Innochat

T-shaped people and culture for collaborative innovation

Times shown in: Eastern Standard Time and Coordinated Universal Time

Between 2017 Jan 05 11:45 and 2017 Jan 05 13:15
16 people sent 289 messages containing #innochat

Produced by holosoft — Twitter chat transcripts and archives for events — Follow @holosoft

<table>
<thead>
<tr>
<th>Time</th>
<th>Username</th>
<th>Tweet/Message</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:56:21</td>
<td>Chen Mingi</td>
<td>RT @JohnWLewis: Join us for #innochat, starting in a few minutes.</td>
</tr>
<tr>
<td>11:57:35</td>
<td>Ken Gordon</td>
<td>#innochat... it's almost that time...</td>
</tr>
<tr>
<td>11:58:51</td>
<td>John W Lewis</td>
<td>@chen_mingi Thank you for your RTs. Are you able to join us for #innochat today?</td>
</tr>
<tr>
<td>12:00:00</td>
<td>John W Lewis</td>
<td>Welcome to #innochat!</td>
</tr>
<tr>
<td>12:00:06</td>
<td>Chris Jones</td>
<td>Used a spot of WD40 to my &quot;T&quot; key, in preparation for today's #innochat, starting now.</td>
</tr>
<tr>
<td>12:00:36</td>
<td>John W Lewis</td>
<td>#innochat is starting now. Our topic, &quot;T-shaped people and culture for collaborative innovation&quot;, is framed here: <a href="https://t.co/A0KmhXW39K">https://t.co/A0KmhXW39K</a></td>
</tr>
<tr>
<td>12:01:18</td>
<td>Ken Gordon</td>
<td>@JohnWLewis T-power! #innochat</td>
</tr>
<tr>
<td>12:01:19</td>
<td>John W Lewis</td>
<td>So, @quickmuse, are T-shaped people in Boston mostly to be found underground? ;-) #innochat <a href="https://t.co/bcQIOoPNqY">https://t.co/bcQIOoPNqY</a></td>
</tr>
<tr>
<td>12:01:41</td>
<td>Ken Gordon</td>
<td>@sourcePOV Spot of &quot;T.&quot; #innochat</td>
</tr>
<tr>
<td>12:01:54</td>
<td>Chris Jones</td>
<td>Chris Jones here, Charlotte NC US, instigator &amp; connector of dots. Thx for saving me a seat at #innochat, on the collaborative power of &quot;T&quot;</td>
</tr>
<tr>
<td>12:02:06</td>
<td>John W Lewis</td>
<td>@quickmuse Haha! Isn’t/wasn’t there a pop group called T-pow or similar? ;-) #innochat</td>
</tr>
<tr>
<td>12:02:52</td>
<td>Ken Gordon</td>
<td>@JohnWLewis No. #innochat</td>
</tr>
<tr>
<td>12:03:35</td>
<td>Chris Jones</td>
<td>Hey Ken, John &amp; Ari, great to see u guys again, always a pleasure to join the #innochat crew !!! @JohnWLewis... <a href="https://t.co/4MipjMCu7R">https://t.co/4MipjMCu7R</a></td>
</tr>
<tr>
<td>12:03:35</td>
<td>John W Lewis</td>
<td>@sourcePOV Hello Chris! Great to see you here, your book The DNA of Collaboration is a great source of inspiration for innovation. #innochat</td>
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<tr>
<td>12:03:36</td>
<td>Ken Gordon</td>
<td>@JohnWLewis I think you mean... this? <a href="https://t.co/BYIsQqTvBJ">https://t.co/BYIsQqTvBJ</a> #innochat</td>
</tr>
<tr>
<td>12:04:35</td>
<td>John W Lewis</td>
<td>@quickmuse Thanks, yes! Similar at least. #innochat</td>
</tr>
<tr>
<td>Time</td>
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<td>Tweet</td>
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<tr>
<td>12:04:38</td>
<td>Renee Hopkins</td>
<td>@Renee_Hopkins Hello! I'm joining from chilly, windy Asheville, NC. Still representing for @TheBIF, even though I'm not in Providence anymore! #innochat</td>
</tr>
<tr>
<td>12:04:45</td>
<td>Ken Gordon</td>
<td>@sourcePOV @JohnWLewis @ariyares Greetings, Chris #innochat</td>
</tr>
<tr>
<td>12:05:04</td>
<td>DNA of Collaboration</td>
<td>@collabdna Very nice of you to say so!! Definitely keeping a lookout for collaborative topics, on both Twitter (&amp; now Medium)... <a href="https://t.co/rNNk08IqFu">https://t.co/rNNk08IqFu</a></td>
</tr>
<tr>
<td>12:05:54</td>
<td>John W Lewis</td>
<td>@JohnWLewis In the hot seat again for #innochat, I'm based in Devon, UK, interested in strategic innovation, and consider myself T-shaped! #innochat</td>
</tr>
<tr>
<td>12:05:55</td>
<td>Chris Jones</td>
<td>@sourcePOV Oh gosh Renee, you are just up the road!! Great to see you online again #innochat <a href="https://t.co/ETqWNiNYri">https://t.co/ETqWNiNYri</a></td>
</tr>
<tr>
<td>12:06:01</td>
<td>Jorge Barba</td>
<td>@jorgebarba Greetings! #innochat</td>
</tr>
<tr>
<td>12:06:15</td>
<td>Peter Cook</td>
<td>@AcademyOfRock RT @JohnWLewis: #innochat is starting now. Our topic, &quot;T-shaped people and culture for collaborative innovation&quot;, is framed here: <a href="https://t">https://t</a>...</td>
</tr>
<tr>
<td>12:06:18</td>
<td>Renee Hopkins</td>
<td>@Renee_Hopkins I see you're back to the supplied-questions format, @johnwlewis ;) Not that there's anything wrong with that! #innochat</td>
</tr>
<tr>
<td>12:06:28</td>
<td>Chris Jones</td>
<td>@sourcePOV RT @JohnWLewis: In the hot seat again for #innochat, I'm based in Devon, UK, interested in strategic innovation, and consider myself T-shap...</td>
</tr>
<tr>
<td>12:06:34</td>
<td>Ken Gordon</td>
<td>@quickmuse @Renee_Hopkins @TheBIF Represent, Renee! #innochat</td>
</tr>
<tr>
<td>12:06:37</td>
<td>John W Lewis</td>
<td>@JohnWLewis @jorgebarba Jorge! Long time, no see. Happy New Year! #innochat</td>
</tr>
<tr>
<td>12:06:57</td>
<td>Peter Cook</td>
<td>@AcademyOfRock Afternoon all T Shapers #innochat</td>
</tr>
<tr>
<td>12:07:16</td>
<td>John W Lewis</td>
<td>@sourcePOV @Renee_Hopkins Presumably you two have met IRL at some point? #innochat</td>
</tr>
<tr>
<td>12:07:29</td>
<td>Ken Gordon</td>
<td>@quickmuse @AcademyOfRock Cheers, Peter! #innochat</td>
</tr>
<tr>
<td>12:07:30</td>
<td>Jorge Barba</td>
<td>@jorgebarba Likewise #innochat</td>
</tr>
<tr>
<td>12:07:40</td>
<td>John W Lewis</td>
<td>@AcademyOfRock Hello Peter! Great that you are strangely free. #innochat</td>
</tr>
<tr>
<td>12:07:49</td>
<td>Ken Gordon</td>
<td>@quickmuse @AcademyOfRock Time for a proper cup of T. #innochat Or something.</td>
</tr>
<tr>
<td>12:08:00</td>
<td>John W Lewis</td>
<td>@JohnWLewis Let's make a start ... #innochat</td>
</tr>
<tr>
<td>12:08:05</td>
<td>Chris Jones</td>
<td>@sourcePOV Lol, umm no, not yet, but it's a collaboration that dates back to the start of #smchat, when it spun out of... <a href="https://t.co/KPMvXydF5e">https://t.co/KPMvXydF5e</a></td>
</tr>
<tr>
<td>12:08:11</td>
<td>John W Lewis</td>
<td>@JohnWLewis Q1 What value does being T-shaped contribute to innovation? #innochat</td>
</tr>
<tr>
<td>12:08:37</td>
<td>Renee Hopkins</td>
<td>@Renee_Hopkins .@sourcePOV - I know we've talked on the phone....I don't think we've met IRL, have we? Sorry not to recall, if so! @johnwlewis #innochat</td>
</tr>
<tr>
<td>12:08:51</td>
<td>Saul Kaplan</td>
<td>@skap5 Base of the T is more fleeting than ever. #innochat</td>
</tr>
<tr>
<td>12:08:58</td>
<td>Peter Cook</td>
<td>@AcademyOfRock Hi John - Self employment is a good place for T-Shaped human development - head cook, bottleshower etc. #Innochat</td>
</tr>
</tbody>
</table>
Chris Jones @sourcePOV Oh gosh, well that's all of 2 hours away. We should definitely find a way to connect!! #innochat https://t.co/8FFzrRBPtC

