach:** RT @pprothe RE: Examples - via our yearly planning, monthly dashboards showing Yr on Yr, recaps of initiatives, continual review #kaizenblog
- 5:23 pm **LoisMarketing:** #kaizenblog Q2 With realization that it is a never-ending process, achievement of one goal must be benchmark for reaching next goal
- 5:24 pm **parissab:** most people "get" six sigma but it's hard to make part of your dna #kaizenblog
- 5:24 pm **sanchezjb:** Making an informal kaizen grp's recommendations actionable is when that informal grp may bcome a formal one. Need 2b prepared. #kaizenblog
- 5:24 pm **3keyscoach:** RT @LoisMarketing Q2 W/ realization that it is never-ending process, achievement of 1 goal must B benchmark 4 reaching nxt goal #kaizenblog
- 5:24 pm **davidmcgraw:** @pprothe How do you handle impatience and instant gratification desires? #kaizenblog
- 5:25 pm **3keyscoach:** RT @parissab: most people "get" six sigma but its hard to make part of your dna #kaizenblog
- 5:25 pm **RustiAnn:** There is a conflict - sm "experts"=don't just say "good job"- add value. Sometimes all ppl want to say is I came, I saw, I liked #kaizenblog

- 5:26 pm **parissab:** RT @sanchezjb: Making an informal kaizen grp's recommendations actionable is when that informal grp may bcome a formal one. Need 2b prepared. #kaizenblog
- 5:26 pm **3keyscoach:** RT @sanchezjb Making informal kaizen grps recommendations actionable is when informal grp may bcome formal 1. Need 2b prepared. #kaizenblog
- 5:26 pm **sanchezjb:** @parissab One of the criticisms of 6Sigma is that it may stifle #innovation. Some good case studies about this on the web. #kaizenblog
- 5:26 pm **kgombita:** @3keyscoach @LoisMarketing wouldn't part of benchmarking in kaizen be to compare current practices with past years & compare? #kaizenblog
- 5:26 pm **WriterChanelle:** TweetDeck is being slow on me. Hi #kaizenblog and #HFChat
- 5:26 pm **3keyscoach:** @RustiAnn Can you say more about this conflict. Very interesting.... #kaizenblog
- 5:26 pm **LaurieDesAutels:** RT @WriterChanelle: TweetDeck is being slow on me. Hi #kaizenblog and #HFChat
- 5:26 pm **TanjaZieg:** I think "human" is the key element in kaizen! Remembering that, when all is said and done, you are dealing with PEOPLE.. #kaizenblog
- 5:26 pm **3keyscoach:** @WriterChanelle Hi there! #kaizenblog
- 5:27 pm **davidmcgraw:** @RustiAnn An expert is someone who knows all the answers but does not practice his own advice #kaizenblog
- 5:27 pm **3keyscoach:** Okay...let's stay w/ kaizen for today. Could Six Sigma be a topic for another day? #kaizenblog
- 5:27 pm **parissab:** @sanchezjb also too much psych distance for people when you hear "six sigma" too engineer-y #innovation #kaizenblog
- 5:27 pm **WriterChanelle:** @3keyscoach Hello hello #kaizenblog
- 5:27 pm **sanchezjb:** RT @loismarketing #kaizenblog Q2 W/realization that it is a never-ending process, achievement of 1 goal must b benchmark 4 reaching nxt goal
- 5:27 pm **pprothe:** @davidmcgraw Impatience can be tough but we're not moving slow by any means. In fact, faster all the time but in a measured way #kaizenblog
- 5:28 pm **kgombita:** RT @RustiAnn: a conflict - sm "experts"=dont just say "good job"- add value. Sometimes all ppl want to say: I came, saw & liked. #kaizenblog
- 5:28 pm **RustiAnn:** @davidmcgraw lol, sorry ppl, that went to the wrong chat. #kaizenblog
- 5:28 pm **3keyscoach:** Q3 When would it not be appropriate for an organization to use kaizen? #kaizenblog
- 5:29 pm **davidmcgraw:** @RustiAnn Ha! Multitasking I see :-) #kaizenblog

