



## Strategies For Finding And Sharing Organizational Knowledge Chat

11:00:55 From Deenah Darom to Everyone:

I'm EST! good day!

11:01:03 From Anh Nguyen to Everyone:

Reacted to "I'm EST! good day!" with 👍

11:01:30 From Anh Nguyen to Everyone:

Hello everyone!! Welcome to Coffee Chat!

11:01:49 From Anh Nguyen to Everyone:

#NoJudgement Zone here.

11:02:03 From Robin LaPeters to Everyone:

My first time since before the pandemic!

11:02:07 From Deenah Darom to Everyone:

it is the first time I am attending

11:02:15 From jennifer kirby to Everyone:

I can only join for first mins25 but I was curious to hear thoughts on this topic. hope that's okay

11:02:25 From Anh Nguyen to Everyone:

Reacted to "it is the first time..." with ❤️

11:02:28 From Anh Nguyen to Everyone:

Reacted to "My first time since ..." with ❤️

11:02:33 From Kaylene Harrison to Everyone:

My first time - hello

11:02:39 From Dawn Wiley to Everyone:

Woohoo! finally navigated into the live event!

11:02:42 From Anh Nguyen to Everyone:

Replying to "I can only join for ..."

Absolutely! Glad you're here

11:02:52 From Anh Nguyen to Everyone:

Reacted to "My first time - hell..." with ❤️

11:02:58 From Dawn Wiley to Everyone:

Welcome Deenah!

11:03:00 From Anh Nguyen to Everyone:

Reacted to "Woohoo! finally navi..." with ❤️

11:03:06 From Dawn Wiley to Everyone:

Welcome Kaylene!

11:03:12 From Deenah Darom to Everyone:

Reacted to "Welcome Kaylene!" with 👍

11:03:13 From Stella Lindeke to Everyone:

Hello everybody, nice to meet you.

11:03:31 From Deenah Darom to Everyone:

I didn't quit my job LOL

11:03:34 From Anh Nguyen to Everyone:

Replying to "Woohoo! finally navi..."

WOO HOO!! 🎉

11:03:39 From Jason Dreyer to Everyone:

Reacted to "I didn't quit my job..." with 🙌

11:03:47 From Dawn Wiley to Everyone:

Reacted to "I didn't quit my job..." with 😊

11:03:48 From Anh Nguyen to Everyone:

Reacted to "I didn't quit my job..." with 😊

11:03:48 From Connie Halvorsen to Everyone:

Cleaned out my email inbox and finished one of my projects!

11:03:49 From Kaylene Harrison to Everyone:

I got access to the LMS for our trainers

11:03:50 From Beth Eberhardt to Everyone:

Reacted to "I didn't quit my job..." with 👍

11:03:52 From Anh Nguyen to Everyone:

Reacted to "Hello everybody, nic..." with ❤️

11:03:52 From jennifer kirby to Everyone:

Reacted to "I didn't quit my job..." with 😊

11:03:55 From Anh Nguyen to Everyone:

Reacted to "I got access to the ..." with ❤️

11:03:56 From Connie Halvorsen to Everyone:

Reacted to "I didn't quit my job..." with 😊

11:03:57 From Deenah Darom to Everyone:

ONE DAY :- ) KEEPS ME ALIVE

11:04:01 From Anh Nguyen to Everyone:

Reacted to "Cleared out my email..." with ❤️

11:04:03 From Nathan Kuipers to Everyone:

I delivered a new deliverable to our Australian partners I'm especially proud of.

11:04:04 From jennifer kirby to Everyone:

Reacted to "I got access to the ..." with ❤️

11:04:04 From Dawn Wiley to Everyone:

Reacted to "I got access to the ..." with ❤️

11:04:05 From Beth Eberhardt to Everyone:

Reacted to "Cleared out my email..." with 👍

11:04:07 From jennifer kirby to Everyone:

Reacted to "Cleared out my email..." with ❤️

11:04:08 From Anh Nguyen to Everyone:

Reacted to "I delivered a new de..." with ❤️

11:04:10 From David Trowbridge to Everyone:

Not my accomplishment, but shoutout to my coworker for NOT destroying her computer this week

11:04:10 From Robin LaPeters to Everyone:

I finally finished a course I have been working on for weeks (but it still needs editing).