Peter Cook @AcademyOfRock RT @JohnWLewis: Q1 What value does being T-shaped contribute to innovation? #innochat

Ari Yares @ariyares A1 it allows you to connect dots that might not otherwise seem connectable #innochat

Jorge Barba @jorgebarba A1 T-shaped, Generalists, Zero Gravity thinkers, bring various lenses to the table; diversity of thinking. Not one single frame #innochat

Peter Cook @AcademyOfRock @JohnWLewis For me, being T-Shaped makes you the ultimate agile employee #innochat #careerlongevity

Peter Cook @AcademyOfRock RT @ariyares: A1 it allows you to connect dots that might not otherwise seem connectable #innochat

Renee Hopkins @Renee_Hopkins A1. Diversity of approach, but most importantly diversity of knowledge base. More collisions, more creativity, innovation. #innochat

Jorge Barba @jorgebarba A1 Reinvention #innochat

Ken Gordon @quickmuse A1 “The polyglot is a freer man.” To speak many languages is to inhabit multiple perspectives. #innochat 1/2

John W Lewis @JohnWLewis @skap5 Hello Saul. Happy New Year! You know that we’d like you to elaborate on that! ;-) #innochat

Ari Yares @ariyares @AcademyOfRock @JohnWLewis it also makes you a “go to” person for putting out fires #innochat

Ken Gordon @quickmuse A1 To see things in several ways enables you to find new/different/better solutions. #innochat 2/2

Jorge Barba @jorgebarba RT @quickmuse: A1 “The polyglot is a freer man.” To speak many languages is to inhabit multiple perspectives. #innochat 1/2

IngeniousChiHuaHua @IngeniousChi RT @JohnWLewis: #innochat is starting now. Our topic, “T-shaped people and culture for collaborative innovation”, is framed here: https://t...

