

Tweet	From	Created_at
RT @DavidWLocke: @Renee_Hopkins Anyone that trusts their employer is nuts just nuts. #innochat >>...True sadly for 2 many.	ZaneSafrit	Tue Aug 03 14:15:06 +0000 2010
YES!!!! RT @timkastelle #IP protection and Open Innovation can work together http://bit.ly/cMg5wQ #innochat	ideasurge	Tue Aug 03 16:22:46 +0000 2010
RT @ideasurge: YES!!!! RT @timkastelle #IP protection and Open Innovation can work together http://bit.ly/cMg5wQ #innochat	leonardkish	Tue Aug 03 16:25:20 +0000 2010
@Renee_Hopkins BTW I I mentioned #innochat (your post about it) near end in my latest post on innovation http://bit.ly/aDhHP4	CASUDI	Tue Aug 03 20:05:00 +0000 2010
@guyhagen Thanks for following! Looking forward to your tweets. Did I see you on #innochat last week? I peeked in briefly.	innovKelli	Tue Aug 03 20:12:13 +0000 2010
@CASUDI Thanks so much for the #innochat mention in your blog post!	Renee_Hopkins	Tue Aug 03 20:25:13 +0000 2010
@Renee_Hopkins I thought your post about #innochat http://bit.ly/bHgSmd really excellent. Best kept secret on twitter :-)	CASUDI	Tue Aug 03 20:29:50 +0000 2010
@CASUDI Thanks -- although to give credit where it's due that post came from my colleague @davidwenger. #innochat	Renee_Hopkins	Tue Aug 03 21:24:12 +0000 2010
Agreed RT @CASUDI @Renee_Hopkins I thought your post about #innochat http://bit.ly/bHgSmd really excellent. Best kept secret on twitter :-)	pjmachado	Wed Aug 04 00:10:47 +0000 2010
RT @anamariiallopi: I think therefore I am I innovate therefore I will be. #innovation is future. #beoriginal #innochat	anagn	Wed Aug 04 07:13:12 +0000 2010
RT @anamariiallopi: I think therefore I am I innovate therefore I will be. #innovation is future. #beoriginal #innochat	vgoller	Wed Aug 04 07:16:56 +0000 2010
RT @anamariiallopi: I think therefore I am I innovate therefore I will be. #innovation is future. #beoriginal #innochat	Brainzooming	Wed Aug 04 10:50:23 +0000 2010
RT @anamariiallopi: I think therefore I am I innovate therefore I will be. #innovation is future. #beoriginal #innochat	erlanovation	Wed Aug 04 10:59:02 +0000 2010
Stealth Innovation Strategy - Benefits of Hiding New Ideas http://bit.ly/dgvkw6 #innovation #Innochat #Sprint	Brainzooming	Wed Aug 04 11:55:01 +0000 2010
RT @Renee_Hopkins: Join us for #innochat THURS 7/30 12-1 EST - I'll be moderating on "Stealth Innovation" -- shhhhh! http://bit.ly/a5Hg5Q	michael_richarm	Wed Aug 04 11:56:11 +0000 2010
RT @Brainzooming: Stealth Innovation Strategy - Benefits of Hiding New Ideas http://bit.ly/dgvkw6 #innovation #Innochat #Sprint	TeamTechnology	Wed Aug 04 11:56:28 +0000 2010
Could be an interesting #innochat today on stealth innovation. I wonder how that plays into changing corporate DNA if at all.	michael_richarm	Wed Aug 04 12:12:37 +0000 2010
Thanks @DrewCM @TeamTechnology for the RTs on Stealth #Innovation. It was a great #innochat last Thu! http://bit.ly/dgvkw6	Brainzooming	Wed Aug 04 12:32:43 +0000 2010
Thanks Mike! RT @Brainzooming: Stealth Innovation Strategy - Benefits of Hiding New Ideas http://bit.ly/dgvkw6 #innovation #Innochat	Renee_Hopkins	Wed Aug 04 14:16:58 +0000 2010
Join us THURS 8/5 12 EST for #innochat: Thou Shalt Not Stealth: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	Renee_Hopkins	Wed Aug 04 14:29:59 +0000 2010
@Renee_Hopkins You're welcome Renee - I always enjoy #innochat so much hate I've been MIA so many times the past few months.	Brainzooming	Wed Aug 04 14:33:09 +0000 2010
RT @Renee_Hopkins: THURS 8/5 12 EST #innochat: Thou Shalt Not Stealth: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	Brioneja	Wed Aug 04 14:34:49 +0000 2010
RT @Renee_Hopkins:Join us THURS 8/5 12 EST 4 #innochat:Thou Shalt Not Stealth: Fixing an Innovation-Averse Corp Culture http://bit.ly/dx5mB9	MarketingInnov	Wed Aug 04 14:37:15 +0000 2010
RT @Renee_Hopkins: Join THU 8/5 12EDT for #innochat: Thou Shalt Not Stealth: Fixing an Innovation-Averse Corp Culture http://bit.ly/dx5mB9	Brainzooming	Wed Aug 04 15:01:24 +0000 2010
#Innochat a Twitter-based innovation-oriented chat each Thursday at 11 a.m. central time	shawnz	Wed Aug 04 15:02:43 +0000 2010
RT @a_greenwood: Stealth Innovation Strategy -An #Innochat Discussion: http://bit.ly/9MGeRA via	dan_coyle	Wed Aug 04 16:06:25 +0000 2010
Good topic for #SMchat today 1pmET w/ @blogbrevity How 2 B a Thought Leader DJ http://bit.ly/ThoughtLeaderDJ #sm #hcs #innochat #smchat	CreativeSage	Wed Aug 04 16:46:32 +0000 2010
RT @Renee_Hopkins: Thurs. 8/5 12 EST Thou Shalt Not Stealth: Fixing an #Innovation-Averse Corporate #Culture http://bit.ly/dx5mB9 #innochat	CreativeSage	Wed Aug 04 16:50:29 +0000 2010
Do you #innovate undercover? If so why is that? http://bit.ly/dgvkw6 #stealth #innovation #Innochat	Brainzooming	Wed Aug 04 16:53:01 +0000 2010
RT @Brainzooming: Do you #innovate undercover? If so why is that? http://bit.ly/dgvkw6 #stealth #innovation #Innochat	bikespoke	Wed Aug 04 16:55:17 +0000 2010
RT @Brainzooming: Do you #innovate undercover? If so why is that? http://bit.ly/dgvkw6 #stealth #innovation #Innochat	erlanovation	Wed Aug 04 16:59:02 +0000 2010
Join us NOW! RT @CreativeSage: How 2 B a Thought Leader DJ w/ @blogbrevity http://bit.ly/ThoughtLeaderDJ #sm #innochat #smchat #smchat	TalentCulture	Wed Aug 04 17:05:37 +0000 2010

.@DrewCM @Elhoust It's been great to see you here as well as at #innochat - my first time back after a few weeks away too. :) #SMchat	CreativeSage	Wed Aug 04 18:13:52 +0000 2010
.@bpluskowski Great to chat with you here as well as at #innochat. Also happy to see friends from #hscsm #socpharm & other chats. :) #SMchat	CreativeSage	Wed Aug 04 18:21:40 +0000 2010
@CreativeSage Great to see you too on #smchat. I've been meaning to join the #innochat & #IMCchat but need to find the time. Hopefully soon!	elhoust	Wed Aug 04 18:27:35 +0000 2010
