

# Innochat

## Organizational Innovation in 2017

Times shown in: [Eastern Daylight Time](#) and [Coordinated Universal Time](#)

Between **2017 Aug 17 11:45** and **2017 Aug 17 13:15**  
17 people sent 269 messages containing #innochat

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11:59:17 15:59:17	<b>John W Lewis</b> @JohnWLewis		Let's discuss organizational innovation as it is seen today. #innochat
11:59:47 15:59:47	<b>Paul Williams</b> @IdeaSandbox		Count me in for a chat about INNOVATION! #innochat
12:00:03 16:00:03	<b>John W Lewis</b> @JohnWLewis		Welcome to #innochat! Our topic is "Organizational Innovation in 2017" with more Qs than usual. It's framed here: <a href="https://t.co/EeZEba21F4">https://t.co/EeZEba21F4</a>
12:00:51 16:00:51	<b>allison ryder</b> @allisonryder		@JohnWLewis I'm here for a bit after a brief hiatus, tuning in from @mitsmr in Cambridge, MA. Hi, @JohnWLewis! #innochat
12:01:05 16:01:05	<b>John W Lewis</b> @JohnWLewis		@IdeaSandbox Hi @IdeaSandbox, Welcome back to #innochat! Also a faster pace of questions this week.
12:01:51 16:01:51	<b>John W Lewis</b> @JohnWLewis		@allisonryder @mitsmr Hi Allison, It has been a while! How's life at @mitsmr? #innochat
12:02:19 16:02:19	<b>seempli</b> @seempli		Lidor from <a href="https://t.co/DYDLHosiTL">https://t.co/DYDLHosiTL</a> , happy to join #Innochat
12:02:53 16:02:53	<b>John W Lewis</b> @JohnWLewis		First Q in a couple of minutes. Please reply to Q1, Q2, etc, using A1, A2, etc. #innochat
12:03:33 16:03:33	<b>John W Lewis</b> @JohnWLewis		@seempli Hi Lidor! Great to see you, and thanks for your RT earlier. #innochat
12:03:54 16:03:54	<b>allison ryder</b> @allisonryder		@JohnWLewis @mitsmr It has! We used to have our team meeting on Thursdays at noon ET but that's since shifted. So l... <a href="https://t.co/ztDVo4W4Ez">https://t.co/ztDVo4W4Ez</a>
12:04:52 16:04:52	<b>John W Lewis</b> @JohnWLewis		This topic is interesting because it underlies much of innovation today, but is not often dealt with directly. #innochat
12:04:57 16:04:57	<b>Paul Williams</b> @IdeaSandbox		Great questions for discussion about INNOVATION! #innochat
12:05:01 16:05:01	<b>John W Lewis</b> @JohnWLewis		Q1 Why is innovation important to an organization? #innochat
12:05:19 16:05:19	<b>Paul Williams</b> @IdeaSandbox		A1 Successful innovation typically equates to increased sales. Allows brand to attract more customers and employees #innochat
12:05:43 16:05:43	<b>Paul Williams</b> @IdeaSandbox		A1 Creating something innovative means you've made difference for industry & customers. Great way to stand out from competition #innochat
12:05:47 16:05:47	<b>John W Lewis</b> @JohnWLewis		@allisonryder @mitsmr Great. Looking forward to seeing you more often! #innochat
12:05:51 16:05:51	<b>allison ryder</b> @allisonryder		A1. Innovation keeps businesses competitive and also makes them more interesting places to work #innochat

12:06:06 16:06:06	<b>Paul Williams</b> @IdeaSandbox		A1 Being labeled innovative is external validation that what you have created is meaningfully better - hard to beat that! #innochat
12:06:15 16:06:15	<b>Paul Williams</b> @IdeaSandbox		RT @allisonryder A1. Innovation keeps businesses competitive and also makes them more interesting places to work #innochat
12:06:27 16:06:27	<b>allison ryder</b> @allisonryder		Any other usual-suspect innocats online today for #innochat?
12:06:56 16:06:56	<b>seempli</b> @seempli		A1 #innovation is (at least one kind of) fuel for the org #Innochat <a href="https://t.co/5kWokOxwys">https://t.co/5kWokOxwys</a>
12:07:08 16:07:08	<b>John W Lewis</b> @JohnWLewis		Good points about about the image of the org to customers, staff and prospective staff, and the world! #innochat
12:07:42 16:07:42	<b>allison ryder</b> @allisonryder		@IdeaSandbox I bet fewer companies than would like are labeled as 'innovative.' What are some hallmarks of an innovative culture? #Innochat
12:07:45 16:07:45	<b>John W Lewis</b> @JohnWLewis		@allisonryder Where is @quickmuse these days? ;- ) #innochat
12:08:29 16:08:29	<b>John W Lewis</b> @JohnWLewis		@allisonryder @IdeaSandbox Haha! I bet more companies label themselves are "innovative" than others do! ;- ) #innochat
12:08:39 16:08:39	<b>Sunil Malhotra</b> @SunilMalhotra		RT @JohnWLewis: @allisonryder Where is @quickmuse these days? ;- ) #innochat
12:08:40 16:08:40	<b>Carol Stephen</b> @Carol_Stephen		RT @JohnWLewis Ready for a faster paced #innochat this week? I've doubled the usual no. of questions! <a href="https://t.co/BpUecGLbEw">https://t.co/BpUecGLbEw</a>
12:08:54 16:08:54	<b>Sunil Malhotra</b> @SunilMalhotra		RT @allisonryder: Any other usual-suspect innocats online today for #innochat?
12:08:56 16:08:56	<b>allison ryder</b> @allisonryder		@JohnWLewis @quickmuse I heard a rumor he was on vacation this week. Perhaps innovating the beach-reading experience? Not sure. #innochat
12:09:12 16:09:12	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen Hi Carol, Great to see you, I've taken a leaf out of your book! #innochat
12:09:12 16:09:12	<b>Andrea Villeneuve</b> @DreaVilleneuve		A1: Without innovation, there is limited growth or stagnation. Potential death knell for business, when others are... <a href="https://t.co/LkmMaYmWeo">https://t.co/LkmMaYmWeo</a>
12:09:35 16:09:35	<b>John W Lewis</b> @JohnWLewis		@allisonryder @quickmuse Then he's excused! ;- ) #innochat
12:09:38 16:09:38	<b>allison ryder</b> @allisonryder		@JohnWLewis @IdeaSandbox Exactly! And companies that are known to be innovative seem like black boxes to me (i.e., Google) #Innochat
12:09:46 16:09:46	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis Aha! My evil plan is working! :D #innochat
12:10:01 16:10:01	<b>John W Lewis</b> @JohnWLewis		Q2 How does innovation contribute to the purpose of an organization? #innochat
12:10:07 16:10:07	<b>John W Lewis</b> @JohnWLewis		@DreaVilleneuve Hi Andrea! Great to see you! #innochat
12:10:16 16:10:16	<b>Paul Williams</b> @IdeaSandbox		A2 Innovation doesn't happen on accident, it is an orchestrated process #innochat
12:10:18 16:10:18	<b>Sunil Malhotra</b> @SunilMalhotra		A1. Innovation by any other name would still be as important. Because #Disruption is the flavour of the season. #innochat
12:10:18 16:10:18	<b>Carol Stephen</b> @Carol_Stephen		RT @JohnWLewis: Q2 How does innovation contribute to the purpose of an organization? #innochat
12:10:32 16:10:32	<b>Paul Williams</b> @IdeaSandbox		A2 Innovation validates the existing purpose of an organization. Purpose drives innovation #innochat
12:10:41 16:10:41	<b>Paul Williams</b> @IdeaSandbox		RT @SunilMalhotra A1. Innovation by any other name would still be as important. Because #Disruption is the flavour of the season. #innochat