- 5:29 pm **3keyscoach:** @RustiAnn Oops! :) #kaizenblog
- 5:30 pm **RustiAnn:** RT @davidmcgraw: @RustiAnn Ha! Multitasking I see :-) #kaizenblog >>yes, but not doing it well :)
- 5:30 pm **jgombita:** A3. Something that has requirements dictated by a third-party. e.g., audited financial statements. Not really kaizen friendly! #kaizenblog
- 5:30 pm **davidmcgraw:** @pprothe Are we moving too fast to pay attention to what we need? #kaizenblog
- 5:30 pm **shashib:** RT @3keyscoach: Q3 When would it not be appropriate for an organization to use kaizen? #kaizenblog
- 5:31 pm **parissab:** existential! RT @davidmcgraw: @pprothe Are we moving too fast to pay attention to what we need? #kaizenblog
- 5:32 pm **3keyscoach:** RT @jgombita A3. Something that has req'mnts dictated by 3rd-party e.g. audited financial statements Not really kaizen friendly! #kaizenblog
- 5:32 pm **jgombita:** @davidmcgraw @pprothe moving too fast, plus assuming that new ways will always be an improvement. #kaizenblog
- 5:32 pm **TanjaZieg:** The first step is looking at your biz, determine what adds value/what does not. I think every biz needs to take this step. #kaizenblog
- 5:32 pm **3keyscoach:** RT @davidmcgraw: @pprothe Are we moving too fast to pay attention to what we need? c: @parissab Love when we get existential! #kaizenblog
- 5:33 pm **3keyscoach:** Reinventing wheel? RT @jgombita @davidmcgraw @pprothe moving too fast, plus assuming that new ways will always be an improvement #kaizenblog
- 5:34 pm **3keyscoach:** RT @TanjaZieg 1st step is looking at Ur biz, determine what adds value/what does not. I think every biz needs 2 take this step. #kaizenblog
- 5:34 pm **sanchezjb:** Kaizen can & should b linked to other enterprise disciplines like #riskmgmt, #km, & #changemgmt / #changeldrshp. #kaizenblog
- 5:34 pm **parissab:** RT @sanchezjb: Kaizen can & should b linked to other enterprise disciplines like #riskmgmt, #km, & #changemgmt / #changeldrshp. #kaizenblog
- 5:35 pm **jyi:** We applaud loudly for shiny things (short-term gains), but under-celebrate everyday (kaizen) progress ... yawn. #kaizenblog
- 5:35 pm **davidmcgraw:** Reinvention: An author wrote a communication book. Almost finish, he researched history of communication. To his surprise, 1/2 #kaizenblog
- 5:35 pm **3keyscoach:** @jgombita Thinking about your 3rd party example...could one modify use of kaizen in such an org? #kaizenblog
- 5:35 pm **3keyscoach:** RT @sanchezjb: Kaizen can & should b linked to other enterprise disciplines like #riskmgmt, #km, & #changemgmt / #changeldrshp. #kaizenblog

- 5:35 pm **pprothe:** Re: Moving too fast? I think it depends on who you ask, can be individual perspective. Overall, thinks there's decent balance #Kaizenblog
- 5:35 pm **jgombita:** @3keyscoach definitely! In volunteer capacity, saw it re: association chapter's website. Redone 4x in 7 yrs! "Make work project" #kaizenblog
- 5:35 pm **3keyscoach:** LOL RT @jyi: We applaud loudly for shiny things (short-term gains), but under-celebrate everyday (kaizen) progress ... yawn. #kaizenblog
- 5:36 pm **pprothe:** I've previously worked in a company that was moving so fast they didn't think; just did - completely diff. experience. #kaizenblog
- 5:36 pm **davidmcgraw:** All the eye opening original thought he was proud of, was the same as Plato/Aristotle (many others) had been teaching. 2/2 #kaizenblog
- 5:37 pm **3keyscoach:** @jgombita Saw similar process in similar circumstances. Sometimes defining identity of org can be supported by kaizen #kaizenblog
- 5:37 pm **parissab:** @pprothe no charm or benefit in moving quicker than light #kaizenblog
- 5:37 pm **pprothe:** At this company, equated to taking off in a 747 while the engines were still being bolted on. #kaizenblog
- 5:37 pm **jyi:** @pprothe That sounds more like reactionary behavior, not strategic planning. #kaizenblog
- 5:37 pm **jgombita:** @3keyscoach really a departmental issue. Interesting, USA is moving away from "tick-box accounting" to international standards. #kaizenblog
- 5:37 pm **parissab:** RT @jyi: @pprothe That sounds more like reactionary behavior, not strategic planning. #kaizenblog
- 5:37 pm **3keyscoach:** @davidmcgraw Yup! Very little is new under the sun. But...the conversation still has value if keeps coming up. #kaizenblog
- 5:38 pm **pprothe:** completely reactive RT @jyi: @pprothe That sounds more like reactionary behavior, not strategic planning. #kaizenblog
- 5:38 pm **jgombita:** @parissab you have such a delightfully kaizen way with words.... #kaizenblog
- 5:38 pm **3keyscoach:** RT @jgombita really a departmental issue. Interesting, USA is moving away from "tick-box accounting" to international standards. #kaizenblog
- 5:38 pm **parissab:** you make a girl blush! RT @jgombita: @parissab you have such a delightfully kaizen way with words.... #kaizenblog
- 5:38 pm **davidmcgraw:** @pprothe I've worked in those environments...fun and exciting....not sure we ever delivered our potential #kaizenblog
- 5:38 pm **TanjaZieg:** In order for kaizen to really be most effective, it should be practiced by EVERYONE in the organization. #kaizenblog