RT @Renee_Hopkins: Thurs. 8/5 12 EST Thou Shalt Not Steal: Fixing an #Innovation-Averse Corporate #Culture http://bit.ly/dx5mB9 #innochat	CreativeSage	Wed Aug 04 18:48:53 +0000 2010
What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat #strategy	Brainzooming	Wed Aug 04 21:39:51 +0000 2010
RT @Brainzooming: What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat (cc: @brodydorland)	KeithDaw	Wed Aug 04 21:45:05 +0000 2010
Have to give credit for trying and letting go fast when it was not working! RT @sotaventure: RIP Google Wave http://bit.ly/chLGA6 #innochat	pjmachado	Wed Aug 04 21:46:39 +0000 2010
RT @Brainzooming: What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat #strategy	debmorello	Wed Aug 04 22:07:02 +0000 2010
RT @Brainzooming: What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat #strategy #in	Michael_Friesen	Wed Aug 04 23:28:18 +0000 2010
RT @Brainzooming: What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat #strategy #in	LSTeams	Wed Aug 04 23:28:19 +0000 2010
Great: What's Stealth #Innovation? It May Be Going On without Your Knowing It! http://bit.ly/dgvkw6 #Innochat #strategy Via @Brainzooming	Angstoner	Thu Aug 05 01:15:42 +0000 2010
RT @erlanovation: RT @Brainzooming: Do you #innovate undercover? If so why is that? http://bit.ly/dgvkw6 #stealth #innovation #Innochat	WordBoom	Thu Aug 05 03:14:12 +0000 2010
RT @erlanovation: RT @Brainzooming: Do you #innovate undercover? If so why is that? http://bit.ly/dgvkw6 #stealth #innovation #Innochat	thorstone137	Thu Aug 05 03:14:14 +0000 2010
Looking to today's #innochat RT @Renee_Hopkins: Join us THURS 8/5 12 EST: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	justinhorton	Thu Aug 05 14:01:57 +0000 2010
Join us for #innochat TODAY at 12 EST: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	Renee_Hopkins	Thu Aug 05 14:16:36 +0000 2010
RT @Renee_Hopkins: Join us for #innochat TODAY at 12 EST: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	InnosightTeam	Thu Aug 05 14:18:36 +0000 2010
Join us for #innochat TODAY at 12 EST: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	DrewCM	Thu Aug 05 15:46:49 +0000 2010
RT @DrewCM Join us for #innochat TODAY at 12 EST: Fixing an #Innovation -Averse Corporate Culture http://bit.ly/dx5mB9	Brioneja	Thu Aug 05 15:50:10 +0000 2010
Related to today's #innochat RT @lindegaard When CEO's don't get #innovation - Check great comments on dilemma http://bit.ly/94FzaN	Brioneja	Thu Aug 05 15:51:23 +0000 2010
@Brioneja Yes I'm still in New England. Many of my co-workers are going -- just bad timing for me! #innochat	Renee_Hopkins	Thu Aug 05 16:05:06 +0000 2010
All ready to get fixed. (That didn't come out right) Drew Marshall Known Troublemaker Primed Associates #innochat	DrewCM	Thu Aug 05 16:05:35 +0000 2010
Let's start with intros: Renee Hopkins editor of soon-to-launch Texas Enterprise from UT-Austin/McCombs School of Biz #innochat	Renee_Hopkins	Thu Aug 05 16:06:23 +0000 2010
@DrewCM Ha! #innochat	Renee_Hopkins	Thu Aug 05 16:06:29 +0000 2010
@DrewCM I like the troublemaker part. A recent article mentioned that innovators have to be used to be considered troublemakers #innochat	Brioneja	Thu Aug 05 16:07:20 +0000 2010
@Brioneja It's more a passion than an avocation! #innochat	DrewCM	Thu Aug 05 16:08:30 +0000 2010
Jeff Alexander here...tech policy analyst at SRI's DC office #innochat	techiewonk	Thu Aug 05 16:08:41 +0000 2010
Diksha Dua Partner at recently-launched Clementine Digital Boutique. interest in innovation as a propeller of change/effectiveness #innochat	DikshaDua	Thu Aug 05 16:08:57 +0000 2010
Hello all. Haley Montgomery owner of Small Pond Graphics -- graphic design website development online media. #innochat	itsasmallpond	Thu Aug 05 16:09:14 +0000 2010
@Brioneja @drewCM I agree as well...all innovators are troublemakers although not all troublemakers are innovators! #innochat	Renee_Hopkins	Thu Aug 05 16:09:16 +0000 2010
Welcome to #innochat @itsasmallpond & @DikshaDua	DrewCM	Thu Aug 05 16:10:45 +0000 2010
Join #innochat right now! Hosted by the McCombs School's own @Renee_Hopkins. Today's topic: Fixing an Innovation-Averse Corporate Culture	UTexasMcCombs	Thu Aug 05 16:11:12 +0000 2010
Lurking at #innochat today...	pjmachado	Thu Aug 05 16:11:43 +0000 2010
@UTexasMcCombs Thanks! #innochat	Renee_Hopkins	Thu Aug 05 16:11:53 +0000 2010

The "innovation war" is a reality. without top-down support it can't have a sustained presence http://bit.ly/b8TgsP #innochat	DikshaDua	Thu Aug 05 16:11:58 +0000 2010
@Renee_Hopkins finally (!) so glad to be here. #innochat	DikshaDua	Thu Aug 05 16:12:11 +0000 2010
@Renee_Hopkins Shall we begin with diagnosing the patient? #innochat	DrewCM	Thu Aug 05 16:12:20 +0000 2010
@drewCM Yes indeed: Q1) What are the specific cultural issues indicated by innovation aversion -- what's the ROOT of the problem? #innochat	Renee_Hopkins	Thu Aug 05 16:13:05 +0000 2010
Listening in on #eventprofs and #innochat	OurDesignWorks	Thu Aug 05 16:13:44 +0000 2010
@DrewCM Very apt analogy as innovation is often viewed as a virus by corp immune system! #innochat	techiewonk	Thu Aug 05 16:14:22 +0000 2010
@Renee_Hopkins Big focus on efficiency culture is not compatible with the iterative nature of innovation #innochat	Brioneja	Thu Aug 05 16:15:03 +0000 2010
Q1: Fear seems to be a huge factor. Fear of change fear of losing power or control #innochat	itsasmallpond	Thu Aug 05 16:15:06 +0000 2010
An innovation averse culture is most often driven by the patterns at play when an organization was founded (essentially its DNA) #innochat	DrewCM	Thu Aug 05 16:15:12 +0000 2010
A!: We've always done it this way = aversion to trying anything new #innochat	CASUDI	Thu Aug 05 16:15:21 +0000 2010
@DikshaDua Thanks for that link! http://bit.ly/b8TgsP and http://bit.ly/94FzaN from @brioneja both great articles on topic #innochat	Renee_Hopkins	Thu Aug 05 16:15:30 +0000 2010