Ken Gordon @quickmuse A1 Innovation has different needs at different moments. T-shapers can and do play multiple necessary roles. #innochat

Jorge Barba @jorgebarba RT @quickmuse: A1 To see things in several ways enables you to find new/different/better solutions. #innochat 2/2

Chris Jones @sourcePOV A1. “T” model accommodates both broad & deep thinking. Not sure it’s well addressed in other models. Great inno frame imo #innochat

Peter Cook @AcademyOfRock @JohnWLewis Connectors in organisations are often T-Shaped - can speak several languages - design, marketing, money, ops etc. #innochat

Jorge Barba @jorgebarba A1 Mantra: there is no single way, there are many #innochat

Ken Gordon @quickmuse A1 Wish I spoke as many languages as @jorgebarba does. As well as he speaks ’em. #innochat

Renee Hopkins @Renee_Hopkins .@quickmuse mentioned BIF Summit RCUS (random collisions of unusual suspects). We attract T-shaped ppl, give them space to collide #innochat

Chris Jones @sourcePOV No @Renee_Hopkins not yet, just phone and emails. Let’s plan to connect while you’re in NC #innochat https://t.co/ppozkwKig7

Peter Cook @AcademyOfRock @Renee_Hopkins A1 - Yes, increasing the probability of innovation is partly a function of the number of collisions #innochat

Ken Gordon @quickmuse @_Continuum hires plenty of T-shaped people. Keeps things lively--and creative. #innochat
John W Lewis  
@JohnWLewis  
Hello Ari! Is that a good thing? #innochat  
https://t.co/lzQiH9oGrR  

Ari Yares  
@ariyares  
@AcademyOfRock @Renee_Hopkins having that mixture of specialist & 
generalist increases that #innochat  

Renee Hopkins  
@Renee_Hopkins  
@sourcePOV Sure! I'm going to Charlotte soon to connect with a few college 
friends (I went to college in Asheville, before Alabama #innochat  

Peter Cook  
@AcademyOfRock  
@quickmuse Afternoon Ken #innochat  

Peter Cook  
@AcademyOfRock  
RT @ariyares: @AcademyOfRock @JohnWLewis it also makes you a "go to" 
person for putting out fires #innochat  

Chris Jones  
@sourcePOV  
@Renee_Hopkins well that makes it even easier, link when you're planning 
to be here!! #innochat  

John W Lewis  
@JohnWLewis  
@Renee_Hopkins @sourcePOV Now you guys have no excuse! #innochat  
https://t.co/UUI89nrjvj  

Peter Cook  
@AcademyOfRock  
RT @ariyares: @AcademyOfRock @Renee_Hopkins having that mixture of 
specialist & generalist increases that #innochat  

Renee Hopkins  
@Renee_Hopkins  
That's a requirement for working there, right?! It is at @TheBIF! RT 
@quickmuse: @_Continuum hires plenty of T-shaped people. #innochat  

Ari Yares  
@ariyares  
@JohnWLewis it depends upon what the fires are and why they are 
happening. T-shapers might be good preventers, too #innochat  

Ken Gordon  
@quickmuse  
@AcademyOfRock Hi, Peter. #innochat Listening to this as I chat... 
https://t.co/mSeGZ0LuUx What's on yer soundtrack?  

Peter Cook  
@AcademyOfRock  
@quickmuse @sourcePOV How do you know? What does it 
look like on a resume? #innochat  
https://t.co/gdqryC62vI  

John W Lewis  
@JohnWLewis  
@Renee_Hopkins Good point, it may like 
everyone thinking that they are a 
good driver! It's a relative term. Different fonts? ;-) #innochat  

Renee Hopkins  
@Renee_Hopkins  
I see most of us are congratulating ourselves for being T-shaped people - is 
there anyone here who is not? #innochat  

John W Lewis  
@JohnWLewis  
@Renee_Hopkins Haha, imagining @TheBIF having a T-shaped template, 
like an airline cabin bag size checker! @quickmuse @__Continuum #innochat  

Jorge Barba  
@jorgebarba  
@quickmuse @__Continuum Ahhh yes! Brilliant thinking is rare but courage 
is in shorter supply #innochat  

Ari Yares  
@ariyares  
@Renee_Hopkins do conversations like this attract non-T-shapers? 
#innochat  

Chris Jones  
@sourcePOV  
Great question Renee. Was just mulling that. How do you know? What does it 
look like on a resume? #innochat https://t.co/gdqryC62vI  

John W Lewis  
@JohnWLewis  
@Renee_Hopkins Good point, it may like everyone thinking that they are a 
good driver! It's a relative term. Different fonts? ;-) #innochat  

Renee Hopkins  
@Renee_Hopkins  
Yep, we do! @JohnWLewis: Haha, imagining @TheBIF w T-shaped template, 
like an airline bag size checker! @quickmuse @__Continuum #innochat  

Chris Jones  
@sourcePOV  
Not to get ahead of Q3, re: identifying T-shapers :) #innochat  

Jorge Barba  
@jorgebarba  
@Renee_Hopkins My POV is non generalists tune out if they can't keep up, 
very rare that they want to keep at it #innochat  

Ken Gordon  
@quickmuse  
@jorgebarba @__Continuum Trick is: become so excellent that you can choose 
the work environment that best suits your shape. #innochat  

Peter Cook  
@AcademyOfRock  
@quickmuse Well, it has been George Michael of late, but another great T- 
Shaped person is Mr Prince #innochat https://t.co/jxUQsaC9qr
RT @quickmuse: @AcademyOfRock Hi, Peter. #innochat Listening to this as I chat... https://t.co/mSeGZoLuUX What's on yer soundtrack?