- 5:38 pm **pprothe:** Nor is that sustainable! RT @parissab: @pprothe no charm or benefit in moving quicker than light #kaizenblog
- 5:39 pm **parissab:** and professionally/businesswise immature RT @pprothe: Nor is that sustainable! no charm or benefit in moving quicker than light #kaizenblog
- 5:39 pm **jyi:** @TanjaZieg Agree. Yet, unrealistic to expect "investment" behavior if you fail to earn buy-in from "everyone". #kaizenblog
- 5:39 pm **3keyscoach:** Essential! RT @TanjaZieg: In order for kaizen to really be most effective, should be practiced by EVERYONE in the organization #kaizenblog
- 5:40 pm **davidmcgraw:** @3keyscoach we have the answers we need...we just need to slow down and allow ourselves to find them...we are our own expert #kaizenblog
- 5:40 pm **3keyscoach:** Q4 How could the incremental nature of kaizen allow orgs to slack off? #kaizenblog
- 5:40 pm **jgombita:** @3keyscoach 1 article: http://www.usatoday.com/money/companies/regulation/2009-01-05-international-accounting-rule-switch_N.htm #kaizenblog
- 5:40 pm **parissab:** @3keyscoach a4 it's mistaken for business as usual... needs a critical eye #kaizenblog
- 5:41 pm **3keyscoach:** RT @davidmcgraw @3keyscoach we have answers we need...we just need 2 slow down & allow ourselves 2 find them...we are own expert #kaizenblog
- 5:41 pm **3keyscoach:** RT @parissab: @3keyscoach a4 its mistaken for business as usual... needs a critical eye #kaizenblog
- 5:41 pm **TanjaZieg:** IMO, kaizen is a process whereby once started.... it can have a snowball effect. #kaizenblog
- 5:41 pm **pprothe:** @parissab The business in question=still not doing well; in fact = been in decline for 5 years; intense employee dissatisfaction #kaizenblog
- 5:41 pm **davidmcgraw:** RT @parissab: @pprothe no charm or benefit in moving quicker than light <<--beautiful visual imagery #kaizenblog
- 5:42 pm **3keyscoach:** @davidmcgraw And sometimes we need a good conversation w/ group, mentor, peers or coach to discover what we know #kaizenblog
- 5:42 pm **jgombita:** @3keyscoach @TanjaZieg I wonder if any HR departments incorporate the company's kaizen focus into hiring practices. #kaizenblog
- 5:42 pm **parissab:** @davidmcgraw thank you #kaizenblog
- 5:42 pm **jyi:** Kaizen always makes me think of being a invited to breakfast. It's different commitment if you are a chicken or a pig. #kaizenblog
- 5:42 pm **parissab:** RT @jyi: Kaizen always makes me think of being a invited to breakfast. It's different commitment if you are a chicken or a pig. #kaizenblog