That aversion is then compounded by processes and systems that reinforce the status quo and by risk averse leadership. #innochat	DrewCM	Thu Aug 05 16:15:59 +0000 2010
RT @lindegaard RT @skirrid: #Innovation: The job of a mgr is to protect you from the corp. immune system (my old boss at HP Labs) #innochat	Brioneja	Thu Aug 05 16:16:06 +0000 2010
Fear of unknown RT @DikshaDua "innov war" is reality-w/out top support it can't have a sustained presence http://bit.ly/b8TgsP #innochat	pjmachado	Thu Aug 05 16:16:11 +0000 2010
A: hesitancy to drive change by attempting a "new" way. takes time to adopt and analyze #innochat	DikshaDua	Thu Aug 05 16:16:13 +0000 2010
RT @Brioneja: @Renee_Hopkins Big focus on efficiency culture is not compatible with the iterative nature of innovation #innochat (Yes!)	DrewCM	Thu Aug 05 16:16:32 +0000 2010
Perhaps a lack of understand that innovation is needed for firm to grow? #innochat	Renee_Hopkins	Thu Aug 05 16:16:39 +0000 2010
How do innovation-averse firms expect to grow without innovating? #innochat	Renee_Hopkins	Thu Aug 05 16:16:56 +0000 2010
@techiewonk @DrewCM YES a virus is considered foreign and new ~ as is innovation in some corp cultures #Innochat	CASUDI	Thu Aug 05 16:16:58 +0000 2010
@DrewCM Perhaps the curse of a successful history or successful structure -- reluctance to adapt or change #innochat	itsasmallpond	Thu Aug 05 16:17:15 +0000 2010
@Renee_Hopkins 2nd. problem arises from the recent trend of managing all companies as financial companies #innochat	Brioneja	Thu Aug 05 16:17:19 +0000 2010
Are orgs with standardized processes by nature anti-innovation? Innovation seeks to disrupt the status quo. #innochat	techiewonk	Thu Aug 05 16:17:29 +0000 2010
@Renee_Hopkins Finance MBA's install "Data-driven Decision Process" #innochat	Brioneja	Thu Aug 05 16:17:58 +0000 2010
@Renee_Hopkins Could be - some organizations struggle to define where they are going. An absent strategy means no focus for inno. #innochat	DrewCM	Thu Aug 05 16:18:19 +0000 2010
@Brioneja Hmmm yes. Growth by financial manipulation. The worst kind of innovation when practiced poorly. #innochat	Renee_Hopkins	Thu Aug 05 16:18:19 +0000 2010
@Renee_Hopkinsthey think if only they can sell more of what they already have they will grow :-) #innochat	CASUDI	Thu Aug 05 16:18:28 +0000 2010
@itsasmallpond But WHY are many orgs so averse to change? Is it human nature or does corporate culture supercede human nature? #innochat	techiewonk	Thu Aug 05 16:18:50 +0000 2010
@Renee_Hopkins Innovation projects at early stages cannot generate degree of financial certainty demanded by decision makers #innochat	Brioneja	Thu Aug 05 16:18:50 +0000 2010
@techiewonk Think it's possible to incorporate the ability to disrupt within the standardized process #innochat	itsasmallpond	Thu Aug 05 16:18:57 +0000 2010
@techiewonk But -- innovation can and should be run as a process should therefore not be incompatible.... #innochat	Renee_Hopkins	Thu Aug 05 16:19:21 +0000 2010
@itsasmallpond Yes success can breed complacency. But it also fosters self-reinforcing belief that we are infallible. #innochat	DrewCM	Thu Aug 05 16:19:22 +0000 2010
Agreed. RT @itsasmallpond: @techiewonk Think its possible to incorporate the ability to disrupt within the standardized process #innochat	Renee_Hopkins	Thu Aug 05 16:19:45 +0000 2010
@techiewonk Certainly human nature seems to be averse to change. Corporations are made up of humans #innochat	itsasmallpond	Thu Aug 05 16:19:45 +0000 2010

@Renee_Hopkins One strategy for growth for innovation-averse firms is through acquisition. #innochat PS - lurking may pop in/out	Gretchen_Rice	Thu Aug 05 16:19:52 +0000 2010
@Renee_Hopkins Well Enron WAS innovative in financial engineering...just in a destructive way! #innochat	techiewonk	Thu Aug 05 16:20:05 +0000 2010
@Renee_Hopkins I think all companies/CEO's will strongly express their support for innovation #innochat	Brioneja	Thu Aug 05 16:20:08 +0000 2010
@techiewonk keeping status quo = comfort so let's not change / innovate #innochat	CASUDI	Thu Aug 05 16:20:23 +0000 2010
@Renee_Hopkins Where the divergence occurs in on how it needs to happen #innochat	Brioneja	Thu Aug 05 16:20:24 +0000 2010
@techiewonk Innovation is willful introduction of change into inherently stable systems. It involves risk & that makes it scary. #innochat	DrewCM	Thu Aug 05 16:20:38 +0000 2010
@techiewonk Also change opens the possibility for loss of power control status -- silos are rampant in corporate culture #innochat	itsasmallpond	Thu Aug 05 16:20:39 +0000 2010
innovation isn't against efficiency. its a mean of reaching the end-goal while helping stretch boundaries and future opps #innochat	DikshaDua	Thu Aug 05 16:20:43 +0000 2010
@Renee_Hopkins Cos successfull at efficiency/six sigma/financial analysis simply want to transfer those processes to innovation #innochat	Brioneja	Thu Aug 05 16:21:28 +0000 2010
@DrewCM Infallibility doesn't need innovation. The squeaky wheel concept. #innochat	itsasmallpond	Thu Aug 05 16:21:31 +0000 2010
@Brioneja agreed. and if implemented within a context it will get visibility and support through an organization #innochat	DikshaDua	Thu Aug 05 16:21:38 +0000 2010
@techiewonk We are essentially need-fulfillment-seeking by nature. Risk and uncertainty don't readily meet our needs. #innochat	DrewCM	Thu Aug 05 16:21:41 +0000 2010
RT @DikshaDua: innovation isnt against efficiency. its a mean of reaching the end-goal while stretch boundaries and future opps #innochat	itsasmallpond	Thu Aug 05 16:21:55 +0000 2010
@techiewonk good point U made ~ innovate is not always constructive (here we assume it is) but can be distructive #innochat	CASUDI	Thu Aug 05 16:22:27 +0000 2010
Definitely a culture that punishes SOME types of risk-taking is anti-innovative--but there ARE risks you want to avoid! #innochat	techiewonk	Thu Aug 05 16:22:28 +0000 2010