11:04:12 From samantha farr to Everyone:

Replying to "Woohoo! finally navi..."

my plants are alive after the snow a few days ago. 😊

11:04:17 From Dawn Wiley to Everyone:

Reacted to "I delivered a new de..." with ❤️

11:04:17 From Nathan Kuipers to Everyone:

I had a delivering week 😊

11:04:17 From Anh Nguyen to Everyone:

Reacted to "Not my accomplishmen..." with 😊

11:04:20 From Dawn Wiley to Everyone:

Reacted to "Not my accomplishmen..." with 😊

11:04:24 From Anh Nguyen to Everyone:

Reacted to "I finally finished a..." with ❤️

11:04:30 From Anh Nguyen to Everyone:

Reacted to "I had a delivering w..." with 😊

11:04:37 From David Trowbridge to Everyone:

Reacted to "I delivered a new de..." with ❤️

11:04:39 From Anh Nguyen to Everyone:

Reacted to "my plants are alive ..." with 🙌

11:04:40 From Dawn Wiley to Everyone:

Reacted to "I finally finished a..." with ❤️

11:04:41 From Nathan Kuipers to Everyone:

Reacted to "Not my accomplishmen..." with 😊

11:04:41 From David Trowbridge to Everyone:

Reacted to "I finally finished a..." with ❤️

11:04:45 From Nathan Kuipers to Everyone:

Reacted to "I finally finished a..." with ❤️

11:04:46 From Dawn Wiley to Everyone:

Reacted to "my plants are alive ..." with 🙌

11:04:54 From Nathan Kuipers to Everyone:

Reacted to "I got access to the ..." with ❤️

11:04:57 From Nathan Kuipers to Everyone:

Reacted to "Cleaned out my email..." with ❤️

11:05:01 From Nathan Kuipers to Everyone:

Reacted to "I didn't quit my job..." with 🙌

11:05:06 From David Trowbridge to Everyone:

Reacted to "Cleaned out my email..." with 🙌

11:05:07 From Nathan Kuipers to Everyone:

@Deenah I can relate.

11:05:12 From Erica Beggan to Everyone:

Replying to "My first time since ..."

Welcome back Robin!

11:05:15 From Anh Nguyen to Everyone:

My Thai basil plant is thriving after I thought for sure, it was going to die. Whew. Maybe that's a big win... LOL

11:05:23 From Robin LaPeters to Everyone:

Reacted to "Welcome back Robin!" with 😊

11:05:26 From Erica Beggan to Everyone:

Reacted to "My first time - hell..." with ❤️

11:05:28 From Connie Halvorsen to Everyone:

Reacted to "My Thai basil plant ..." with 🙌

11:05:30 From jennifer kirby to Everyone:

Reacted to "My Thai basil plant ..." with 🙌

11:05:31 From Erica Beggan to Everyone:

Reacted to "I can only join for ..." with 👍

11:05:35 From Jason Dreyer to Everyone:

Reacted to "My Thai basil plant ..." with 👍

11:05:39 From Connie Halvorsen to Everyone:

Reacted to "my plants are alive ..." with 👍

11:05:45 From Connie Halvorsen to Everyone:

Reacted to "I finally finished a..." with ❤️

11:05:52 From Connie Halvorsen to Everyone:

Reacted to "Not my accomplishmen..." with 😊

11:05:53 From Dawn Wiley to Everyone:

Quickly scrambled a group to support front line leaders and their executives so they can participate in an exclusive external opportunity

11:05:53 From Anh Nguyen to Everyone:

It's been close to 100 in Dallas area. Over 100 all next week.

11:06:03 From Dawn Wiley to Everyone:

Reacted to "My Thai basil plant ..." with 🙌

11:06:03 From Anh Nguyen to Everyone:

Reacted to "Quickly scrambled a ..." with ❤️

11:06:03 From Michael Canavino to Everyone:

Hello from Chicago as well!

11:06:11 From Anh Nguyen to Everyone:

Reacted to "Hello from Chicago a..." with 🙌

11:06:18 From Jason Dreyer to Everyone:

Reacted to "It's been close to 1..." with 😞

11:06:27 From Dawn Wiley to Everyone:

Reacted to "It's been close to 1..." with 😞

11:06:37 From Erica Beggan to Everyone:

Reacted to "I delivered a new de..." with 💪

11:06:50 From Anh Nguyen to Everyone:

Reacted to "Welcome Deenah!" with ❤️

11:06:52 From Erica Beggan to Everyone:

Reacted to "I finally finished a..." with 💪

11:07:02 From Erica Beggan to Everyone:

Reacted to "Woohoo! finally navi..." with ❤️

11:07:23 From Dawn Wiley to Everyone:

just went thru this with a colleague who loves our team but not the work

11:07:59 From Anh Nguyen to Everyone:

Reacted to "just went thru this ..." with 👍

11:09:19 From Connie Halvorsen to Everyone:

Some consider it job security to know everything and not share it!