12:10:56 16:10:56	<b>Carol Stephen</b> @Carol_Stephen		Yes! @IdeaSandbox: A2 Innovation validates the existing purpose of an organization. Purpose drives innovation #innochat #innochat
12:10:57 16:10:57	<b>Paul Williams</b> @IdeaSandbox		A2 When innovation efforts fail it is because the company purpose merely a written statement vs a way of doing/being #innochat
12:11:19 16:11:19	<b>EK</b> @eksays		A1. Being innovative is in the DNA of human being, without innovation we wouldn't have     →   & more to come due to AI etc. #innochat
12:11:39 16:11:39	<b>allison ryder</b> @allisonryder		A2. If your purpose is to kick ass at finding the next big thing, innovation contributes there. #Innochat
12:11:49 16:11:49	<b>John W Lewis</b> @JohnWLewis		@SunilMalhotra Hello Sunil! This topic is right up your street, I think. #innochat
12:12:06 16:12:06	<b>Paul Williams</b> @IdeaSandbox		Yes! @eksays "...being innovative is the DNA of being human!" #innochat
12:12:27 16:12:27	<b>Carol Stephen</b> @Carol_Stephen		@IdeaSandbox Agreed. Failure in innovation occurs because of a written purpose, not one that people believe in. #innochat
12:12:30 16:12:30	<b>John W Lewis</b> @JohnWLewis		@eksays Hi Ehsan, Great to see you! #innochat
12:12:46 16:12:46	<b>allison ryder</b> @allisonryder		A2. Or, your purpose is to be relevant to current and future customers and stand out from the noise. #innochat
12:13:02 16:13:02	<b>seempli</b> @seempli		@JohnWLewis Well, that depends on the purpose :) #Innochat
12:13:07 16:13:07	<b>Paul Williams</b> @IdeaSandbox		Great discussion kicked off about innovation - join in / follow along with hashtag -> #innochat
12:13:13 16:13:13	<b>John W Lewis</b> @JohnWLewis		We seem to be agreeing that without innovation an organization stands still. #innochat
12:13:40 16:13:40	<b>Innovation Retweeter</b> @innovation_rtw		RT @JohnWLewis: We seem to be agreeing that without innovation an organization stands still. #innochat
12:13:43 16:13:43	<b>EK</b> @eksays		True! There is no such thing as accident when it comes to innovation and success but of course serendipity is!... <a href="https://t.co/XvK2eTHjWo">https://t.co/XvK2eTHjWo</a>
12:13:49 16:13:49	<b>Carol Stephen</b> @Carol_Stephen		RT @IdeaSandbox: Great discussion kicked off about innovation - join in / follow along with hashtag -> #innochat
12:13:57 16:13:57	<b>Sunil Malhotra</b> @SunilMalhotra		A2 #DesignThinking is one way to make Innovation a way of life in orgs. #innochat
12:13:57 16:13:57	<b>Paul Williams</b> @IdeaSandbox		Without innovation, a company not only risks standing still - but falling behind while competition moves forward! #innochat
12:14:22 16:14:22	<b>seempli</b> @seempli		When well defined, #innovation is essential to keep meeting your purpose #Innochat <a href="https://t.co/tdsXPtK7U">https://t.co/tdsXPtK7U</a>
12:14:24 16:14:24	<b>John W Lewis</b> @JohnWLewis		@seempli That's true! Maybe better wording would be: "How can innovation contribute to the purpose of an organization?". #innochat
12:15:01 16:15:01	<b>John W Lewis</b> @JohnWLewis		Q3 What effect does organizational innovation have on job satisfaction? #innochat
12:15:09 16:15:09	<b>EK</b> @eksays		@JohnWLewis Hi John, thank you. Greet topic as always. #Innochat
12:15:10 16:15:10	<b>Carol Stephen</b> @Carol_Stephen		RT @JohnWLewis: Q3 What effect does organizational innovation have on job satisfaction? #innochat
12:15:16 16:15:16	<b>Paul Williams</b> @IdeaSandbox		A3 How great and proud it feels to work at a company that's considered an innovator/winner in the industry, making a difference #innochat
12:15:26 16:15:26	<b>Sunil Malhotra</b> @SunilMalhotra		@JohnWLewis Right John ... and especially since I've started practicing being a #Beginner, I'm the one having the most fun. #innochat