@Gretchen_Rice Hi and thanks for popping in! #innochat	Renee_Hopkins	Thu Aug 05 16:22:35 +0000 2010
RT @DrewCM: @techiewonk Innovation is willful intro of change in inherently stable systems. Involves risk & that makes it scary. #innochat	itsasmallpond	Thu Aug 05 16:22:36 +0000 2010
@Gretchen_Rice But acquisition contains it's own multitude of risks (75% failure rate in the M&A marketplace.) #innochat	DrewCM	Thu Aug 05 16:22:41 +0000 2010
Hi - wannabe troublemaker here working on the inside. Love the topic today & congrats @Renee_Hopkins on the upcoming launch. #innochat	innovKelli	Thu Aug 05 16:22:43 +0000 2010
@DikshaDua in my experience the problem occurs when a culture of "doing it right the first time" does not allow for an iterations #innochat	Brioneja	Thu Aug 05 16:22:49 +0000 2010
Humans adapt when need arises-success drives inertia! RT @techiewonk: @itsasmallpond WHY orgs averse to change? nature or nurture? #innochat	pjmachado	Thu Aug 05 16:23:06 +0000 2010
#innochat A culture is a living system must embrace principles. There is an identity and a means to protect same...it learns evolves.	rotkapchen	Thu Aug 05 16:23:08 +0000 2010
@DikshaDua which is the subject of my upcoming presentation on Stage Gate #innochat	Brioneja	Thu Aug 05 16:23:10 +0000 2010
RT@DrewCM @techiewonk Innovation is willful introduction of change & inherently stable systems.involves risk & that makes it scary. #innochat	CASUDI	Thu Aug 05 16:23:14 +0000 2010
@innovKelli Thanks and hello! #innochat	Renee_Hopkins	Thu Aug 05 16:23:28 +0000 2010
RT @rotkapchen: #innochat A culture is a living system must embrace principles. There is an identity and a means to protect same...it l ...	futurescape	Thu Aug 05 16:23:39 +0000 2010
@Gretchen_Rice (agreed) & it fails because of the inherent risks in making two companies/diff culture wrk towards 1 vision. #innochat	DikshaDua	Thu Aug 05 16:23:44 +0000 2010
But not so scary if process in place RT@DrewCM Innovation is willful introduction of change & inherently stable systems. #innochat	Renee_Hopkins	Thu Aug 05 16:24:05 +0000 2010
@pjmachado Completely agree on our adaptability - often that is because we are "thrown into the deep end". Didn't seek it out. #innochat	DrewCM	Thu Aug 05 16:24:34 +0000 2010
DrewCM Totally agree - but doesn't stop some firms from thinking it's the answer. #innochat (forgot hash on first response)	Gretchen_Rice	Thu Aug 05 16:24:36 +0000 2010
So corp culture must be able to recognize when something isn't working anymore RT @pjmachado: Success drives inertia! #innochat	techiewonk	Thu Aug 05 16:25:12 +0000 2010
@futurescape @rotkapchen How to make that culture learn and evolve in a way that fosters innovation though? #innochat	Renee_Hopkins	Thu Aug 05 16:25:31 +0000 2010
@Brioneja neat-wld definitely want to hear more abt your ppt. innovation with supportive parameters might help drive success #innochat	DikshaDua	Thu Aug 05 16:25:46 +0000 2010

@futurescape For organization-wide culture change to embrace innovation - new identity must be forged (some members will opt out) #innochat	DrewCM	Thu Aug 05 16:26:07 +0000 2010
@Renee_Hopkins See a connection to "sense-and-respond"-corp culture must be self-aware #innochat	techiewonk	Thu Aug 05 16:26:34 +0000 2010
RT @Renee_Hopkins Prhps lack of undrstdng that innov is needed for firm 2 grow? <& lack of undrstdng of what it is & how it helps #innochat	innovKelli	Thu Aug 05 16:26:44 +0000 2010
@techiewonk Unfortunately in innovation that has been very difficult. Witness how many companies continue to rely on Stage Gate #innochat	Brioneja	Thu Aug 05 16:27:05 +0000 2010
@Brioneja #innochat The issues are less a matter of data-driven than data-informed with more than just financials.	rotkapchen	Thu Aug 05 16:27:18 +0000 2010
Industries that face little external pressure to change tend to be least innovative- healthcare energy transportation... #innochat	pjmachado	Thu Aug 05 16:27:28 +0000 2010
@Renee_Hopkins @futurescape @rotkapchen foster innovation w/ patience recognition & results. see it in action.some will not optin #innochat	DikshaDua	Thu Aug 05 16:27:35 +0000 2010
So is it easier to create a new identity for an organization than to adapt an existing that is able to foster innovation? #innochat	itsasmallpond	Thu Aug 05 16:28:02 +0000 2010
Q2: What can *individuals* do to "fix" culture foster innovation? #innochat	Renee_Hopkins	Thu Aug 05 16:28:11 +0000 2010
@rotkapchen Finance MBA's want "the numbers" with a level of accuracy expected for a bank loan. Do not care about context #innochat	Brioneja	Thu Aug 05 16:28:33 +0000 2010
@DrewCM Thanks for giving me the strings to tie with! #innochat	Renee_Hopkins	Thu Aug 05 16:38:29 +0000 2010
Q2: Depends on individuals role in org. #innochat Options are few. Demonstrate advantages Innovate anyway move to org with innov culture	ajmunn	Thu Aug 05 16:38:41 +0000 2010
@techiewonk Which I think is a fantastic addition to the model. At WL Gore that is the organizing principle - only attractors win. #innochat	DrewCM	Thu Aug 05 16:38:45 +0000 2010
@bpluskowski Doesn't matter. The fact is that their is a story that carries the intent to the broader organization (and beyond) #innochat	DrewCM	Thu Aug 05 16:40:13 +0000 2010
@DrewCM it is not. its also very hard. If however there are people who take the message forward it does become easier #innochat	futurescape	Thu Aug 05 16:40:23 +0000 2010
@DrewCM at google it was a solution to having too few managers and exploding workforce- crowdsource your idea selection #innochat	techiewonk	Thu Aug 05 16:40:25 +0000 2010
Can't see what you guys wrote earlier-but Q1-Fear of failure recrimination change and general apathy are the biggest barriers #innochat	bpluskowski	Thu Aug 05 16:40:38 +0000 2010