- 5:42 pm **3keyscoach:** @TanjaZieg Tell us more about snowball effect? Couldn't focus be at risk since it's long term process? #kaizenblog
- 5:43 pm **3keyscoach:** RT @jyi Kaizen always makes me think of being a invited to breakfast. Its different commitment if you are a chicken or a pig. #kaizenblog
- 5:43 pm **TanjaZieg:** RT @3keyscoach: RT @davidmcgraw @3keyscoach we have answr.. just need 2 slow down/allow ourselves 2 find them...we r own expert #kaizenblog
- 5:43 pm **3keyscoach:** @jyi Tell us more about the chicken and the pig? :) #kaizenblog
- 5:44 pm **jgombita:** @jyi I need to think on your tweet more. #kaizenblog
- 5:44 pm **davidmcgraw:** @3keyscoach exactly...that's why I coach. I love helping people and companies find their own answers #kaizenblog
- 5:44 pm **parissab:** the chicken doesn't die but the pig does #kaizenblog
- 5:44 pm **davidmcgraw:** RT @3keyscoach: @jyi Tell us more about the chicken and the pig? :) <--Ye please #kaizenblog
- 5:45 pm **jyi:** @3keyscoach Chickens contribute eggs (short-term), pigs are ... shall we say... all in! #mmbacon #kaizenblog #truecommitment
- 5:45 pm **TanjaZieg:** well, in my opinion ... it's contagious. Like laughing. Once someone starts, it catches on w/othrs around you. #kaizenblog
- 5:45 pm **parissab:** cleverRT @jyi: @3keyscoach Chickens contribute eggs (short-term), pigs are ... shall we say... all in! #mmbacon #kaizenblog #truecommitment
- 5:45 pm **3keyscoach:** @jyi I'm slow...what's connection to kaizen? #kaizenblog
- 5:46 pm **davidmcgraw:** @jyi Stellar HT use! #WinnerWinnerChickenDinner #kaizenblog
- 5:46 pm **jyi:** When we ask people to contribute, we need to understand what we are truly asking of them. What do they bring to the table. #kaizenblog
- 5:46 pm **3keyscoach:** @TanjaZieg Specially if top execs/owner are all in #kaizenblog
- 5:46 pm **jgombita:** @jyi @3keyscoach does that make pigs more kaizen-friendly than chickens? #kaizenblog
- 5:47 pm **jyi:** Thank you! Judy 2 Judy! :-) RT @jgombita: @jyi I need to think on your tweet more. #kaizenblog
- 5:47 pm **sanchezjb:** @parissab Unless chicken omlettes are being served. Then it's Lose - Lose for both parties. :) #kaizenblog
- 5:47 pm **parissab:** true! RT @sanchezjb: @parissab Unless chicken omlettes are being served. Then it's Lose - Lose for both parties. :) #kaizenblog
- 5:47 pm **3keyscoach:** @jgombita @jyi Kaizen allows for both short-term and long-term to co-exist. Otherwise, how would you know if improving? #kaizenblog

- 5:48 pm **pprothe:** RT @sanchezjb: @parissab Unless chicken omlettes are being served. Then it's Lose - Lose for both parties. :) #kaizenblog
- 5:48 pm **3keyscoach:** RT @jyi: When we ask people to contribute, we need to understand what we are truly asking of them. What do they bring to table. #kaizenblog
- 5:48 pm **davidmcgraw:** RT @jyi: When we ask people to contribute, we need to understand what we are truly asking of them <-Ask for full commitment #kaizenblog
- 5:48 pm **3keyscoach:** Q5 What would happen if you applied more kaizen to your business/work? (Be as specific if you can) #kaizenblog
- 5:49 pm **jgombita:** @sanchezjb @parissab LOL! Make it a ham omlette to really be Lose-Lose! #kaizenblog
- 5:49 pm **3keyscoach:** @davidmcgraw @jyi So would kaizen be more about inviting everyone to engage in learning process? #kaizenblog
- 5:49 pm **jyi:** I didn't birth the metaphor but I've always loved it, too! RT @davidmcgraw: @jyi Stellar HT use! #WinnerWinnerChickenDinner #kaizenblog
- 5:49 pm **davidmcgraw:** RT @TanjaZieg: IMO, its contagious. Like laughing. Once someone starts, it catches on w/others around you. #kaizenblog
- 5:49 pm **jgombita:** @jgombita sorry, I meant chicken and ham..... #kaizenblog
- 5:50 pm **sanchezjb:** RT @3keyscoachRT @jyi When we ask ppl 2 contribute, we need 2 understand what we r..asking of them. What do they bring to table. #kaizenblog
- 5:50 pm **jyi:** RT @davidmcgraw: RT @TanjaZieg: IMO, its contagious. Like laughing. Once someone starts, it catches on w/others around you. #kaizenblog
- 5:50 pm **3keyscoach:** We have about 10 more minutes to main part of convo. As always, you're welcome to stay for "afterparty" and keep chatting #kaizenblog
- 5:50 pm **sanchezjb:** @jgombita @parissab Even better! :) Thank you. #kaizenblog
- 5:51 pm **jyi:** @3keyscoach @davidmcgraw I think so. The beauty of kaizen is it requires and encourages buy-in. #kaizenblog
- 5:51 pm **3keyscoach:** @jyi @davidmcgraw Love that metaphor story too. Really illustrates when one is fully committed to action #kaizenblog
- 5:51 pm **davidmcgraw:** @jgombita Admit it, you enjoy ham-n-egging it? :-) #kaizenblog
- 5:52 pm **3keyscoach:** RT @jyi: @3keyscoach @davidmcgraw I think so. The beauty of kaizen is it requires and encourages buy-in. #kaizenblog
- 5:52 pm **sanchezjb:** RT @3keyscoach RT @jyi When we ask ppl to contribute, we need to understand what we are truly asking of them. #kaizenblog < #Chgldrshp link!