12:15:31 16:15:31	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis Hi John, Happy to try to keep up - a bit busy here this morning. 💎💎 #innochat
12:16:26 16:16:26	<b>Carol Stephen</b> @Carol_Stephen		A3. Without innovation in an organization, a job will start to feel like a grind, and motivation disappears. #innochat
12:16:28 16:16:28	<b>John W Lewis</b> @JohnWLewis		@SunilMalhotra That's a superb attitude, Sunil. It's important to be a novice again from time to time! #innochat
12:16:49 16:16:49	<b>John W Lewis</b> @JohnWLewis		@DreaVilleneuve Ah, well sorry I turned up the pace this week! ;- ) #innochat
12:17:40 16:17:40	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis Not like I can't come back if I have to go 💎💎 #innochat
12:17:49 16:17:49	<b>John W Lewis</b> @JohnWLewis		I agree and have felt that on a few occasions, whether or not one's own innovative contributions are being taken up... <a href="https://t.co/PvjfUYAdj">https://t.co/PvjfUYAdj</a>
12:18:33 16:18:33	<b>Andrea Villeneuve</b> @DreaVilleneuve		RT @IdeaSandbox: A2 Innovation doesn't happen on accident, it is an orchestrated process #innochat
12:18:35 16:18:35	<b>allison ryder</b> @allisonryder		A3. An innovative org feels great to be at, but one that drains employees by piloting failing experiments sucks. #negativenancy #innochat
12:18:55 16:18:55	<b>Paul Williams</b> @IdeaSandbox		Innovation is something earned/won from the market/customers. You work to do things to hopefully make a meaningful difference #innochat
12:19:06 16:19:06	<b>Brenda Hanley</b> @BrendaLHanley		RT @JohnWLewis: We seem to be agreeing that without innovation an organization stands still. #innochat
12:19:10 16:19:10	<b>EK</b> @eksays		A3. Organisational innovation will have an impact if its purpose is to create value. This leads to job satisfaction. #Innochat
12:19:22 16:19:22	<b>allison ryder</b> @allisonryder		@JohnWLewis @DreaVilleneuve Just a bit of innovation at play, right @JohnWLewis? ;) #Innochat
12:19:40 16:19:40	<b>Sunil Malhotra</b> @SunilMalhotra		A2 #Innochat @EddieObeng <a href="https://t.co/SXyHwc68DW">https://t.co/SXyHwc68DW</a>
12:19:42 16:19:42	<b>John W Lewis</b> @JohnWLewis		otoh: Many organisations seem to see innovation as being primarily to keep staff happy, which might be rather narrow, methinks! #innochat
12:19:53 16:19:53	<b>Paul Williams</b> @IdeaSandbox		being innovative = game changer, the winner, standing out from the competition, making a difference! #innochat
12:20:01 16:20:01	<b>John W Lewis</b> @JohnWLewis		Q4 How does innovation affect the brand/image of an organization? #innochat
12:20:03 16:20:03	<b>John W Lewis</b> @JohnWLewis		@allisonryder That's true, Allison. Not good. #innochat
12:20:17 16:20:17	<b>Paul Williams</b> @IdeaSandbox		A4 To be considered a truly innovative brand (by outsiders) validates the work a company is doing & sets them apart as a leader #innochat
12:20:26 16:20:26	<b>Sunil Malhotra</b> @SunilMalhotra		RT @eksays: True! There is no such thing as accident when it comes to innovation and success but of course serendipity is! #Innochat <a href="https://t.co/...">https://t.co/...</a>
12:20:47 16:20:47	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis That's too bad, since excited and happy employees create great inventions! #innochat
12:21:01 16:21:01	<b>Paul Williams</b> @IdeaSandbox		A4 Being recognized as innovative gets a company noticed by the industry, the media, the market, and customers #innochat
12:21:08 16:21:08	<b>Sunil Malhotra</b> @SunilMalhotra		@IdeaSandbox Either you disrupt yourself or somebody else will ... #Innochat
12:21:16 16:21:16	<b>Brenda Hanley</b> @BrendaLHanley		RT @eksays: A3. Organisational innovation will have an impact if its purpose is to create value. This leads to job satisfaction. #Innochat
12:21:22 16:21:22	<b>Paul Williams</b> @IdeaSandbox		RT @SunilMalhotra: @IdeaSandbox Either you disrupt yourself or somebody else will ... #Innochat

12:21:29 16:21:29	<b>John W Lewis</b> @JohnWLewis		We would probably have no difficulty in naming a few orgs. which we consider innovative. #innochat
12:21:33 16:21:33	<b>Paul Williams</b> @IdeaSandbox		RT @SunilMalhotra @IdeaSandbox Either you disrupt yourself or somebody else will ... #Innochat
12:21:39 16:21:39	<b>allison ryder</b> @allisonryder		@JohnWLewis I've definitely worked with teams who were about to try something 'innovative,' and that meant wasted t... <a href="https://t.co/eVQwH0oKMW">https://t.co/eVQwH0oKMW</a>
12:21:44 16:21:44	<b>seempli</b> @seempli		A4 it keeps everyone surprised... Maintain momentum of healthy tension #Innochat <a href="https://t.co/k9bBiJgxIX">https://t.co/k9bBiJgxIX</a>
12:21:45 16:21:45	<b>Andrea Villeneuve</b> @DreaVilleneuve		@allisonryder @JohnWLewis Seems to have worked, too! #innochat
12:21:52 16:21:52	<b>Carol Stephen</b> @Carol_Stephen		+1 @IdeaSandbox: A4 Being recognized as innovative gets a company noticed by the industry, the media, the market, and customers #innochat
12:22:25 16:22:25	<b>allison ryder</b> @allisonryder		@DreaVilleneuve @JohnWLewis Keeping me on my toes on a lazy Thursday for sure #innochat
12:22:33 16:22:33	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen Ah, I mean, it's good that they do that, but there are other important reasons for innovating too. #innochat
12:23:01 16:23:01	<b>Andrea Villeneuve</b> @DreaVilleneuve		@allisonryder As does one that doesn't try at all. #innochat
12:23:21 16:23:21	<b>DesignThinkBot</b> @designthinkbot		RT @SunilMalhotra: A2 #DesignThinking is one way to make Innovation a way of life in orgs. #innochat
12:23:24 16:23:24	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis Yes, definitely there are many reasons to innovate. #innochat
12:23:38 16:23:38	<b>Sunil Malhotra</b> @SunilMalhotra		A3 Unlearning needed as well as discarding the comfort of experience. Thereafter everyone can play a part in org, imo #innovation #innochat
12:23:45 16:23:45	<b>John W Lewis</b> @JohnWLewis		@allisonryder @DreaVilleneuve Yeh, I'm not attempting to respond to everyone's good points, there are too many of them! #innochat
12:23:48 16:23:48	<b>EK</b> @eksays		A 4. Innovation may help a brand with its image but attitude & personality of management & leadership teams shape the brand image. #Innochat
12:24:42 16:24:42	<b>John W Lewis</b> @JohnWLewis		That's a great point. It's not good to be too predictable! #innochat <a href="https://t.co/nDqKDKQxKG">https://t.co/nDqKDKQxKG</a>
12:24:48 16:24:48	<b>Sunil Malhotra</b> @SunilMalhotra		A3 When people realise that innovation is a team sport and everybody's contribution is valued, increases engagement/satisfaction. #innochat
12:24:50 16:24:50	<b>Paul Williams</b> @IdeaSandbox		Yes @eksays and leadership teams that support innovation practices build bigger brands! #innochat
12:25:00 16:25:00	<b>John W Lewis</b> @JohnWLewis		Q5 How can innovation attract recruits to join an organization? #innochat
12:25:30 16:25:30	<b>Paul Williams</b> @IdeaSandbox		A5 Being recognized as innovative absolutely attracts recruits, & allows company to pick among those who will continue that trend #innochat
12:25:38 16:25:38	<b>John W Lewis</b> @JohnWLewis		@SunilMalhotra Unlearning is harder than learning! Under pressure, we easily revert to old behaviour. #innochat
12:25:49 16:25:49	<b>Brenda Hanley</b> @BrendaLHanley		@allisonryder @JohnWLewis Agreed Allison! If the innovation is not guided correctly, it can be a big waste of time and energy! #innochat
12:25:53 16:25:53	<b>Paul Williams</b> @IdeaSandbox		A5 Which company is right for you? Churning out the same ol' same ol' - or one pushing the edge of the industry or market? #innochat
12:25:59 16:25:59	<b>Andrea Villeneuve</b> @DreaVilleneuve		A4: It accentuates relevancy. Brand remains in consumer awareness when it continues to meet needs. #innochat <a href="https://t.co/7cvqdKMuNR">https://t.co/7cvqdKMuNR</a>
12:26:10 16:26:10	<b>Carol Stephen</b> @Carol_Stephen		.@SunilMalhotra A3 When ppl realise innovation=team sport and every1's contribution is valued, increases engagement/satisfaction. #innochat