I've heard that too RT @bpluskowski Heard that 10% thing is less rule more guideline - most people at both companies dont do it #innochat	Renee_Hopkins	Thu Aug 05 16:40:42 +0000 2010
@techiewonk And hopefully - "Let's do it now!" <grin> #innochat	DrewCM	Thu Aug 05 16:40:47 +0000 2010
@DrewCM fully agree #innochat	bpluskowski	Thu Aug 05 16:40:49 +0000 2010
RT @techiewonk: @Renee_Hopkins An innovation culture will replace "why do it?" with "why NOT do it?" #innochat	itsasmallpond	Thu Aug 05 16:40:50 +0000 2010
Innovation needs a high degree of positiveness & forward momentum. Positive questions constructive & solution based crits #innochat	ajmunn	Thu Aug 05 16:41:18 +0000 2010
Q2 - start small early successes build reputation expand and get more ambitious with time #innochat	bpluskowski	Thu Aug 05 16:41:21 +0000 2010
RT @itsasmallpond: RT @techiewonk: An innovation culture will replace "why do it?" with "why NOT do it?" #innochat	Renee_Hopkins	Thu Aug 05 16:41:24 +0000 2010
Q2 Alt - new CEO who drives it from the top down #innochat	bpluskowski	Thu Aug 05 16:41:43 +0000 2010
@futurescape Now we're getting into how we best use the social network - who are the storytellers the mavens the salespeople? #innochat	DrewCM	Thu Aug 05 16:41:44 +0000 2010
#innochat ibm has a formally supported 20%-type program called BizTech - structured with sponsored projects and mgr ok for 20% over 9 mths	twitteratti	Thu Aug 05 16:41:49 +0000 2010
@Renee_Hopkins #innochat #owork is evolving. Check the hash I posted one today :) Also http://delicious.com/iknovate/owork	rotkapchen	Thu Aug 05 16:41:57 +0000 2010
Innovation Culture is great - but if you don't have it it takes a long time to build #innochat	bpluskowski	Thu Aug 05 16:42:13 +0000 2010
That wld be interesting to know how many do? RT @bpluskowski Ive heard that 10% thing is less of a rule more of a guide... #innochat	innovKelli	Thu Aug 05 16:42:14 +0000 2010
@bpluskowski I think another issue with the 10% rule is that is more of a 100 plus 10% time rule not a 90-10% rule #innochat	Brioneja	Thu Aug 05 16:42:18 +0000 2010
Hypothetical: What if you DO all these things see successes yet still don't move the needle culturewise or get mgmt support? #innochat	Renee_Hopkins	Thu Aug 05 16:42:19 +0000 2010
@rotkapchen Thanks much! #innochat	Renee_Hopkins	Thu Aug 05 16:42:30 +0000 2010

YES need to refine new ideas not kill them RT @ajmunn: Innovation needs...Positive questions constructive & solution based crits #innochat	techiewonk	Thu Aug 05 16:42:45 +0000 2010
@ajmunn Completely agree - the work of Cooperider at Case Western on Appreciative Inquiry supports this fully. #innochat http://is.gd/e4sTi	DrewCM	Thu Aug 05 16:43:15 +0000 2010
@Renee_Hopkins start analysing the reasons why... there are tons of potential ones - and no fix-all solution #innochat	bpluskowski	Thu Aug 05 16:43:31 +0000 2010
RT@bpluskowski Q2-start small early successes build reputation expand & get more ambitious with time #innochat ///demo success= big +++	CASUDI	Thu Aug 05 16:43:39 +0000 2010
RT @itsmallpond: RT @techiewonk: @Renee_Hopkins An innovation culture will replace "why do it?" with "why NOT do it?" #innochat	innovKelli	Thu Aug 05 16:44:04 +0000 2010
@Renee_Hopkins that's why hiring someone with a wide variety of experiences is so important to a healthy program #innochat	bpluskowski	Thu Aug 05 16:44:10 +0000 2010
@Renee_Hopkins #innochat Try the same things all over again but start tweaking the variables. It's a design problem: practice possibilities.	rotkapchen	Thu Aug 05 16:44:14 +0000 2010
@CASUDI I'd like to point out again that demo-ing success is a great use of stealth innovation techniques. Just don't overuse. #innochat	Renee_Hopkins	Thu Aug 05 16:44:21 +0000 2010
@Renee_Hopkins change what you can then make a decision on what you're willing to live with. #innochat	DikshaDua	Thu Aug 05 16:44:36 +0000 2010
@Renee_Hopkins Life is about choices - where you choose to invest your time and energy is a huge factor. No motion. Go forth! #innochat	DrewCM	Thu Aug 05 16:44:37 +0000 2010
neat! RT @techiewonk: @DrewCM: Creator of the Nissan Design Institute in CA used to hire in pairs - complementary+divergent skills. #innochat	DikshaDua	Thu Aug 05 16:48:19 +0000 2010
@Hamlet Thanks! Check the transcript later...and of course come by and add your comments when you can! #innochat	Renee_Hopkins	Thu Aug 05 16:48:31 +0000 2010
@DWConnolly I believe iteration is a critical component and the one that creates the most conflict in many companies #innochat	Brioneja	Thu Aug 05 16:48:37 +0000 2010
@Brioneja Skunks works is one approach to a particular type of innovation project-esp if dominant culture is risk-averse #innochat	techiewonk	Thu Aug 05 16:48:38 +0000 2010
RT @rotkapchen: #innochat A culture is a living system must embrace principles. There is an identity and a means to protect same...it I ...	davegray	Thu Aug 05 16:48:56 +0000 2010
RT @DWConnolly Some see innovation in 2 flavors: disruptive and iterative. I see getting to disruption AS an iterative process. #innochat	Renee_Hopkins	Thu Aug 05 16:49:07 +0000 2010
I've seen that too RT @Brioneja: iteration is a critical component and the one that creates the most conflict in many companies #innochat	techiewonk	Thu Aug 05 16:49:17 +0000 2010
RT @Brioneja: @DWConnolly I believe iteration is a critical component and the one that creates the most conflict in many companies #innochat	DrewCM	Thu Aug 05 16:49:19 +0000 2010
@Renee_Hopkins is a culture of skunkworks approp for the whole business though? #innochat	bpluskowski	Thu Aug 05 16:49:50 +0000 2010
@techiewonk This revisits last week's topic on Stealth Innovation. The #innochat circle of life continues!	DrewCM	Thu Aug 05 16:49:58 +0000 2010
@techiewonk it is that risk-aversion that needs to open up to tolerate the type of projects needed to create true innovation #innochat	Brioneja	Thu Aug 05 16:49:59 +0000 2010