- 5:52 pm **CASUDI:** @3keyscoach WHAT I am I missing ~ chickens and pigs on #kaizenblog
- 5:52 pm **parissab:** must jump off... thank you #kaizenblog
- 5:52 pm **jgombita:** I find where the concept of kaizen can fall down is when a "rewards" component gets built in. Then it can become competitive. #kaizenblog
- 5:53 pm **jyi:** Ha ha... now you're egging her on! RT @davidmcgraw: @jgombita Admit it, you enjoy ham-n-egging it? :-)
#kaizenblog
- 5:53 pm **TanjaZieg:** Everyone contributes something different. That's the beauty of it. Keep an open mind to changes we haven't even thot of yet. #kaizenblog
- 5:53 pm **3keyscoach:** @CASUDI Where have you been?! Yes, we've got chicken and pigs. It all started w/ convo based on kaizen and...
#kaizenblog
- 5:53 pm **davidmcgraw:** RT @CASUDI: @3keyscoach WHAT I am I missing ~ chickens and pigs <<-We are sharing metaphor recipes :-)
#kaizenblog
- 5:53 pm **jyi:** @jgombita What's wrong with competition? #kaizenblog
- 5:53 pm **pprothe:** Since reading Switch, keep coming back to framework (Direct Rider, Movtivate eleph., shape path) for fueling Kaizen processes #kaizenblog
- 5:54 pm **jgombita:** @davidmcgraw to be honest, I simply fell asleep at the tweet wheel, thinking the omelette eggs and ham were an equal sacrifice. #kaizenblog
- 5:54 pm **3keyscoach:** @parissab Thanks for participating. Love having you. You have heart of poet. Have fab weekend! #kaizenblog
- 5:54 pm **3keyscoach:** It's all in one's mindset if pos/neg RT @jyi: @jgombita Whats wrong with competition? #kaizenblog
- 5:54 pm **3keyscoach:** @pprothe Love that book! Have you read Drive by Dan Pink? #kaizenblog
- 5:55 pm **davidmcgraw:** @pprothe Agreed. Switch provides an excellent framework #kaizenblog
- 5:55 pm **jyi:** I got Tabasco RT @davidmcgraw: RT @CASUDI: @3keyscoach WHAT I am I missing: chickens & pigs <-We are sharing metaphor recipes #kaizenblog
- 5:55 pm **jgombita:** @jyi saw it happen. Company unexpected rewarded a staff member for suggesting cost savings. Later suggestions no \$\$\$. Resentment. #kaizenblog
- 5:56 pm **RichBecker:** A5 Applying more kaizen in orgs ensures the succession of proven processes beyond the knowledge base of the individual. #kaizenblog
- 5:56 pm **sanchezjb:** @3keyscoach @jyi @davidmcgraw Also, the org's adoption of kaizen can b varied depending on the org's capacity for change. #kaizenblog