12:26:43 16:26:43	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis @allisonryder I agree, sometimes too late to type answers. 👍👍 #innochat
12:26:45 16:26:45	<b>John W Lewis</b> @JohnWLewis		@BrendaLHanley @allisonryder Hi Brenda! Great to see you! #innochat
12:27:08 16:27:08	<b>Carol Stephen</b> @Carol_Stephen		So many great ideas coming out of @IdeaSandbox today! **Happy retweets a bunch** #innochat
12:27:26 16:27:26	<b>Brenda Hanley</b> @BrendaLHanley		@JohnWLewis @allisonryder Hello John! Same here! A little late to the #innochat party.
12:27:28 16:27:28	<b>Andrea Villeneuve</b> @DreaVilleneuve		RT @JohnWLewis: @SunilMalhotra Unlearning is harder than learning! Under pressure, we easily revert to old behaviour. #innochat
12:27:43 16:27:43	<b>EK</b> @eksays		@IdeaSandbox Yes! The biggest challenge in any strategic move is the management & leadership attitude. People don't... <a href="https://t.co/SvXpeesPBa">https://t.co/SvXpeesPBa</a>
12:28:10 16:28:10	<b>Sunil Malhotra</b> @SunilMalhotra		A6 Innovation starts with the hiring ad. Here's one from @ideafarms that got a super response from innovative self-... <a href="https://t.co/vNp2aKq6oL">https://t.co/vNp2aKq6oL</a>
12:28:21 16:28:21	<b>John W Lewis</b> @JohnWLewis		@BrendaLHanley @allisonryder Better late than never! ;-) Hoping you can catch up later... the transcript might help too. #innochat
12:28:23 16:28:23	<b>Sunil Malhotra</b> @SunilMalhotra		RT @Carol_Stephen: So many great ideas coming out of @IdeaSandbox today! **Happy retweets a bunch** #innochat
12:28:49 16:28:49	<b>Sunil Malhotra</b> @SunilMalhotra		RT @JohnWLewis: @SunilMalhotra Unlearning is harder than learning! Under pressure, we easily revert to old behaviour. #innochat
12:29:08 16:29:08	<b>Paul Williams</b> @IdeaSandbox		Thanks for the kind words @Carol_Stephen working to be innovative (and helping people) is my big passion! #innochat
12:29:32 16:29:32	<b>Sunil Malhotra</b> @SunilMalhotra		@clayforsberg Agreed! #innochat
12:30:02 16:30:02	<b>John W Lewis</b> @JohnWLewis		Q6 What does it mean to organize innovation? #innochat
12:30:05 16:30:05	<b>allison ryder</b> @allisonryder		@JohnWLewis @BrendaLHanley I have to fly now, but thanks for a fast-paced #innochat!
12:30:22 16:30:22	<b>Carol Stephen</b> @Carol_Stephen		@IdeaSandbox You're on fire today! #Innochat <a href="https://t.co/c3mJb4a4HI">https://t.co/c3mJb4a4HI</a>
12:30:23 16:30:23	<b>John W Lewis</b> @JohnWLewis		Definitely, Ehsan. And I liked your recent article on that: <a href="https://t.co/NoslqCooJA">https://t.co/NoslqCooJA</a> #innochat <a href="https://t.co/IRUVjPncgv">https://t.co/IRUVjPncgv</a>
12:30:32 16:30:32	<b>Paul Williams</b> @IdeaSandbox		A6 "Organize" innovation means to do the things to set-up a company to create new, better, meaningful products and programs #innochat
12:31:11 16:31:11	<b>EK</b> @eksays		Thanks everyone for having me today on #Innochat have a great rest of the day/evening.
12:31:13 16:31:13	<b>Carol Stephen</b> @Carol_Stephen		RT @JohnWLewis: Q6 What does it mean to organize innovation? #innochat
12:31:37 16:31:37	<b>John W Lewis</b> @JohnWLewis		@allisonryder @BrendaLHanley Great to see you again, Allison! Come back soon! #innochat
12:31:40 16:31:40	<b>Carol Stephen</b> @Carol_Stephen		A6. Sounds like creating the right environment for innovation to occur. #innochat
12:31:41 16:31:41	<b>seempli</b> @seempli		A6 the challenge is organize while keeping the ability to surprise and be surprised #Innochat <a href="https://t.co/e7TfiqC3sy">https://t.co/e7TfiqC3sy</a>
12:31:59 16:31:59	<b>Paul Williams</b> @IdeaSandbox		A6 Organize innovation is to invest in the people & process to creatively solve the challenges & opportunities of the industry #innochat
12:32:08 16:32:08	<b>Sunil Malhotra</b> @SunilMalhotra		A6 I'm Having much success taking #designthinking to organise innovation. Focus is on human-centric mindsets + Methodology + tools #innochat