@DrewCM Yes that's the point of the article @dikshadua posted and I reposted from HBR #innochat	Renee_Hopkins	Thu Aug 05 16:52:13 +0000 2010
Liking the idea that disruption need not be bad. Disruption needed to spur innovation #innochat	ajmunn	Thu Aug 05 16:52:14 +0000 2010
Yes. RT @techiewonk: I see iteration in innov as experimentation > Disruption definitely can result from iterative processes. #innochat	Renee_Hopkins	Thu Aug 05 16:52:35 +0000 2010
RT @MeredithGould: Hey #innochat folks check out unNiche2010: http://bit.ly/ckTJIN #unich10	pjmachado	Thu Aug 05 16:53:06 +0000 2010
@DrewCM interesting in a "hey look they didn't kill each other perspective"?... :p #innochat	bpluskowski	Thu Aug 05 16:53:12 +0000 2010
#innochat team- it has been a pleasure. I have to run...can't wait for the next one. thank you for organizing :) (@Renee_Hopkins) #innochat	DikshaDua	Thu Aug 05 16:53:19 +0000 2010
@DikshaDua You're welcome! #innochat	Renee_Hopkins	Thu Aug 05 16:53:38 +0000 2010
#innochat I've watched 'right answers' repeatedly abandoned because they were never allowed to go through lifecycle: judged fetus.	rotkapchen	Thu Aug 05 16:53:39 +0000 2010
RT @Brioneja: @DWConnolly I believe iteration is a critical component and the one that creates the most conflict in many companies #innochat	DWConnolly	Thu Aug 05 16:54:00 +0000 2010
I agree - Skunkworks are a great way to let the org get "outside of itself" - but that culture is unique and not nec transferable #innochat	bpluskowski	Thu Aug 05 16:54:02 +0000 2010
RT @rotkapchen I've watched right answers repeatedly abandoned because they were never allowed to go thru lifecycle: judged fetus. #innochat	Renee_Hopkins	Thu Aug 05 16:54:48 +0000 2010
@DikshaDua Thanks for joining ~ enjoyed your input #innochat	CASUDI	Thu Aug 05 16:55:08 +0000 2010

@bpluskowski yes-a successful skunkworks will either succeed by disappearing or will spin off #innochat	techiewonk	Thu Aug 05 16:55:08 +0000 2010
How to fix this? RT @DWConnolly: RT @Brioneja Iteration is critical component creates the most conflict in many companies #innochat	Renee_Hopkins	Thu Aug 05 16:55:26 +0000 2010
Does orgs situation effect type & quality of innov? Innovate as culture vs innovate to stay afloat? #innochat #Justthinking	ajmunn	Thu Aug 05 16:55:36 +0000 2010
RT @rotkapchen: Ive watched right answers repeatedly abandoned because never allowed to go through lifecycle: judged fetus. #innochat	itsasmallpond	Thu Aug 05 16:55:51 +0000 2010
@pjmachado Nice #innochat	ajmunn	Thu Aug 05 16:58:13 +0000 2010
RT @ZaneSafrit: RT @pjmachado: RT @Brainzooming: How Many People Does It Take for Innovative Thinking? http://bit.ly/du0jNY #innochat &g ...	drypen	Thu Aug 05 16:58:15 +0000 2010
@techiewonk @rotkapchen Certain level of "failure" built into process to allow idea to germinate to that determining point #innochat	itsasmallpond	Thu Aug 05 16:58:22 +0000 2010
@Renee_Hopkins hopefully achieve a balance not too threatening to status quo but a bit more liberal #innochat	Brioneja	Thu Aug 05 16:58:24 +0000 2010
@techiewonk Yes but knowing when to let go is a key to strategic focus and long-term success. #innochat	DrewCM	Thu Aug 05 16:58:43 +0000 2010
Chat topic for next week: cultural problems in an org where ALL is innovative nothing actually gets done...what do you think? #innochat	Renee_Hopkins	Thu Aug 05 16:58:51 +0000 2010
RT @DrewCM: @ajmunn I think org. situation is a huge factor. Like stressors on indiv behavior it modifies way an org responds too #innochat	ajmunn	Thu Aug 05 16:59:21 +0000 2010
@DrewCM Good point on org situation as stress factor. Can be a good motivator. The inherent reservations become less important. #innochat	itsasmallpond	Thu Aug 05 16:59:30 +0000 2010
Can we chat about it here when done? RT @Brioneja I am working on a presentation regarding use of Spiral Stage Gate #innochat	Renee_Hopkins	Thu Aug 05 16:59:34 +0000 2010
Hmm RT @techiewonk Attribution-can I take your idea run w/it? &g; How to fix this? RT @Brioneja Iteration creates most conflict #innochat	Renee_Hopkins	Thu Aug 05 17:00:22 +0000 2010
@Renee_Hopkins Great topic for next week! The other side of the coin. #innochat	itsasmallpond	Thu Aug 05 17:00:28 +0000 2010
@DrewCM I agree-tell my co-workers that org can be defined by what it chooses NOT to do as well as what it chooses to do #innochat	techiewonk	Thu Aug 05 17:00:39 +0000 2010
@Brioneja what is your definition of *true* innovation ecosystem & can the 70/20/10 rule help an org build learn such a culture #innochat	SteveKoss	Thu Aug 05 17:00:41 +0000 2010
@itsasmallpond Based on this force field analysis has a role to play in improving an organization's innovation culture. #innochat	DrewCM	Thu Aug 05 17:01:03 +0000 2010
Oops -- just realized I'm traveling next week on the Big Road Trip from New Hampshire to Texas. Any volunteers to moderate 8/13? #innochat	Renee_Hopkins	Thu Aug 05 17:01:19 +0000 2010
Most of the companies I meet with talk about innovation without commitment. They miss the cultural foundation which is critical. #innochat	DWConnolly	Thu Aug 05 17:01:34 +0000 2010
@Renee_Hopkins might as well just leave your car here in Boston you'll only be back again in another 6 months... :p #innochat	bpluskowski	Thu Aug 05 17:02:28 +0000 2010
#innochat Less an issue of germination than pruning and deciding to abandon one seedling for another. Pruning requires judgment: art+science	rotkapchen	Thu Aug 05 17:02:29 +0000 2010
@SteveKoss Hi Steve I am afraid that I need to run right now. Let's discuss offline. #innochat	Brioneja	Thu Aug 05 17:02:34 +0000 2010
@Renee_Hopkins No I wasn't chatting last week. #innochat	itsasmallpond	Thu Aug 05 17:02:35 +0000 2010
Would you maybe be guest mod?! RT @CASUDI Next week proposed topic more my cup of tea :) working with innovative entrepreneurs #innochat	Renee_Hopkins	Thu Aug 05 17:02:48 +0000 2010