- 5:56 pm **jyi:** @jgombita IMO, that's not fault of competition. That's failure in leadership. Accountability. #kaizenblog
- 5:56 pm **davidmcgraw:** @jgombita Personally, I prefer spinach, mushrooms, and swiss. (must be breakfast somewhere) #InSearchOfNewMetaphor #kaizenblog
- 5:56 pm **3keyscoach:** RT @pprothe Since reading Switch keep coming back 2 frmwrk (Direct Rider, Motivate eleph., shape path) 4 fueling Kaizen processes #kaizenblog
- 5:56 pm **jgombita:** @3keyscoach @jyi a competition when someone (higher up) is "judging" who is making the most valuable contributions. Subjective? #kaizenblog
- 5:56 pm **jyi:** @pprothe I gotta read that book... keeps crossing my path too many times. #kaizenblog
- 5:56 pm **pprothe:** I haven't but want to. Owe Switch rec. to @conversationage RT @3keyscoach: @pprothe Love that book! Have U rd Drive by Dan Pink? #kaizenblog
- 5:57 pm **3keyscoach:** RT @RichBecker: A5 Applying more kaizen in orgs ensures succession of proven processes beyond the knowledge base of individual. #kaizenblog
- 5:57 pm **3keyscoach:** Must read! RT @jyi: @pprothe I gotta read that book... keeps crossing my path too many times. #kaizenblog
- 5:57 pm **davidmcgraw:** @sanchezjb @3keyscoach @jyi Meet the person/org where they are and move to action from that point. #kaizenblog
- 5:57 pm **pprothe:** Do - Switch is incredibly actionable RT @jyi: @pprothe I gotta read that book... keeps crossing my path too many times. #kaizenblog
- 5:58 pm **TanjaZieg:** Yes. Kids love it when the adults participate in the games! RT @3keyscoach: @TanjaZieg Specially if top execs/owner are all in #kaizenblog
- 5:58 pm **3keyscoach:** @davidmcgraw @jgombita Breakfast being served by our West Coast kaizenbloggers :) #kaizenblog
- 5:58 pm **jgombita:** @jyi possibly. But do you think a competition-based kaizen concept works best in terms of real buy-in as to concept? #kaizenblog
- 5:58 pm **3keyscoach:** 2 minutes to end of main part of chat. Thank you all for making this interesting convo. Thank you, lurkers, for listening! #kaizenblog
- 5:59 pm **jgombita:** @davidmcgraw "no animals hurt in the making of my omellete!" :-)) #kaizenblog
- 5:59 pm **3keyscoach:** Next week's chat will focus on most interesting ideas of 2010. This way you can do some homework. LOL #kaizenblog
- 6:00 pm **davidmcgraw:** @3keyscoach @jyi @pprothe Read DragonFly Effect as well. SM Marketing book, Read with intention to use as framework for action #kaizenblog
- 6:00 pm **jgombita:** Must dash. Thanks, everyone. Love this chat. Thinking onwards.... #kaizenblog