12:32:31 16:32:31	<b>Sunil Malhotra</b> @SunilMalhotra	 RT @Carol_Stephen: A6. Sounds like creating the right environment for innovation to occur. #innochat
12:32:51 16:32:51	<b>John W Lewis</b> @JohnWLewis	 @IdeaSandbox Yes, as described in the framing post, I find the term "innovation management" rather narrow. #innochat
12:33:07 16:33:07	<b>Paul Williams</b> @IdeaSandbox	 #DesignThinking @SunilMalhotra is a great tool for creative problem solving! #innochat
12:33:20 16:33:20	<b>Paul Williams</b> @IdeaSandbox	 A6 Organize innovation is investing in the "risky" long-term JUMP versus being satisfied with the short-term "safe" crawl #innochat
12:33:37 16:33:37	<b>Sunil Malhotra</b> @SunilMalhotra	 A6. Walk the failure talk as an organisation. Or forever hold your peace where innovation goes. #innochat
12:33:45 16:33:45	<b>Piyush Govil</b> @PG_pmp	 @JohnWLewis A5: #innochat it paves a way to ppl to use their creativity/ideas to convert into the innovative outcome.
12:33:58 16:33:58	<b>Paul Williams</b> @IdeaSandbox	 RT @PG_pmp @JohnWLewis A5: #innochat it paves a way to ppl to use their creativity/ideas to convert into the innovative outcome.
12:34:06 16:34:06	<b>Carol Stephen</b> @Carol_Stephen	 +1 @IdeaSandbox A6 Organize innovation is investing in "risky" long-term JUMP vs being satisfied w the short-term "safe" crawl #innochat
12:34:39 16:34:39	<b>Sunil Malhotra</b> @SunilMalhotra	 @IdeaSandbox Absolutely. Especially since it focuses on creating alternatives as opposed to making choices. And collaboratively. #innochat
12:34:42 16:34:42	<b>Brenda Hanley</b> @BrendaLHanley	 @JohnWLewis Thanks for sharing this John! I'm going to go read Ehsan's article! 💎💎💎💎 #Innochat
12:34:52 16:34:52	<b>John W Lewis</b> @JohnWLewis	 A6 imho, most orgs have yet to understand how to organize innovation well. They struggle to integrate with mainstream activities. #innochat
12:35:01 16:35:01	<b>John W Lewis</b> @JohnWLewis	 Q7 How should innovation be organized? #innochat
12:35:19 16:35:19	<b>Carol Stephen</b> @Carol_Stephen	 A6. Creating an organizational "Petri dish" so ideas can flourish. #innochat
12:35:32 16:35:32	<b>Carol Stephen</b> @Carol_Stephen	 RT @JohnWLewis: Q7 How should innovation be organized? #innochat
12:35:39 16:35:39	<b>seempli</b> @seempli	 A6 create an environment that expects the unexpected and not intimidated by it #Innochat
12:35:41 16:35:41	<b>Paul Williams</b> @IdeaSandbox	 RT @Carol_Stephen A6. Creating an organizational "Petri dish" so ideas can flourish. #innochat
12:35:48 16:35:48	<b>John W Lewis</b> @JohnWLewis	 @Carol_Stephen @IdeaSandbox Yup, it's hard to crawl across a chasm. Or even to cross it in two hops! #innochat
12:36:06 16:36:06	<b>Carol Stephen</b> @Carol_Stephen	 Yep! @seempli: A6 create an environment that expects the unexpected and not intimidated by it #Innochat #innochat
12:36:10 16:36:10	<b>Paul Williams</b> @IdeaSandbox	 A7 Innovation should be engrained as process/skill no different from learning to use company software or follow time-off policy #innochat
12:36:30 16:36:30	<b>Carol Stephen</b> @Carol_Stephen	 @seempli By always saying "Yes!" and then figuring out the how-to later. #innochat
12:36:30 16:36:30	<b>Sunil Malhotra</b> @SunilMalhotra	 A6. Innovation must be part of business + cultural transformation agenda. Culture always happens top down-- innovation, bottom up. #innochat
12:36:31 16:36:31	<b>Fred Zimny</b> @fredzimny_blog	 RT @IdeaSandbox: #DesignThinking @SunilMalhotra is a great tool for creative problem solving! #innochat
12:36:38 16:36:38	<b>Paul Williams</b> @IdeaSandbox	 A7 To be innovative, a company needs all its people and process thinking and creating to push beyond typical #innochat
12:37:21 16:37:21	<b>Carol Stephen</b> @Carol_Stephen	 +1 @IdeaSandbox: A7 To be innovative, a company needs all its people and process thinking and creating to push beyond typical #innochat