@Renee_Hopkins Thanks for a great innochat! #innochat	Brioneja	Thu Aug 05 17:03:05 +0000 2010
Gotta jet #innochat folks--thx for another great exchange!	techiewonk	Thu Aug 05 17:03:06 +0000 2010
@Renee_Hopkins I cannot moderate - client gig in Maryland. Sorry #innochat	DrewCM	Thu Aug 05 17:03:10 +0000 2010
RT @DrewCM: @techiewonk The essence of strategy for me is exactly that - what will we NOT do. Hard lesson to learn. #innochat	futurescape	Thu Aug 05 17:03:39 +0000 2010
@bpluskowski I do. Media design advertising firms often go this way. #innochat	Renee_Hopkins	Thu Aug 05 17:03:46 +0000 2010
@Brioneja @techiewonk thanks! #innochat	Renee_Hopkins	Thu Aug 05 17:04:01 +0000 2010
@DrewCM Love zygote reference but that's why I abhor concept of brainstorming. The act itself incentivizes such results. #innochat	rotkapchen	Thu Aug 05 17:04:16 +0000 2010
@DrewCM That's OK....will find someone. #innochat	Renee_Hopkins	Thu Aug 05 17:04:18 +0000 2010

RT @rotkapchen: #innachat Less an issue of germination than pruning and deciding to abandon one seedling for another. Pruning requires j ...	futureescape	Thu Aug 05 17:04:32 +0000 2010
@Brionaja sounds like a plan #innachat	SteveKoss	Thu Aug 05 17:04:33 +0000 2010
@Renee_Hopkins ah right #innachat	bpluskowski	Thu Aug 05 17:04:35 +0000 2010
@rotkapchen With the current economy I have seen many pruners turn organization oak trees into bonsai! #innachat	DrewCM	Thu Aug 05 17:04:41 +0000 2010
Ha! Leaving stuff in storage in F'ham...RT @bpluskowski leave your car here in Boston youll only be back again in another 6 mos. #innachat	Renee_Hopkins	Thu Aug 05 17:05:02 +0000 2010
Thanks for #innachat great brain stretch	ajmun	Thu Aug 05 17:05:05 +0000 2010
@ajmun You're welcome thanks for coming! #innachat	Renee_Hopkins	Thu Aug 05 17:05:29 +0000 2010
Hey! Are you channeling my brain? *wink* RT @Renee_Hopkins: @bpluskowski I do. Media design advertising firms often go this way. #innachat	itsasmallpond	Thu Aug 05 17:06:15 +0000 2010
Thanks for the top notch #innachat today. Nice job @Renee_Hopkins - Transcript available tomorrow (or maybe earlier...will see)	DrewCM	Thu Aug 05 17:06:48 +0000 2010
Ha! RT @itsasmallpond: Hey! Are you channeling my brain? *wink* > Media design advertising firms often go this way. #innachat	Renee_Hopkins	Thu Aug 05 17:07:37 +0000 2010
@DrewCM Enjoyed your insights Andrew! #innachat	itsasmallpond	Thu Aug 05 17:07:42 +0000 2010
@DrewCM Thanks so much Drew! #innachat	Renee_Hopkins	Thu Aug 05 17:07:50 +0000 2010
thanks all - too short as always :) #innachat	bpluskowski	Thu Aug 05 17:07:57 +0000 2010
@Renee_Hopkins Enjoyed today's chat! Great job as always! #innachat	itsasmallpond	Thu Aug 05 17:08:17 +0000 2010
RT @pjmachado: Good & Bad are perspectives-Disruption just IS-Matter of degree #innachat	innovKelli	Thu Aug 05 17:08:34 +0000 2010
Decisions! RT @DrewCM: @techiewonk The essence of strategy for me is exactly that - what will we NOT do. Hard lesson to learn. #innachat	pjmachado	Thu Aug 05 17:08:42 +0000 2010
@itsasmallpond Thanks! #innachat	Renee_Hopkins	Thu Aug 05 17:09:06 +0000 2010
@bpluskowski Thanks - see you soon! #innachat	Renee_Hopkins	Thu Aug 05 17:09:17 +0000 2010
RT @bpluskowski: thanks all - too short as always :) #innachat	DWConnolly	Thu Aug 05 17:09:35 +0000 2010
@bpluskowski Leave 'em wanting more Boris! #innachat	DrewCM	Thu Aug 05 17:09:43 +0000 2010
Bye all and thanks for a great chat...stay tuned to find out who next week's guest moderator will be....! #innachat	Renee_Hopkins	Thu Aug 05 17:09:59 +0000 2010
@ZaneSafrit @pjmachado Brainzooming industry outsider or ppl flips emotions over intelligence brings light http://bit.ly/du0jNY #innachat	SteveKoss	Thu Aug 05 17:10:20 +0000 2010
Always! :) RT @DrewCM: @bpluskowski Leave 'em wanting more Boris! #innachat	bpluskowski	Thu Aug 05 17:13:52 +0000 2010
As usual a great chat everyone! thanks #innocats and esp @Renee_Hopkins for the brainy discussions. #innachat	innovKelli	Thu Aug 05 17:16:45 +0000 2010
@itsasmallpond @innovKelli Thanks! #innachat	Renee_Hopkins	Thu Aug 05 17:22:33 +0000 2010
! RT @Renee_Hopkins Chat topic for next week? cultural problems in an org where ALL is innovative nothing actually gets done..? #innachat	MichaelWillett	Thu Aug 05 17:24:54 +0000 2010
Totally missed today's #innachat thanks to a meeting that went way overtime. #bummer	justinhorton	Thu Aug 05 17:47:23 +0000 2010
@Renee_Hopkins Was sad to miss today #innachat Great topic + looking forward to reading the transcript	jkloren	Thu Aug 05 17:48:13 +0000 2010
RT @Renee_Hopkins: Join us for #innachat TODAY at 12 EST: Fixing an Innovation-Averse Corporate Culture http://bit.ly/dx5mB9	KristenBlake16	Thu Aug 05 18:43:51 +0000 2010
An idea for the #innachat crowd: are we considered a digital community? Should we be more diligent in forming one? http://bit.ly/demIBC	Hamlet	Thu Aug 05 18:54:44 +0000 2010
@Renee_Hopkins Ouch I missed #innachat again so on to async.	DavidWLocke	Thu Aug 05 18:56:43 +0000 2010
@Renee_Hopkins Unfortunately the term iterative is close to incremental which is taken and means continuous inno. #innachat	DavidWLocke	Thu Aug 05 19:32:18 +0000 2010
@Renee_Hopkins Yes you have to continue to improve your discontinuous innovation to get it to the point of disruption. #innachat	DavidWLocke	Thu Aug 05 19:32:48 +0000 2010

@innovKelli No actually the culture of a skunkworks wouldn't work across the entire biz. Where would geographic isolation play? #innochat	DavidWLocke	Thu Aug 05 19:33:43 +0000 2010
@innovKelli Isolation is a necessary ingredient. The larger org serves its existing market so it can't focus enough. #innochat	DavidWLocke	Thu Aug 05 19:34:42 +0000 2010