just checking in - agree with @sourcePOV - what does it look like/how do you identify yourself as T-shaped? (new term to me) #innochat

@Renee_Hopkins @TheBIF @_Continuum Indeed #innochat

@quickmuse @JohnWLewis Happy New Year to you, too! Got my fire helmet on today! #Innochat

@Gigi_Peterkin Hello Gigi! Happy New Year! Hoping you are well and looking forward to 2017. Let’s talk again soon. @sourcePOV #innochat

What about drawbacks of T-shaped people and value of non-T-shaped people? You have no Qs on those ideas. #innochat

@AcademyOfRock Best. Prince. Ever. #innochat

@Renee_Hopkins Apparently not - I often notice that about 5 - 7 people are called upon in orgs to do some of the things I do :-) #innochat

@Gigi_Peterkin @sourcePOV new term for me, too, but it resonated. Have backgrounds in multiple fields. #innochat

@JohnWLewis With practice one can become a shape shifter #innochat

@Renee_Hopkins That is true. I’ve assumed that a little knowledge is not a dangerous thing! #innochat

@quickmuse @jorgebarba @_Continuum With practice one can become a shape shifter #innochat

@Gigi_Peterkin Hello John and Happy New Year to you! looking forward to 2017 to be sure - look forward to reconnecting @sourcePOV #innochat

Interesting question is the value of legacy expertise in a rapidly changing world. #innochat

A2 If within org, you have to source outsiders. #innochat

@ariyares @JohnWLewis Only you can prevent forest fires. #innochat Only T?

@Gigi_Peterkin I believe the concept of T-shaped people was first put forward by Tim Brown of IDEO - https://t.co/WmmJaff5Rt #innochat

RT @skap5: Interesting question is the value of legacy expertise in a rapidly changing world. #innochat

A2 beg, borrow or steal people from outside the project #innochat

RT @JohnWLewis: Q2 How can we compensate for a shortage of T-shaped people? #innochat
This is a substantial point, Jorge. Generalists are often brought in from outside. #innochat https://t.co/s5ucn9pi6N

RT @quickmuse: @AcademyOfRock @jorgebarba @_Continuum "T" really stands for "temporary." It's but one shape of many. #innochat True innovat...

@AcademyOfRock He did like getting his picture snapped. #innochat

@AcademyOfRock A2. Is there a shortage of T-shapes? Maybe they're all hiding in their I-shaped corporate cultures. @JohnWLewis #innochat

@AcademyOfRock Agree, Gigi .. 2017 shaping up to be a good one. Much ahead, many plans in the works #innochat https://t.co/Czuf8fryLU

@jorgebarba The power of the outsider, aka Generalists, is not being tied down by old ideas / dogma #innochat

@quickmuse As they should be. Distance creates perspective. #innochat

@Gigi_Peterkin confession - listening to @thelindywest talking about the drawbacks of Twitter on NPR while participating in #innochat. fascinating

@AcademyOfRock Orgs DO NOT KNOW what to do w generalists! RT @JohnWLewis: Generalists are often brought in from outside. #innochat https://t.co/HeoG9hOrOa

@jorgebarba @JohnWLewis the challenge, though, is dealing with old ideas considered sacred when coming from outside #innochat

@JohnWLewis At PA Technology, we often referred to T-shaped people in mid-1980s. Maybe Tim B got it from us! @Gigi_Peterkin #innochat

@Renee_Hopkins @quickmuse How many poems do you have in your brain? Is it like a poetry jukebox in there?! @JohnWLewis #innochat

@Gigi_Peterkin @Renee_Hopkins @JohnWLewis SO TRUE! as a generalist who’s specialized in several areas I’m often a unicorn without a home. #innochat

@sourcePOV A2 .. only place I see "generalist" in a job description is in HR, and it doesn't seem to get much traction over the long haul #innochat

@sourcePOV Make it anyway! RT @JohnWLewis: @Renee_Hopkins @quickmuse And I was about to make a joke about FedEx! ;-) #innochat