11:09:26 From Dawn Wiley to Everyone:

Reacted to "Some consider it job..." with 🙌

11:09:50 From jennifer kirby to Everyone:

couldn't agree more! I've seen people hoard info - weary that giving info reduces their "offer"

11:09:59 From Connie Halvorsen to Everyone:

Reacted to "couldn't agree more!..." with 👍

11:10:04 From Anh Nguyen to Everyone:

Oh good point! People may be fearful that by sharing their knowledge, they'll be replaced or no longer relevant.

11:10:16 From Beth Eberhardt to Everyone:

Reacted to "Oh good point! Peopl..." with 👍

11:10:29 From Anh Nguyen to Everyone:

Reacted to "couldn't agree more!..." with 👍

11:11:36 From Anh Nguyen to Everyone:  
Food is the way to my heart! 😊

11:11:46 From Connie Halvorsen to Everyone:  
Reacted to "Food is the way to m..." with 👍

11:13:31 From Dawn Wiley to Everyone:  
we have 3 of 4 leaders within our team retiring within 60 days of each other, all over 30 years with the organization

11:13:36 From Nathan Kuipers to Everyone:  
Reacted to "Food is the way to m..." with 👍

11:13:39 From Robin LaPeters to Everyone:  
Reacted to "we have 3 of 4 leade..." with 🙌

11:13:57 From Nathan Kuipers to Everyone:  
Reacted to "Some consider it job..." with 🙌

11:14:14 From Douglas Boehm to Everyone:  
sounds like someone is getting a raise

11:14:19 From Erica Beggan to Everyone:  
Reacted to "we have 3 of 4 leade..." with 😬

11:14:21 From Anh Nguyen to Everyone:  
Reacted to "sounds like someone ..." with 🙌

11:14:24 From Dawn Wiley to Everyone:  
Reacted to "sounds like someone ..." with 😊

11:14:26 From Heather Varney to Everyone:  
Reacted to "we have 3 of 4 leade..." with 😬

11:14:27 From Jason Dreyer to Everyone:  
How dare she!!

11:14:30 From Erica Beggan to Everyone:  
Reacted to "sounds like someone ..." with 🙌

11:14:31 From Anh Nguyen to Everyone:  
Reacted to "How dare she!!" with 😊

11:14:33 From Beth Eberhardt to Everyone:  
Reacted to "How dare she!!" with 🙌

11:14:38 From Beth Eberhardt to Everyone:  
Reacted to "sounds like someone ..." with 🙌

11:14:38 From Nathan Kuipers to Everyone:

Reacted to "sounds like someone ..." with 🙌

11:14:42 From Beth Eberhardt to Everyone:

Removed a 🙌 reaction from "How dare she!!"

11:14:49 From Deenah Darom to Everyone:

Replying to "sounds like someone ..."

or she is going to have to write procedures :-)

11:14:56 From Shannon Tipton to Everyone:

Reacted to "How dare she!!" with 😊

11:14:57 From Anh Nguyen to Everyone:

Reacted to "or she is going to h..." with 🙌

11:15:19 From Nathan Kuipers to Everyone:

Moving from education to private sector helped SO MUCH with the guilt!!!

11:15:22 From Anh Nguyen to Everyone:

Creating documentation is often a challenge too. If only I could get all my knowledge onto paper by osmosis.

11:15:26 From Jason Dreyer to Everyone:

Reacted to "or she is going to h..." with 🙌

11:15:34 From Anh Nguyen to Everyone:

Reacted to "Moving from educatio..." with ❤️

11:15:41 From Jason Dreyer to Everyone:

Reacted to "Creating documentati..." with ❤️

11:16:15 From Stella Lindeke to Everyone:

I make my SMEs Shine: They do the voice over in the Screencasts (photo included). If they still hesitate then I tell them that the board of directors is watching all the Videos and acknowledging all the SMEs contributing.

11:16:25 From Anh Nguyen to Everyone:

Reacted to "I make my SMEs Shine..." with ❤️

11:16:43 From jennifer kirby to Everyone:

love that! it's like x checking recipes!