@innovKelli If I built the inno org I want to build it would be a collection of independent companies minding their phase of TALC #innochat	DavidWLocke	Thu Aug 05 19:35:22 +0000 2010
@innovKelli Cost and policy structure would still not be a single homogenous organization. Isolation is critical. #innochat	DavidWLocke	Thu Aug 05 19:35:54 +0000 2010
@Renee_Hopkins Don't worry the prescriptive orthodoxy would kill it. #innochat	DavidWLocke	Thu Aug 05 19:36:44 +0000 2010
Hokey pete! I completely forgot about #innochat today! Is that a good sign or bad? Head-down mode all day just now taking a break.	bobdejonge	Thu Aug 05 19:43:23 +0000 2010
â€} and #innochat was an excellent topic again today. Rats.	bobdejonge	Thu Aug 05 19:43:59 +0000 2010
@Renee_Hopkins If you use stealth a long way from core you can do it everyday. You do need a tempo of discontinuous vs continuous. #innochat	DavidWLocke	Thu Aug 05 19:44:39 +0000 2010
@Renee_Hopkins Financial market demand constant discontinuous innovation so late market doesn't kill company. #innochat	DavidWLocke	Thu Aug 05 19:45:20 +0000 2010
@bpluskowski @Renee_Hopkins Mostly companies want to do discontinuous just like they do continuous. If they were once ... #innochat	DavidWLocke	Thu Aug 05 19:50:57 +0000 2010
@bpluskowski ... company lifecycle will move away from that capability and look like big public co in tech adopt lifecycle late mkt. #innochat	DavidWLocke	Thu Aug 05 19:51:50 +0000 2010
@bpluskowski That the capability was forgotten means repeating is hell and counter everything that company knows now. #innochat	DavidWLocke	Thu Aug 05 19:52:23 +0000 2010
@Renee_Hopkins I wouldn't bother with culture and mgmt supports be by ensuring separation. #innochat	DavidWLocke	Thu Aug 05 19:53:06 +0000 2010
@bpluskowski The hiring manager is the culture. They hire to reinforce their culture. It might be indigenous. If you want inno .. #innochat	DavidWLocke	Thu Aug 05 19:53:58 +0000 2010
@bpluskowski ... Start with one innovator let that person hire the culture emerges. But hire would mean isolation from parent. #innochat	DavidWLocke	Thu Aug 05 19:54:40 +0000 2010
@bpluskowski No a new CEO is fit to financial market's anticipate future not inno oh hell no. Exactly wrong thing at wrong time.#innochat	DavidWLocke	Thu Aug 05 19:55:31 +0000 2010
@bpluskowski Discontinuous inno is not top down. Top down is serve today's market not tomorrow's. #innochat	DavidWLocke	Thu Aug 05 19:56:12 +0000 2010
@bpluskowski It runs deeper than that. Normative education demands prescriptive. Discontinuous inno requires descriptive. #innochat	DavidWLocke	Thu Aug 05 19:57:52 +0000 2010
@Renee_Hopkins @DikshaDua @bcoelho2000 Use AOP and fear not that the fix will make it worse. #innochat	DavidWLocke	Thu Aug 05 19:59:02 +0000 2010
@Renee_Hopkins Hey stop that. 3M no longer does the 10% thing. Stop mentioning 3M. They are not what they used to be. #innochat	DavidWLocke	Thu Aug 05 20:00:08 +0000 2010
@Renee_Hopkins I can stage-gate to inno rather than stage gate to not inno. I only need three pieces of data. #innochat	DavidWLocke	Thu Aug 05 20:01:17 +0000 2010
@Renee_Hopkins All I need to know is early adopter's vertical: number of seats and dollars and current economic trend in vertical.#innochat	DavidWLocke	Thu Aug 05 20:01:58 +0000 2010
@Renee_Hopkins A stage-gate fail the way I do it doesn't mean stop doing it it means continue to look for early adopters. #innochat	DavidWLocke	Thu Aug 05 20:02:53 +0000 2010
@Renee_Hopkins If you keep looking for early adopters you will get your bowling ally built. #innochat	DavidWLocke	Thu Aug 05 20:03:14 +0000 2010
@innovKelli Discontinuous inno is a way to grow your company. Continuous inno however is not. #innochat	DavidWLocke	Thu Aug 05 20:04:09 +0000 2010
@innovKelli Growth ends. There is no such thing as continuous growth. So you innovate discontinuously to create new categories... #innochat	DavidWLocke	Thu Aug 05 20:04:56 +0000 2010
@innovKelli ... the category's market and the category's value chain--real wealth otherwise best is capture cash. #innochat	DavidWLocke	Thu Aug 05 20:05:33 +0000 2010
@Renee_Hopkins @DrewCM Thinking globally will get you in trouble w/ discontinuous inno. Build towards global. #innochat	DavidWLocke	Thu Aug 05 20:06:39 +0000 2010
@Renee_Hopkins Starting out into the global is how you fail. #innochat	DavidWLocke	Thu Aug 05 20:06:59 +0000 2010
@Renee_Hopkins Individuals can always start their own startup. #innochat	DavidWLocke	Thu Aug 05 20:07:41 +0000 2010
@innovKelli Yes the myth of perpetual growth hides the fact that a market is finite and is consumed over time. Eventually empty. #innochat	DavidWLocke	Thu Aug 05 20:08:31 +0000 2010
Darn! Also missed #HBRchat on Clay Christensen's "How Will You Measure Your Life?" Must read #HBRchat & #innochat transcripts. #innovation	CreativeSage	Thu Aug 05 20:30:42 +0000 2010
RT @ZaneSafrit: RT @pjmachado: RT @Brainzooming: How Many People Does It Take for Innovative Thinking? http://bit.ly/du0jNY #innochat &g ...	Kommerzpoet	Thu Aug 05 20:53:33 +0000 2010

@CreativeSage Well there's only so much one of the Web's most powerful women can do ;) #HBRchat #HBRchat #innochat #innovation	bpluskowski	Thu Aug 05 20:57:56 +0000 2010
@CreativeSage Well there's only so much one of the Web's most powerful women can do ;) #HBRchat #HBRchat #innochat #innovation	erlanovation	Thu Aug 05 20:58:59 +0000 2010
@jkloren Sorry to miss you too Julian....hope you like the transcript. Whenever you want be a guest moderator let me know! #innochat	Renee_Hopkins	Thu Aug 05 21:06:35 +0000 2010
@DavidWLocke Hey it wasn't me who brought up 3M and 10%. But even if they don't do it now it's still an idea worth exploring. #innochat	Renee_Hopkins	Thu Aug 05 21:09:12 +0000 2010
@bpluskowski @techiewonk @ajmunn @rotkapchen @DikshaDua @DrewCM @Renee_Hopkins Thanks for a great #innochat!	Brioneja	Thu Aug 05 23:59:58 +0000 2010