12:37:27 16:37:27	<b>Josh McCormack</b> @joshmccormack		A6: Organizing innovation means not letting great ideas disappear down the shower drain or on the back of napkins thrown away. #innochat
12:37:56 16:37:56	<b>John W Lewis</b> @JohnWLewis		OK, but (playing "devil's advocate") can we have too much innovation, and nobody minding the farm? ;-) #innochat
12:38:02 16:38:02	<b>Carol Stephen</b> @Carol_Stephen		@joshmccormack Keep all the napkins! #innochat
12:38:13 16:38:13	<b>Sunil Malhotra</b> @SunilMalhotra		Great quote on Design and Innovation #innochat <a href="https://t.co/Yv5ExiuKRL">https://t.co/Yv5ExiuKRL</a>
12:38:27 16:38:27	<b>Paul Williams</b> @IdeaSandbox		RT @joshmccormack A6: Organizing innovation means not letting great ideas disappear down shower drain or on the back of napkins #innochat
12:38:30 16:38:30	<b>seempli</b> @seempli		RT @Carol_Stephen: @joshmccormack Keep all the napkins! #innochat
12:38:50 16:38:50	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis You can't just have "hares" in an organization. You need the "tortoises," too. #innochat
12:38:51 16:38:51	<b>Paul Williams</b> @IdeaSandbox		#NapkinKeeper #innochat
12:39:05 16:39:05	<b>Paul Williams</b> @IdeaSandbox		RT @Carol_Stephen @JohnWLewis You can't just have "hares" in an organization. You need the "tortoises," too. #innochat
12:39:10 16:39:10	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen @joshmccormack Thinking of a new job title: "Napkin Preserver"! #innochat
12:39:19 16:39:19	<b>Josh McCormack</b> @joshmccormack		@JohnWLewis And in that struggle to integrate innovation management with mainstream activities people in executiona... <a href="https://t.co/tZLDnDiF7l">https://t.co/tZLDnDiF7l</a>
12:39:23 16:39:23	<b>Carol Stephen</b> @Carol_Stephen		@IdeaSandbox Ooh! #NapkinKeeper as an app? How great would that be? #innochat
12:39:25 16:39:25	<b>John W Lewis</b> @JohnWLewis		@IdeaSandbox You beat me to it! #innochat
12:39:27 16:39:27	<b>Sunil Malhotra</b> @SunilMalhotra		A6. Mindsets must change #Innochat <a href="https://t.co/VkV7sDmMBq">https://t.co/VkV7sDmMBq</a>
12:39:49 16:39:49	<b>Carol Stephen</b> @Carol_Stephen		RT @JohnWLewis: @joshmccormack Thinking of a new job title: "Napkin Preserver"! #innochat <<Love that!
12:40:00 16:40:00	<b>John W Lewis</b> @JohnWLewis		Q8 What knowledge is needed to organize innovation? #innochat
12:40:11 16:40:11	<b>Paul Williams</b> @IdeaSandbox		When it comes to idea generation sessions, my smartphone becomes the #NapkinKeeper - and then I send those pics to the team! #innochat
12:40:25 16:40:25	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis @joshmccormack "Keeper of the Napkins!" #innochat
12:40:30 16:40:30	<b>Paul Williams</b> @IdeaSandbox		A8 We would be rich if we could summarize the requirements to be innovative in 140 characters! #innochat
12:40:35 16:40:35	<b>Josh McCormack</b> @joshmccormack		A7: Innovative attempts are the reward. People should be able to research, test, analyze, refine and improve. #innochat
12:41:18 16:41:18	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen Idea: Smart napkins. Look to Kickstarter... ;) #innochat
12:41:22 16:41:22	<b>Paul Williams</b> @IdeaSandbox		A8 Needed for innovation: the right PROCESS from top to bottom to push ideas and solutions further 1/3 #innochat
12:41:25 16:41:25	<b>John W Lewis</b> @JohnWLewis		Yes, and, maybe, no! I think it's all executional. The terms I'd use are "production" vs. "exploration", (like the... <a href="https://t.co/zOweWukZN2">https://t.co/zOweWukZN2</a>
12:41:26 16:41:26	<b>Carol Stephen</b> @Carol_Stephen		@IdeaSandbox Yes, and sometimes a limitation like 140 characters can force greatness. #innochat

12:41:43 16:41:43	<b>Sunil Malhotra</b> @SunilMalhotra		A6 Failure as a growth engine ... #innochat <a href="https://t.co/5nBvcKZ9fZ">https://t.co/5nBvcKZ9fZ</a>
12:41:48 16:41:48	<b>Paul Williams</b> @IdeaSandbox		A8 Needed for innovation: right PEOPLE, selected for creative approach to thinking up and leading better and new ideas 2/3 #innochat
12:42:04 16:42:04	<b>Paul Williams</b> @IdeaSandbox		A8 Needed for innovation: the right PLACE, physical space that allows both creative and analytical thinking 3/3 #innochat
12:42:08 16:42:08	<b>Carol Stephen</b> @Carol_Stephen		RT @joshmccormack: Idea: Smart napkins. Look to Kickstarter... ;) #innochat <<Holy Smart Napkin Kickstarter Idea, Batman!
12:42:29 16:42:29	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen @IdeaSandbox Haha, 140 chars certainly forces conversation! #innochat
12:42:37 16:42:37	<b>Sunil Malhotra</b> @SunilMalhotra		RT @JohnWLewis: @Carol_Stephen @IdeaSandbox Haha, 140 chars certainly forces conversation! #innochat
12:42:49 16:42:49	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @IdeaSandbox The innovators toolbox app. #innochat
12:42:55 16:42:55	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis We have to be innovative to work around the 140 characters! @IdeaSandbox #innochat
12:43:14 16:43:14	<b>Sunil Malhotra</b> @SunilMalhotra		RT @Carol_Stephen: @IdeaSandbox Yes, and sometimes a limitation like 140 characters can force greatness. #innochat
12:43:22 16:43:22	<b>John W Lewis</b> @JohnWLewis		@SunilMalhotra The whole "failure" thing is a major challenge for orgs and their people. Imho, it needs to be "recouched"! #innochat
12:43:32 16:43:32	<b>Paul Williams</b> @IdeaSandbox		The 100% sure-thing companies can use to drive innovation successfully making them rich and successful includes in the industry an #innochat
12:43:48 16:43:48	<b>Paul Williams</b> @IdeaSandbox		A8 Needed for innovation: Champions willing to lead "scary" & "risky" ideas long enough for other to understand they're neither #innochat
12:44:04 16:44:04	<b>Sunil Malhotra</b> @SunilMalhotra		Perfect #innochat for President! <a href="https://t.co/uC2g12ZuGX">https://t.co/uC2g12ZuGX</a>
12:44:34 16:44:34	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis @SunilMalhotra Failure needs to be done the right way! #innochat
12:44:45 16:44:45	<b>Paul Williams</b> @IdeaSandbox		RT @Carol_Stephen @JohnWLewis @SunilMalhotra Failure needs to be done the right way! #innochat
12:45:01 16:45:01	<b>John W Lewis</b> @JohnWLewis		Q9 What processes are required to organize innovation? #innochat
12:45:18 16:45:18	<b>Paul Williams</b> @IdeaSandbox		Fail forward @Carol_Stephen @JohnWLewis @SunilMalhotra Failure needs to be done the right way! #innochat
12:45:19 16:45:19	<b>Mike Brown</b> @Brainzooming		32 Ideas - Trick Out Your Office for #StrategicThinking <a href="https://t.co/yt5poxmSw">https://t.co/yt5poxmSw</a> #innochat #strategy
12:45:43 16:45:43	<b>Paul Williams</b> @IdeaSandbox		A9 Process for successful innovation isn't hard - just a discipline to push further for better answers and solutions #innochat
12:45:44 16:45:44	<b>Sunil Malhotra</b> @SunilMalhotra		@Carol_Stephen @JohnWLewis Haha! I read that as "Failure must be done right away" :-D #innochat
12:45:50 16:45:50	<b>Carol Stephen</b> @Carol_Stephen		Have heard of companies where not failing is failure. Everyone must fail or be fired! #innochat
12:46:40 16:46:40	<b>Carol Stephen</b> @Carol_Stephen		@IdeaSandbox Yes, exactly! Fail forward. Silicon Valley Mantra! #innochat
12:46:47 16:46:47	<b>John W Lewis</b> @JohnWLewis		@IdeaSandbox @Carol_Stephen @SunilMalhotra Yeh, "failure" is a whole topic or six in itself. I think that we get it... <a href="https://t.co/YJUtYxfkmm">https://t.co/YJUtYxfkmm</a>
12:47:03 16:47:03	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis @Carol_Stephen @IdeaSandbox Succinct conversation! 💎💎 #innochat