@quickmuse Definitely. Consultants’ value is their generalism, but that’s poorly understood and they’re not good at describing it. #innochat
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<td>Peter Cook</td>
<td>RT @quickmuse: @AcademyOfRock He did like getting his picture snapped. #innochat</td>
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<tr>
<td>12:28:50</td>
<td>Jorge Barba</td>
<td>A2 In my experience, I find that Specialists are intimidated by Generalists; big obstacle! #innochat</td>
</tr>
<tr>
<td>12:29:02</td>
<td>Ken Gordon</td>
<td>@Renee_Hopkins @JohnWLewis Yeah, let's hear that joke. #innochat</td>
</tr>
<tr>
<td>12:29:04</td>
<td>John W Lewis</td>
<td>@Renee_Hopkins @quickmuse Well, I have to design it first! ;-) #innochat</td>
</tr>
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<td>12:29:17</td>
<td>Chris Jones</td>
<td>A2 .. guess we are hinting at an answer to my Q &gt;&gt; a T-shaped person is a generalist-specialist? As in, can they do it all ..? #innochat</td>
</tr>
<tr>
<td>12:29:24</td>
<td>Ken Gordon</td>
<td>@JohnWLewis @Renee_Hopkins This is gonna be funny. #innochat Or &quot;funny.&quot;</td>
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<tr>
<td>12:29:44</td>
<td>Renee Hopkins</td>
<td>.@quickmuse - Currently listening to this - <a href="https://t.co/xdfdr7WW7Jz">https://t.co/xdfdr7WW7Jz</a> #innochat</td>
</tr>
<tr>
<td>12:30:08</td>
<td>Ken Gordon</td>
<td>A2 Education! #innochat Teach the non-Ts different skills! Sign ‘em up for classes!</td>
</tr>
<tr>
<td>12:30:19</td>
<td>John W Lewis</td>
<td>@quickmuse @Renee_Hopkins Based on the text, it was going to be something about FedEx being better at tacking upwind. #innochat</td>
</tr>
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<td>12:30:21</td>
<td>Ken Gordon</td>
<td>A2 I think there are some secret T-shaped people out there. #innochat Talk to your employees about the concept.</td>
</tr>
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<td>12:31:23</td>
<td>John W Lewis</td>
<td>@sourcePOV Yes generalist-specialist, but not that they can do it all equally well. #innochat</td>
</tr>
<tr>
<td>12:31:25</td>
<td>Renee Hopkins</td>
<td>@sourcePOV I think that’s the basic idea - deep specialty w generalism. That combo also makes the Ts creative all by themselves. #innochat</td>
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<tr>
<td>12:31:34</td>
<td>John W Lewis</td>
<td>Getting behind with my Ps and Qs ... #innochat</td>
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<tr>
<td>12:31:54</td>
<td>Renee Hopkins</td>
<td>.@quickmuse Representing for the I-shaped people here - Ts can learn from them as well. Such as, how to focus! #innochat</td>
</tr>
<tr>
<td>12:31:58</td>
<td>John W Lewis</td>
<td>Q3 How can we identify, find, and attract T-shaped people? #innochat</td>
</tr>
<tr>
<td>12:32:03</td>
<td>John W Lewis</td>
<td>Or just peculiar? #innochat <a href="https://t.co/2MPOLXowQb">https://t.co/2MPOLXowQb</a></td>
</tr>
<tr>
<td>12:32:28</td>
<td>Gigi Peterkin</td>
<td>@sourcePOV NO ONE believes you when you say you can do it all. once you show them you can they become threatened. my experience. #innochat</td>
</tr>
<tr>
<td>12:32:33</td>
<td>Ken Gordon</td>
<td>@JohnWLewis @Renee_Hopkins Julian Barnes used the line in his novel &quot;Before She Met Me.&quot; Have you read it? #innochat <a href="https://t.co/OfouqgMF8Q">https://t.co/OfouqgMF8Q</a></td>
</tr>
<tr>
<td>12:32:54</td>
<td>Peter Cook</td>
<td>@Renee_Hopkins @sourcePOV I wonder how the T-Shaped person will stand up to the convergence of man / woman and machine? #innochat</td>
</tr>
<tr>
<td>12:33:04</td>
<td>Ari Yares</td>
<td>@sourcePOV as a senior manager, I’ve often felt that my role is to integrate being a generalist and a specialist #innocchat</td>
</tr>
<tr>
<td>12:33:38</td>
<td>Ken Gordon</td>
<td>@JohnWLewis A possibility. #innochat</td>
</tr>
<tr>
<td>12:33:48</td>
<td>Jorge Barba</td>
<td>@JohnWLewis A3 Look for Black Sheep, people who don't fit, restlessness, hungry minds, misfits #innochat</td>
</tr>
<tr>
<td>12:34:30</td>
<td>Peter Cook</td>
<td>@JohnWLewis A3 Attraction is problematic in companies that have chunked up work into tiny packets #innochat #jobdesign</td>
</tr>
</tbody>
</table>
| 12:34:34 | John W Lewis     | @Gigi_Peterkin @sourcePOV Yes: “jack of all trades, master of none”. But having a sound working knowledge of basics is valuable. #innochat
<table>
<thead>
<tr>
<th>Time</th>
<th>User</th>
<th>Text</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:34:35</td>
<td>Ken Gordon @quickmuse</td>