11:16:43 From Douglas Boehm to Everyone:

@Anh Nguyen indeed. My military days had us writing SOP's for just about everything! so that when (not if) that person left there was an easy guide for someone to step in



11:17:09 From Anh Nguyen to Everyone:  
Reacted to "@Anh Nguyen indeed. ..." with 🍷

11:17:27 From Anh Nguyen to Everyone:  
Reacted to "love that! it's like..." with 👍

11:17:52 From Jason Dreyer to Everyone:  
Reacted to "I make my SMEs Shine..." with ❤️

11:18:02 From Melissa McConnell to Everyone:  
Reacted to "@Anh Nguyen indeed. ..." with 👍

11:18:07 From Nathan Kuipers to Everyone:  
Reacted to "@Anh Nguyen indeed. ..." with 👍

11:18:07 From Melissa McConnell to Everyone:  
Reacted to "I make my SMEs Shine..." with 👍

11:18:09 From Dawn Wiley to Everyone:  
Reacted to "@Anh Nguyen indeed. ..." with 👍

11:18:31 From Melissa McConnell to Everyone:  
Replying to "I make my SMEs Shine..."

Screencasts are VITAL. Being able to give step by step directions they can see are fantastic.

11:18:39 From Melissa McConnell to Everyone:  
Reacted to "Moving from educatio..." with 💚

11:18:47 From Melissa McConnell to Everyone:  
Reacted to "love that! it's like..." with 👍

11:18:56 From Douglas Boehm to Everyone:  
Stella the sme(snake) charmer

11:19:00 From Anh Nguyen to Everyone:  
Reacted to "Stella the sme(snake..." with 😊

11:19:04 From Deenah Darom to Everyone:  
Reacted to "Stella the sme(snake..." with 😊

11:19:05 From Erica Beggan to Everyone:  
Reacted to "Stella the sme(snake..." with 😊

11:19:08 From Connie Halvorsen to Everyone:  
Reacted to "@Anh Nguyen indeed. ..." with 👍

11:19:09 From Dawn Wiley to Everyone:

Reacted to "Stella the sme(snake..." with 😊

11:19:11 From Heather Varney to Everyone:

Reacted to "Stella the sme(snake..." with 😂

11:19:13 From Douglas Boehm to Everyone:

depends on the subject

11:19:19 From Anh Nguyen to Everyone:

Reacted to "Screencasts are VITA..." with 🙌

11:19:35 From Nathan Kuipers to Everyone:

It's not a lie if you believe it according to George Costanza...and I believe the SME needs to hear it!

11:19:46 From Douglas Boehm to Everyone:

Reacted to "It's not a lie if yo..." with 👍

11:19:51 From Douglas Boehm to Everyone:

Reacted to "It's not a lie if yo..." with 🤔

11:19:53 From Anh Nguyen to Everyone:

Reacted to "It's not a lie if yo..." with 😊

11:20:11 From Robin LaPeters to Everyone:

Reacted to "It's not a lie if yo..." with 😊

11:21:12 From Connie Halvorsen to Everyone:

Reacted to "depends on the subje..." with 👍

11:22:28 From Anh Nguyen to Everyone:

If people have that fear, is it because of their own insecurities or because of the culture of the company?

11:22:48 From Jason Dreyer to Everyone:

six of one half dozen of the other

11:22:49 From Nathan Kuipers to Everyone:

I think it is more often experiences and culture than paranoia.

11:22:55 From Anh Nguyen to Everyone:

Reacted to "I think it is more o..." with 👍

11:22:57 From Anh Nguyen to Everyone:

Reacted to "six of one half doze..." with 👍

11:23:02 From Erica Beggan to Everyone:

Reacted to "I think it is more o..." with 😞

11:23:04 From Erica Beggan to Everyone:

Removed a 🙄 reaction from "I think it is more o..."

11:23:05 From Benita Neely to Everyone:

Reacted to "I think it is more o..." with 👍

11:23:08 From Dawn Wiley to Everyone:

Reacted to "If people have that ..." with 👍

11:23:10 From Erica Beggan to Everyone:

Reacted to "If people have that ..." with 🙄

11:23:14 From Melissa McConnell to Everyone:

Reacted to "If people have that ..." with 👍

11:23:16 From Dawn Wiley to Everyone:

Reacted to "I think it is more o..." with 👍

11:23:28 From Melissa McConnell to Everyone:

Reacted to "I think it is more o..." with 👍

11:24:13 From Erica Beggan to Everyone:

Replying to "I think it is more o..."

And, it could be paranoia that was bred from previous experiences that get carried over into new environs that might not repeat those philosophies.