12:47:19 16:47:19	<b>Sunil Malhotra</b> @SunilMalhotra		Running now ... enjoyed #innochat after ages. Yes ages. Thanks @JohnWLewis @Carol_Stephen @IdeaSandbox
12:47:22 16:47:22	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis @IdeaSandbox @SunilMalhotra Nice future topic! Innovation and Failure? #innochat
12:47:28 16:47:28	<b>Sunil Malhotra</b> @SunilMalhotra		RT @IdeaSandbox: Fail forward @Carol_Stephen @JohnWLewis @SunilMalhotra Failure needs to be done the right way! #innochat
12:47:43 16:47:43	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen That's one way of looking at it. But most of that language makes no sense to most people! ;-) #innochat
12:48:23 16:48:23	<b>John W Lewis</b> @JohnWLewis		@SunilMalhotra @Carol_Stephen @IdeaSandbox Thank you for your valuable contributions, as always, Sunil. Take care. #innochat
12:48:45 16:48:45	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis So true. Do we need new language around the culture of failure? #innochat
12:48:51 16:48:51	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen @IdeaSandbox @SunilMalhotra The framing post might run to 10 pages! #innochat
12:48:53 16:48:53	<b>Paul Williams</b> @IdeaSandbox		Being innovative isn't "winning at all costs" it is also "failing, even with costs" #innochat
12:49:16 16:49:16	<b>Carol Stephen</b> @Carol_Stephen		@JohnWLewis @IdeaSandbox @SunilMalhotra Or maybe it could be done in two sessions, across two different chats! #innochat
12:49:41 16:49:41	<b>Carol Stephen</b> @Carol_Stephen		+100 @IdeaSandbox: Being innovative isn't "winning at all costs" it is also "failing, even with costs" #innochat
12:49:58 16:49:58	<b>Sunil Malhotra</b> @SunilMalhotra		@JohnWLewis @Carol_Stephen @IdeaSandbox Thank YOU, John -- you're always so generous. #innochat
12:49:59 16:49:59	<b>John W Lewis</b> @JohnWLewis		@Carol_Stephen @IdeaSandbox @SunilMalhotra I wonder where you are going with that, Carol! 💎💎 #innochat
12:50:01 16:50:01	<b>John W Lewis</b> @JohnWLewis		Q10 What is the future for "organizational innovation"? #innochat
12:50:19 16:50:19	<b>Sunil Malhotra</b> @SunilMalhotra		RT @JohnWLewis: @Carol_Stephen @IdeaSandbox @SunilMalhotra I wonder where you are going with that, Carol! 💎💎 #innochat
12:50:26 16:50:26	<b>Carol Stephen</b> @Carol_Stephen		@SunilMalhotra See you, Sunil! #innochat
12:50:50 16:50:50	<b>Paul Williams</b> @IdeaSandbox		A10 Innovation labels may change, but process of doing things meaningfully better (than competition) for customers will remain #innochat
12:51:08 16:51:08	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis @SunilMalhotra You need to start much earlier - we've failed at teaching failure to children. #innochat
12:51:22 16:51:22	<b>Jorge Barba</b> @jorgebarba		RT @SunilMalhotra: A6 Failure as a growth engine ... #innochat <a href="https://t.co/5nBvcKZ9fZ">https://t.co/5nBvcKZ9fZ</a>
12:51:44 16:51:44	<b>seempli</b> @seempli		@JohnWLewis Anything is possible #Innochat
12:52:01 16:52:01	<b>John W Lewis</b> @JohnWLewis		@IdeaSandbox Good point! Our labels may need to change. "Innovation" is fine as a general term, but we need some mo... <a href="https://t.co/5dW8HgskW5">https://t.co/5dW8HgskW5</a>
12:52:19 16:52:19	<b>John W Lewis</b> @JohnWLewis		Haha!! I like that! #innochat <a href="https://t.co/4gt2Yeoygc">https://t.co/4gt2Yeoygc</a>
12:52:29 16:52:29	<b>Paul Williams</b> @IdeaSandbox		Agree, @DreaVilleneuve taking "dodge ball" out of schools will reduce tomorrow's innovation... gonna learn how to get back up #innochat
12:52:35 16:52:35	<b>Brenda Hanley</b> @BrendaLHanley		@SunilMalhotra @JohnWLewis @Carol_Stephen @IdeaSandbox Yes he is! #innochat 💎💎💎
12:52:45 16:52:45	<b>Carol Stephen</b> @Carol_Stephen		@DreaVilleneuve So true about teaching failure to kids. #innochat