<td>@AcademyOfRock @Renee_Hopkins @sourcePOV A #womanchine? #innochat</td>
</tr>
<tr>
<td>12:34:48</td>
<td>Renee Hopkins @Renee_Hopkins</td>
<td>@quickmuse Haven't read that...which line? The DHL one or the poetry jukebox? @JohnWLewis #innochat</td>
</tr>
<tr>
<td>12:35:09</td>
<td>Ken Gordon @quickmuse</td>
<td>A3 Hang out in online forums, like, um, #innochat and listen carefully to what people say. You can spot T-people a mile away.</td>
</tr>
<tr>
<td>12:35:11</td>
<td>Ari Yares @ariyares</td>
<td>@AcademyOfRock @JohnWLewis Agreed. Organizational silos can make T-shapers frustrated and discouraged #innochat</td>
</tr>
<tr>
<td>12:35:14</td>
<td>Renee Hopkins @Renee_Hopkins</td>
<td>@AcademyOfRock Now you're just messing with my head! @sourcePOV #innochat</td>
</tr>
<tr>
<td>12:35:20</td>
<td>Jorge Barba @jorgebarba</td>
<td>.@Gigi_Peterkin @sourcePOV Also, in my experience, Specialists seem to think Generalists are not team players #innochat</td>
</tr>
<tr>
<td>12:35:37</td>
<td>Gigi Peterkin @Gigi_Peterkin</td>
<td>@JohnWLewis @sourcePOV perhaps. to become a &quot;Jack of all trades&quot; I've had to master many. I think that is often overlooked. #innochat</td>
</tr>
<tr>
<td>12:35:40</td>
<td>Peter Cook @AcademyOfRock</td>
<td>@quickmuse @Renee_Hopkins @sourcePOV It started with Kraftwerk <a href="https://t.co/C8K2BS5Ept">https://t.co/C8K2BS5Ept</a> #innochat</td>
</tr>
<tr>
<td>12:35:56</td>
<td>Ken Gordon @Renee_Hopkins</td>
<td>@Renee_Hopkins @JohnWLewis The Lawrence line. #innochat It's spoken by the boorish Martin Amis character. #innochat</td>
</tr>
<tr>
<td>12:36:13</td>
<td>Gigi Peterkin @Gigi_Peterkin</td>
<td>some of us process quickly and can master multiple areas of focus without specializing in any one. it's how we work. #innochat</td>
</tr>
<tr>
<td>12:36:17</td>
<td>Renee Hopkins @Renee_Hopkins</td>
<td>If you're looking for T-shaped people, or want to give your I-shapes a little T on top - come to #BIF2017! <a href="https://t.co/IAw14uzmjl">https://t.co/IAw14uzmjl</a> #innochat</td>
</tr>
<tr>
<td>12:36:20</td>
<td>John W Lewis @JohnWLewis</td>
<td>A3 Again, I refer back to my experience at PA Technology which attracted many T-shaped people. They were given LOTS of freedom! #innochat</td>
</tr>
<tr>
<td>12:36:26</td>
<td>Peter Cook @AcademyOfRock</td>
<td>@Renee_Hopkins @sourcePOV Is that a good or a bad thing Renee? #Disruption #innochat</td>
</tr>
<tr>
<td>12:36:32</td>
<td>Peter Cook @AcademyOfRock</td>
<td>RT @Renee_Hopkins: @AcademyOfRock Now you're just messing with my head! @sourcePOV #innochat</td>
</tr>
<tr>
<td>12:36:41</td>
<td>Peter Cook @AcademyOfRock</td>
<td>RT @ariyares: @AcademyOfRock @JohnWLewis Agreed. Organizational silos can make T-shapers frustrated and discouraged #innochat</td>
</tr>
<tr>
<td>12:36:50</td>
<td>Ken Gordon @quickmuse</td>
<td>@AcademyOfRock @Renee_Hopkins @sourcePOV Krafty. <a href="https://t.co/q9P8gRGJx75">https://t.co/q9P8gRGJx75</a> #innochat</td>
</tr>
<tr>
<td>12:36:51</td>
<td>John W Lewis @JohnWLewis</td>
<td>Great answer to Q4! ;-) #innochat <a href="https://t.co/qOz8XzLTc4">https://t.co/qOz8XzLTc4</a></td>
</tr>
<tr>
<td>12:37:30</td>
<td>Renee Hopkins @Renee_Hopkins</td>
<td>@AcademyOfRock It's all good...just my way of saying I'd need a little time to puzzle out that question. @sourcePOV #innochat</td>
</tr>
<tr>
<td>12:38:14</td>
<td>Gigi Peterkin @Gigi_Peterkin</td>
<td>@jorgebarba @sourcePOV yes, yes, or that we're not &quot;smart enough&quot; or &quot;disciplined enough&quot; to stay in our role/on the team #innochat</td>
</tr>
<tr>
<td>12:38:17</td>
<td>Peter Cook @AcademyOfRock</td>
<td>@JohnWLewis A3 Spotting them may come down to looking at polymathematic interests and being at ease in several walks of life #innochat</td>
</tr>
<tr>
<td>12:38:20</td>
<td>Chris Jones @sourcePOV</td>
<td>A3. It's possible to blend a &quot;T&quot; shaped contributor onto a resume, but difficult to hire one. Most HR specs seek one or the other #innochat</td>
</tr>
<tr>
<td>12:38:32</td>
<td>Ken Gordon @quickmuse</td>
<td>A4 Read a damned book that ranges far outside your suburb of intellectual comfort. #innochat</td>
</tr>
<tr>
<td>12:38:39</td>
<td>Jorge Barba @jorgebarba</td>
<td>A3 You can find Generalists on Twitter, look for eclecticism #innochat</td>
</tr>
<tr>
<td>12:38:41</td>
<td>Renee Hopkins @Renee_Hopkins</td>
<td>@JohnWLewis I live for such opportunities...thanks for handing me one! #BIF2017 #ftw #innochat</td>
</tr>
</tbody>
</table>
A4 Go on a learning binge and expand an area of superficial knowledge. #innochat