- 6:00 pm **jyi:** @jgombita I love competition, so I'm biased. Intrinsic in competition is progress and measurement. Keeps us moving, engaged. #kaizenblog
- 6:00 pm **3keyscoach:** Looking for volunteer to write framing post for next week's chat. Would you like to do it? #kaizenblog
- 6:00 pm **davidmcgraw:** @jgombita Enjoy breakfast #kaizenblog
- 6:00 pm **3keyscoach:** @davidmcgraw @3keyscoach @jyi @pprothe That's the 2nd reference this week to that book. Hmmmm.... #kaizenblog
- 6:01 pm **3keyscoach:** @jgombita Thanks, Judy! Delighted you're thinking about convo! #kaizenblog
- 6:01 pm **TanjaZieg:** I think it inhibits "ownership". RT @jgombita: @jyi do u think a competition-based concept works best in terms of real buy-in? #kaizenblog
- 6:01 pm **3keyscoach:** Will post transcript later today if wthashtag cooperates. Been having some difficulty lately. #kaizenblog
- 6:02 pm **3keyscoach:** Recap will be posted next week on my site. #kaizenblog
- 6:03 pm **TanjaZieg:** Thanks for another fun hour!! RT @3keyscoach: Recap will be posted next week on my site. #kaizenblog
- 6:03 pm **jyi:** @TanjaZieg I can see that happening. Competition has many forms cf @3keyscoach cc @jgombita #kaizenblog
- 6:03 pm **3keyscoach:** Main part of chat has ended. Thank you again for your participation! This conversation works because of you! #kaizenblog
- 6:04 pm **3keyscoach:** @TanjaZieg You're welcome, Tanja! #kaizenblog
- 6:04 pm **jyi:** RT @davidmcgraw: @3keyscoach @jyi @pprothe Read DragonFly Effect as well. SM Marketing book, Read with intention to use as framework for action #kaizenblog
- 6:04 pm **davidmcgraw:** Thanks for another wonderful chat. Anyone else hungry? Bye now. #kaizenblog
- 6:04 pm **3keyscoach:** @jyi @TanjaZieg @3keyscoach @jgombita Maybe competition could be topic for this chat? #kaizenblog
- 6:05 pm **Stress_Coaching:** RT @3keyscoach: Looking for volunteer to write framing post for next week's chat. Would you like to do it? #kaizenblog
- 6:05 pm **jyi:** @pprothe Thanks for the rec. You tipped it, will order today. #kaizenblog @3keyscoach
- 6:05 pm **jyi:** Interesting! RT @3keyscoach: @jyi @TanjaZieg @3keyscoach @jgombita Maybe competition could be topic for this chat? #kaizenblog
- 6:05 pm **3keyscoach:** @davidmcgraw Thanks for joining in even with lousy connection! Have great weekend! #kaizenblog
- 6:05 pm **TanjaZieg:** @3keyscoach yes, as it applies to internal competition. I think that would be great topic for #kaizenblog!
- 6:06 pm **3keyscoach:** @Stress_Coaching Catherine! Were you able to "listen" in on convo today? Thanks for RT! #kaizenblog

- 6:06 pm **3keyscoach:** @TanjaZieg Hmm...ideas are percolating as we speak. Maybe even tie into internal politicking? #kaizenblog
- 6:07 pm **TanjaZieg:** cf is what? RT @jyi: @TanjaZieg I can see that happening. Competition has many forms cf @3keyscoach cc @jgombita #kaizenblog
- 6:08 pm **jyi:** @3keyscoach Good thinking! Personal agendas are commonly what makes things go wonky... #kaizenblog
- 6:08 pm **3keyscoach:** And now I have a craving for omelette. LOL #kaizenblog
- 6:08 pm **davidmcgraw:** @3keyscoach This is quickly becoming one of my favorite chats. Have a great weekend. #kaizenblog
- 6:09 pm **TanjaZieg:** @3keyscoach haha! Good idea, although THAT discussion will def extend past 1 hour! #kaizenblog
- 6:09 pm **3keyscoach:** Yes...and how do we participate? RT @jyi: @3keyscoach Good thinking! Personal agendas are commonly what makes things go wonky... #kaizenblog
- 6:10 pm **jyi:** @TanjaZieg Opps, me reaching way back into shorthand. "cf" latin, meant to mean "in reference to" or "compare/consult" #kaizenblog
- 6:10 pm **TanjaZieg:** @davidmcgraw It is definitely MY fav. Hope you can join us again! #kaizenblog
- 6:11 pm **TanjaZieg:** @jyi Thanks! #kaizenblog
- 6:11 pm **3keyscoach:** @TanjaZieg I'd say so! And it does fit all orgs and industries. Would fit this group nicely. :) #kaizenblog
- 6:11 pm **3keyscoach:** Awesome! RT @davidmcgraw: @3keyscoach This is quickly becoming one of my favorite chats. Have a great weekend. #kaizenblog
- 6:12 pm **TanjaZieg:** @3keyscoach I agree totally. Also will be 1 of those "back and forth" discussion we love so much. #kaizenblog
- 6:13 pm **3keyscoach:** YES!!! RT @TanjaZieg: @3keyscoach I agree totally. Also will be 1 of those "back and forth" discussion we love so much. #kaizenblog
- 6:13 pm **jyi:** It sucks you in, don't it!? :-)RT @davidmcgraw: @3keyscoach This is quickly becoming one of my favorite chats. #kaizenblog
- 6:13 pm **3keyscoach:** @jyi @TanjaZieg File that under "Learn Something New Everyday" Thanks for explaining #kaizenblog
- 6:14 pm **3keyscoach:** Thanks a million to @ambercleveland for suggesting topic of kaizen. Good to stop & review underpinning of this convo #FF #kaizenblog
- 6:15 pm **3keyscoach:** @jyi @davidmcgraw Bwah-ha-ha-ha! I love engaging people's minds (and hearts!) #kaizenblog
- 6:15 pm **jyi:** I wonder if she's thinking of us while in Paris!? :-) RT @3keyscoach: Thanks to @ambercleveland for suggesting topic of kaizen. #kaizenblog