12:52:54 16:52:54	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @JohnWLewis Yes. Non pejorative ways of talking about failure. #innochat
12:53:07 16:53:07	<b>John W Lewis</b> @JohnWLewis		@BrendaLHanley @SunilMalhotra @Carol_Stephen @IdeaSandbox You guys are too kind! #innochat
12:53:22 16:53:22	<b>Paul Williams</b> @IdeaSandbox		Chumbawamba Innovation - "I get knocked down, but I get up again. You are never gonna keep me down" #innochat
12:53:35 16:53:35	<b>Carol Stephen</b> @Carol_Stephen		@joshmccormack How does one frame failure as a positive trait? @JohnWLewis #innochat
12:53:38 16:53:38	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @JohnWLewis When I teach my kids something I tell them we're going to do this the wrong way 100 time... <a href="https://t.co/bUC3aKuWoP">https://t.co/bUC3aKuWoP</a>
12:54:10 16:54:10	<b>Carol Stephen</b> @Carol_Stephen		RT @IdeaSandbox: Chumbawamba Innovation - "I get knocked down, but I get up again. You are never gonna keep me down" #innochat
12:54:26 16:54:26	<b>John W Lewis</b> @JohnWLewis		@joshmccormack @Carol_Stephen I'd go further. We need to call failure, failure; but stop calling other things failu... <a href="https://t.co/zsSpaSSmus">https://t.co/zsSpaSSmus</a>
12:54:44 16:54:44	<b>Paul Williams</b> @IdeaSandbox		Who said it? Something like... Failure is only bad when you don't learn from it... #innochat
12:55:24 16:55:24	<b>Josh McCormack</b> @joshmccormack		@DreaVilleneuve @JohnWLewis @SunilMalhotra Completely right. We need to teach how to learn. Failure is critical to that. #innochat
12:55:24 16:55:24	<b>Carol Stephen</b> @Carol_Stephen		@joshmccormack @JohnWLewis I love that! The wrong way 100 times. #innochat
12:55:27 16:55:27	<b>Andrea Villeneuve</b> @DreaVilleneuve		@IdeaSandbox Edu can be the safest place to learn to fail. It is the path of initial discovery. #innochat
12:55:33 16:55:33	<b>John W Lewis</b> @JohnWLewis		@joshmccormack @Carol_Stephen A good approach. Up until the time when we were first able to do something, you were... <a href="https://t.co/43RWp4rdzI">https://t.co/43RWp4rdzI</a>
12:56:01 16:56:01	<b>Carol Stephen</b> @Carol_Stephen		RT @IdeaSandbox: Who said it? Something like... Failure is only bad when you don't learn from it... #innochat
12:56:03 16:56:03	<b>Paul Williams</b> @IdeaSandbox		Yes, @JohnWLewis call failure, failure. And... call a problem a problem. Stop ignoring what needs to be done by changing label #innochat
12:56:26 16:56:26	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @JohnWLewis Failure is an exercise in discovery. Last year my then 13 year old learned that with hyp... <a href="https://t.co/q13FgqQ7qH">https://t.co/q13FgqQ7qH</a>
12:56:40 16:56:40	<b>Sunil Malhotra</b> @SunilMalhotra		@DreaVilleneuve @JohnWLewis True that! #innochat
12:56:48 16:56:48	<b>Carol Stephen</b> @Carol_Stephen		Such a great chat today! Thank you. @JohnWLewis for all the questions! #innochat
12:57:15 16:57:15	<b>Sunil Malhotra</b> @SunilMalhotra		RT @Carol_Stephen: Such a great chat today! Thank you. @JohnWLewis for all the questions! #innochat
12:57:17 16:57:17	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @JohnWLewis She experimented with different salt crystal size ice melting. We redid the experiment m... <a href="https://t.co/PgtT78kH21">https://t.co/PgtT78kH21</a>
12:57:22 16:57:22	<b>John W Lewis</b> @JohnWLewis		@IdeaSandbox Yup, and call exploration, exploration! Military saying: "time spent in reconnoitre is seldom wasted" #innochat
12:57:42 16:57:42	<b>Brenda Hanley</b> @BrendaLHanley		RT @Carol_Stephen: Such a great chat today! Thank you. @JohnWLewis for all the questions! #innochat
12:57:57 16:57:57	<b>Josh McCormack</b> @joshmccormack		@Carol_Stephen @JohnWLewis But not if you work for me. No failures!!! Kidding. :) #innochat
12:58:00 16:58:00	<b>Andrea Villeneuve</b> @DreaVilleneuve		@Carol_Stephen @joshmccormack @JohnWLewis I call them learning experiences. Was it right? no: Did you learn somethi... <a href="https://t.co/wV7ba6PvECP">https://t.co/wV7ba6PvECP</a>
12:58:57 16:58:57	<b>John W Lewis</b> @JohnWLewis		Thank you, everyone, for a lively and thought-provoking #innochat today!

13:00:17 17:00:17	<b>John W Lewis</b> @JohnWLewis		The "we" and "you" came out slightly wrong here, but you know what I mean! ;-) #innochat <a href="https://t.co/l2S6zHuHxV">https://t.co/l2S6zHuHxV</a>
13:01:12 17:01:12	<b>Andrea Villeneuve</b> @DreaVilleneuve		@joshmccormack @Carol_Stephen @JohnWLewis One of the reasons I taught chess. There will be a mistake, it may lead... <a href="https://t.co/qj17cnb23N">https://t.co/qj17cnb23N</a>
13:02:11 17:02:11	<b>John W Lewis</b> @JohnWLewis		@DreaVilleneuve @joshmccormack @Carol_Stephen Yet another of your talents, Andrea! You never cease to amaze me! #innochat
13:03:41 17:03:41	<b>Andrea Villeneuve</b> @DreaVilleneuve		@JohnWLewis @joshmccormack @Carol_Stephen Thank you! LOL I'm not overly good at it. But the foundation is important... <a href="https://t.co/4kKMYXOg7a">https://t.co/4kKMYXOg7a</a>
13:04:56 17:04:56	<b>Josh McCormack</b> @joshmccormack		@DreaVilleneuve @Carol_Stephen @JohnWLewis And the mistake is not the end. That's life. You don't get to start over...sadly. :) #innochat
13:06:43 17:06:43	<b>Andrea Villeneuve</b> @DreaVilleneuve		@joshmccormack @Carol_Stephen @JohnWLewis So true. In the theme, we as parents need to show we make mistakes as wel... <a href="https://t.co/Eed9MKMOsk">https://t.co/Eed9MKMOsk</a>
13:07:45 17:07:45	<b>Josh McCormack</b> @joshmccormack		I saw you sharing good stuff on #innochat. I'm reading your blog now. Do you have a video demo of seempli? @seempli
13:10:02 17:10:02	<b>Josh McCormack</b> @joshmccormack		For all you failure lovers... #Innochat <a href="https://t.co/4VbfV8PLtD">https://t.co/4VbfV8PLtD</a>
13:13:29 17:13:29	<b>EK</b> @eksays		RT @JohnWLewis: Definitely, Ehsan. And I liked your recent article on that: <a href="https://t.co/NoslqCooJA">https://t.co/NoslqCooJA</a> #innochat <a href="https://t.co/lRUVjPncgy">https://t.co/lRUVjPncgy</a>
13:13:42 17:13:42	<b>Eddie Obeng</b> @EddieObeng		;-) #innochat We're still doing it! I have some new talks (digital talks on QUBE) Take a look... <a href="https://t.co/VrLg8sZ8PE">https://t.co/VrLg8sZ8PE</a>
13:14:23 17:14:23	<b>EK</b> @eksays		@JohnWLewis Thank you for your kind mention. Have a great evening. #Innochat
13:14:35 17:14:35	<b>Josh McCormack</b> @joshmccormack		@DreaVilleneuve @Carol_Stephen @JohnWLewis Ha! My kids are getting a Ph.D in failure by observing me. :) #innochat