A4 Use YouTube tutorials or MOOCs. #innochat

@quickmuse Hey! My intellectual comfort zone lives out in the mountains, not in the suburbs! #innochat

A4 at work, seek to understand the roles and expertise of your colleagues #innochat

@Renee_Hopkins The hallmark of a good question is that it's not to easy to answer ... hindered by Twitter of course #innochat

@quickmuse Then head straight for the strip mall of ideas and pull out ye olde credit card! #innochat

A3 One “test” is how people behave when discussing subjects outside their expertise. Do they shut down, or are they interested? #innochat

RT @quickmuse: A4 Read a damned book that ranges far outside your suburb of intellectual comfort. #innochat

Q4 How can we make ourselves (or others) more T-shaped? #innochat

@quickmuse A4 Yes, have a "systematically random" lifestyle #innochat

A4 Listen to music you don’t ordinarily listen to (ask someone who’s into that music what’s the best to start with). #innochat

A4 Get outside your comfort zone, develop curiosity for various topics' become a hungry mind #innochat

A4. Recognize (teach? learn?) that hard problems have broad & deep dimensions. Need team (seeded w/ "T" thinkers) to address both #innochat

@quickmuse A4. Recognize (teach? learn?) that hard problems have broad & deep dimensions. Need team (seeded w/ "T" thinkers) to address both #innochat

A3. Also - do they insist on their jargon instead of seeing that your language says same thing? Do you have to translate for them? #innochat

@quickmuse An "occasionally random" lifestyle will work here. #innochat

Go for it, Chris! #innochat https://t.co/EeUZ2seH9T

A4. Harder to teach broad strategic ("crosbar") thinking, may come best from experience. But models & thought exercises can help #innochat
Renee Hopkins @Renee_Hopkins: @quickmuse That's why Hamilton became such a cultural phenomenon. It exposed so many people to a different kind of music. #innochat

Ari Yares @ariyares: A4 teaching processes like #innovatorscompass from @elabenur can help #innochat

Gigi Peterkin @Gigi_Peterkin: @JohnWLewis @sourcePOV possibly. also about a hunger to learn. when ur a generalist, you often have to rotate between areas 1/2 #innochat

TwitLiveEvents @TwitLiveEvents: January 05, 2017 at 01:00PM Twitter Chat - #InnoChat #TwitterChat Visit https://t.co/52cTeoQsZw for more events.

Jorge Barba @jorgebarba: A4 The best leaders are pattern thinkers, Generalists. They recognize where specialists best add value while expanding the context #innochat

Chris Jones @sourcePOV: A4. Collaborative model recognizes both broad & deep roles, orchestrating interplay among them. Less important imo for all-in-one #innochat

Gigi Peterkin @Gigi_Peterkin: @JohnWLewis @sourcePOV of expertise to achieve success. requires learning more & willingness to learn etc. #innochat

John W Lewis @JohnWLewis: Yes, spanning the interstitial spaces is important. (Although the glue and frictionless metaphor is a challenge!)… https://t.co/LJFCVuXLE5

Chris Jones @sourcePOV: A4 .. absolutely Gigi .. open mind & eager to learn >> 2 key characteristics of adaptive leaders, able to drive "T"… https://t.co/ZZaa2cCyRY

Ari Yares @ariyares: @Renee_Hopkins that skill may be the hardest to teach. we find comfort in seeing the other as the other #innochat

Peter Cook @AcademyOfRock: RT @Gigi_Peterkin: @JohnWLewis @sourcePOV of expertise to achieve success. requires learning more & willingness to learn etc. #innochat

Renee Hopkins @Renee_Hopkins: RT @ariyares: @Renee_Hopkins that skill may be the hardest to teach. we find comfort in seeing the other as the other #innochat

Ken Gordon @quickmuse: @Renee_Hopkins Whole different kind of IT Department. #innochat

Renee Hopkins @Renee_Hopkins: Yes, spanning the interstitial spaces is important. (Although the glue and frictionless metaphor is a challenge!)… https://t.co/LJFCVuXLE5

Peter Cook @AcademyOfRock: Haha! RT @quickmuse: @Renee_Hopkins Whole different kind of IT Department. #innochat

Jorge Barba @jorgebarba: @ariyares it happens. I think it's more a personality thing. The again most leadership / CEO is a lonely deal. What do you think? #innochat
I think that we should discuss many more topics relating to collaboration, hence Q5... #innochat

Q5 How does being T-shaped relate to other aspects of collaborative innovation? #innochat

Thanks Matthew, I guess my #complexity roots are showing :) #insightsocial #STEM #innovation #innochat https://t.co/OE7cAdCfG2

@JohnWLewis, what do you mean by "other aspects of innovation"? #innochat

A5 The polyglot knows the secret handshake in various languages. #innochat

A5 Connecting the dots where specialists can have more impact; center of gravity. Expanding context, not jumping to conclusions #innochat

RT @sourcePOV: Thanks Matthew, I guess my #complexity roots are showing :) #insightsocial #STEM #innovation #innochat https://t.co/OE7cAdCfG2

A5 The polyglot knows the secret handshake in various languages. #innochat

@jorgebarba if org has a shortage of T-people, then, yes, I see that factoring in. Good leadership helps share the vision #innochat

A5 The polyglot knows the secret handshake in various languages. #innochat

@jorgebarba if org has a shortage of T-people, then, yes, I see that factoring in. Good leadership helps share the vision #innochat

A4 As Moss Kanter said innovation needs "Boundary Crossers" as most innovation arises from multi discipline work #innochat

RT @JohnWLewis: Q5 How does being T-shaped relate to other aspects of collaborative innovation? #innochat

RT @quickmuse: A5 The polyglot knows the secret handshake in various languages. #innochat

@jorgebarba if org has a shortage of T-people, then, yes, I see that factoring in. Good leadership helps share the vision #innochat

A4 As Moss Kanter said innovation needs "Boundary Crossers" as most innovation arises from multi discipline work #innochat

RT @quickmuse: A5 The polyglot knows the secret handshake in various languages. #innochat

A5 The polyglot knows the secret handshake in various languages. #innochat

A5 The polyglot knows the secret handshake in various languages. #innochat

@Gigi_Peterkin @sourcePOV not to beat the horse, but also incumbent on those w/more expertise to understand that the generalist sees #innochat #disruptor