- 6:15 pm **TanjaZieg:** I learn new every #kaizenblog chat! LOVE it! RT @3keyscoach: @jyi @TanjaZieg File that under "Learn Something New Everyday"
- 6:16 pm **3keyscoach:** @jyi @3keyscoach She is! @ambercleveland was good enough to take time to RT today's topic. #kaizenblog
- 6:16 pm **3keyscoach:** @TanjaZieg @jyi Me too! And I get to host this! Sweet! :-D #kaizenblog
- 6:17 pm **3keyscoach:** All right, everyone. Must go see about that transcript... #kaizenblog
- 6:17 pm **TanjaZieg:** You do an awesome job. RT @3keyscoach: @TanjaZieg @jyi Me too! And I get to host this! Sweet! :-D #kaizenblog
- 6:18 pm **sourcepov:** @3keyscoach so sorry I missed #kaizenblog today, just now freeing up.*scrolling thru stream*
- 6:23 pm **3keyscoach:** @sourcepov Schedules are like that! We're here every Friday (w/ very occasional cancellations) #kaizenblog
- 6:24 pm **3keyscoach:** @TanjaZieg Thank you for compliment! Deeply appreciate it! #kaizenblog
- 6:24 pm **sourcepov:** @pprothe @conversationage @3keyscoach Agree, Switch is a great book on change. 3/8th's Kotter's complexity (less to remember)! #kaizenblog
- 6:25 pm **jyi:** @3keyscoach Always a great Friday chat. Thanks for providing great forum! <3, just us chickens #kaizenblog
- 6:26 pm **3keyscoach:** @sourcepov @pprothe @conversationage Some it reminds me of my cognitive-behavioral training as well. #kaizenblog
- 6:26 pm **3keyscoach:** @jyi Cluck, cluck! LOL #kaizenblog
- 6:27 pm **3keyscoach:** All right, once again, wthashtag is not letting me get on their site. Look for transcript later. :(#kaizenblog
- 6:29 pm **3keyscoach:** Bye for now! Happy Friday to everyone! #kaizenblog
- 6:32 pm **TanjaZieg:** "Learn something new/enhance your knowledge.. , all the time, is considered ?continuous improvement", or "kaizen". #kaizenblog
- 6:33 pm **TanjaZieg:** 'bye all! Have a great weekend!! #kaizenblog
- 6:45 pm **andrewmueller:** @3keyscoach So sorry I would have loved to make #Kaizenblog
- 7:40 pm **pprothe:** @3keyscoach The more I dive into cognitive behavior, brain science, the more fascinated I get. cc @sourcepov @conversationage #kaizenblog
- 7:42 pm **LauraLCrum:** @3keyscoach I hope you have a great holiday and I look forward to great #Kaizenblog convos when I get back. :)
- 7:59 pm **sourcepov:** @pprothe unplugging for now, but look fwd to further convo on cognitive science & human learning cc: #ecosys #lrnchat #ideachat #kaizenblog
- 8:50 pm **kgombita:** @sanchezjb @davidmcgraw @parissab agreed. Another fabulous #kaizenblog. (Love the idea of a future chat about "competition" @3keyscoach!)

8:52 pm **jgombita:** @TanjaZieg I agree. Especially as so often the competition is covert (and sometimes nasty). #kaizenblog

9:02 pm **davidmcgraw:** .@3keyscoach @jyi @pprothe U might be interested in this post I wrote about using Fascinate in coaching <http://ow.ly/3r3u1> #kaizenblog

9:57 pm **ambercleveland:** I'm sure I missed a great one today @3keyscoach @LoisMarketing @sanchezjb @jyi but I was thinking of you #kaizenblog chat

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