@Gigi_Peterkin Yes, it involves openness to understanding other fields, and that others have more expertise in them. @sourcePOV #innochat

@Gigi_Peterkin Yes. Reminds me of: “better to tame a wild horse, than flog a dead one!” #innochat

Awesome reference, Peter. "Change Masters" started me down this path (gasp) 30 years ago. Props to prof Kanter.... https://t.co/PBEcg4ve5J
Teresa Amabile: creativity demands domain knowledge AND creativity skills. I've have deep domain knowledge, Ts creativity skills #innochat

RT @JohnWLewis: @Gigi_Peterkin @sourcePOV Yes. Reminds me of: "better to tame a wild horse, than flog a dead one!" #innochat

A5 Humility. Knowing when deep expertise trumps big picture (focus vs experimentation) #innochat

If there were any I-shaped people in this chat, they fled long ago! #innochat

Haha, @quickmuse. Old IT joke: real programmers can write FORTRAN in any language! #innochat https://t.co/kCfax9HyVo

@ariyares @JohnWLewis Yes, it must be worked at. The norm would be to attract clones without leadership #innochat https://t.co/k3AFKDbamp

@Renee_Hopkins @ariyares "[C]ows have fields but that passions in motion are the privilege of the human mind." --G. Steiner #innochat

RT @sourcePOV: Awesome reference, Peter. "Change Masters" started me down this path (gasp) 30 years ago. Props to prof Kanter. #innochat ht...

@Renee_Hopkins Or they slipped through the cracks? #innochat

RT @JohnWLewis: Haha, @quickmuse. Old IT joke: real programmers can write FORTRAN in any language! #innochat https://t.co/kCfax9HyVo

@JohnWLewis slowly fading out of sight...Merle Haggard https://t.co/tHxvlva8Wm @creativemuse #innochat

@sourcePOV A5 More on this topic and innovation in this extract from my latest book Chris #innochat https://t.co/v6QnMZWuZ4

Great #innochat today guys, thx much @JohnWLewis for the reminder :) I shall do better stopping in. I’m also at #smchat #orgdna and #coop52

@JohnWLewis Soon computer people can use machine learning to construct a few new jokes. #innochat

RT @JohnWLewis: Haha, @quickmuse. Old IT joke: real programmers can write FORTRAN in any language! #innochat https://t.co/kCfax9HyVo

Hoping that we’ve kicked off #innochat 2017 with something to think about. #innochat

Let’s explore ways to involve more people in contributing #innochat topics this year. Let me know! https://t.co/Eo7KkRUnh4

Thanks much @johnwlewis - great topic! #innochat

great #innochat. thanks for helping me understand T-shaped people, and that I am one! have a great day, all.

What a fine #innochat. Thanks for leading the conversation (yet again), @JohnWLewis.

@JohnWLewis Yes, thank you John - Most inspiring #innochat

Well done everyone and thank you for taking part in #innochat today.

Excellent Peter, we should swap books !! I have a chapter on #orgculture in @collabdna, it's one of my top focus ar... https://t.co/vBN1rsLZi7

#innochat Today, 241 Tweets (including 27 RTs) 9 Participants (Most Active @quickmuse 49 Tweets) via https://t.co/CaYhKNmtt9
<table>
<thead>
<tr>
<th>Time</th>
<th>Username</th>
<th>Text</th>
</tr>
</thead>
<tbody>
<tr>
<td>13:01:51</td>
<td>Ari Yares</td>
<td>@JohnWLewis Great convo! Learned a new term that fits well. #innochat</td>
</tr>
<tr>
<td>13:02:06</td>
<td>John W Lewis</td>
<td>Chris (@sourcePOV) is an inspiration both in the field of collaboration and organising Twitter chats! M-shaped? ;-)... <a href="https://t.co/275Bt4LeXS">https://t.co/275Bt4LeXS</a></td>
</tr>
<tr>
<td>13:03:50</td>
<td>Peter Cook</td>
<td>@sourcePOV @collabdna I’m researching a new one on ”Brain Based Enterprises” if ppl like to take part #innochat <a href="https://t.co/hn86FebHqQ">https://t.co/hn86FebHqQ</a></td>
</tr>
<tr>
<td>13:05:16</td>
<td>Chris Jones</td>
<td>@sourcePOV Sounds good Peter, I shall dm specifics c: @collabdna, and will also cc: #orgdna, a chat where culture a hot topic... <a href="https://t.co/i93Y3pExYn">https://t.co/i93Y3pExYn</a></td>
</tr>
<tr>
<td>13:05:20</td>
<td>Gigi Peterkin</td>
<td>I was looking for this quote: “A very important thing is not to make up your mind that you are any one thing.” - G. Stein #innochat</td>
</tr>
<tr>
<td>13:07:04</td>
<td>Peter Cook</td>
<td>RT @sourcePOV: Sounds good Peter, I shall dm specifics c: @collabdna, and will also cc: #orgdna, a chat where culture a hot topic #innochat...</td>
</tr>
<tr>
<td>13:10:06</td>
<td>John W Lewis</td>
<td>@Gigi_Peterkin That’s poignant. Ties up with: ”all constraints are self-imposed”, I think. #innochat</td>
</tr>
<tr>
<td>13:12:29</td>
<td>John W Lewis</td>
<td>@Gigi_Peterkin Also, this from a hostage negotiator “Never be so sure of what you want that you wouldn’t accept something better.” #innochat</td>
</tr>
</tbody>
</table>