11:24:20 From Nathan Kuipers to Everyone:

Reacted to "And, it could be par..." with 👍

11:24:21 From Anh Nguyen to Everyone:

Reacted to "And, it could be par..." with 👍

11:24:24 From Dawn Wiley to Everyone:

Reacted to "And, it could be par..." with 🙄

11:24:28 From Connie Halvorsen to Everyone:

Reacted to "I think it is more o..." with 👍

11:24:33 From Douglas Boehm to Everyone:

Reacted to "And, it could be par..." with 👍

11:24:33 From Jason Dreyer to Everyone:

Reacted to "And, it could be par..." with 🙄

11:24:47 From Connie Halvorsen to Everyone:

Reacted to "If people have that ..." with 👍

11:25:12 From Robin LaPeters to Everyone:

It has to become practice to use the documentation

11:25:18 From Anh Nguyen to Everyone:

Reacted to "It has to become pra..." with 🙌

11:25:21 From Dawn Wiley to Everyone:

Reacted to "It has to become pra..." with 🙌

11:26:28 From Douglas Boehm to Everyone:

sadly work will again hinder my rebelness. Great to see you all. Have a most wonderful weekend.

11:26:43 From Anh Nguyen to Everyone:

Replying to "sadly work will agai..."

Have a great weekend Douglas!

11:26:43 From Connie Halvorsen to Everyone:

Reacted to "It has to become pra..." with 👍

11:26:56 From Anh Nguyen to Everyone:

Reacted to "sadly work will agai..." with 😊

11:26:59 From Michael Canavino to Everyone:

One way to protect having your ideas/knowledge taken by others is to record videos yourself - if it's your voice it's harder to deny. Could be helpful for those who need the Board to do videos, :)

11:27:01 From Shannon Tipton to Everyone:

Reacted to "One way to protect h..." with 😊

11:27:04 From Shannon Tipton to Everyone:

Removed a 😊 reaction from "One way to protect h..."

11:27:05 From Nathan Kuipers to Everyone:

Reacted to "sadly work will agai..." with 🤘

11:27:08 From Shannon Tipton to Everyone:

Reacted to "sadly work will agai..." with 😊

11:27:11 From Connie Halvorsen to Everyone:

Reacted to "One way to protect h..." with ❤️

11:27:13 From Anh Nguyen to Everyone:

Reacted to "One way to protect h..." with ❤️

11:27:16 From Douglas Boehm to Everyone:

Reacted to "Have a great weekend..." with 😊

11:27:33 From Robin LaPeters to Everyone:

What we are trying to figure out is how the leaders of our organization can use stories and experiences to keep people engaged, informed, and involved.

11:27:45 From Maureen Flanagan to Everyone:

Reacted to "sadly work will agai..." with 😊

11:27:56 From Connie Halvorsen to Everyone:

Reacted to "What we are trying t..." with 👍

11:27:57 From Anh Nguyen to Everyone:

Reacted to "What we are trying t..." with ❤️

11:28:13 From Anh Nguyen to Everyone:

Replying to "What we are trying t..."

Love this initiative.

11:28:19 From Shannon Tipton to Everyone:

Reacted to "What we are trying t..." with ❤️

11:30:34 From Dawn Wiley to Everyone:

we went thru that process with a trainer a couple of years ago and gave her a bonus to document all the things to watch for, consider and do that were not already documented in facilitator guide. Then we turned that content into an elearning course that is part of their facilitator package.

11:30:48 From Anh Nguyen to Everyone:

Reacted to "we went thru that pr..." with ❤️

11:31:05 From Connie Halvorsen to Everyone:

Reacted to "we went thru that pr..." with ❤️

11:31:06 From Maureen Flanagan to Everyone:

Reacted to "we went thru that pr..." with 👍

11:31:53 From Maureen Flanagan to Everyone:

Recognizing and rewarding others for sharing their knowledge may go a long way to encouraging employees to open up. We all want to feel valued.

11:32:01 From Connie Halvorsen to Everyone:

Reacted to "Recognizing and rewa..." with ❤️

11:32:17 From Nathan Kuipers to Everyone:

Working with a global learning audience, I've been amazed at the cultural differences in approaching storytelling.

11:32:32 From Anh Nguyen to Everyone:

Reacted to "Working with a globa..." with ❤️

11:32:45 From Erica Beggan to Everyone:

Reacted to "we went thru that pr..." with ❤️

11:32:45 From Dawn Wiley to Everyone:

Reacted to "Working with a globa..." with 🙌

11:32:56 From Erica Beggan to Everyone:

Reacted to "Recognizing and rewa..." with ❤️

11:33:07 From Heather Varney to Everyone:

Reacted to "Working with a globa..." with 🙌

11:33:22 From Connie Halvorsen to Everyone:

Replying to "Recognizing and rewa..."

Yes! This! I think that is one of the best ways to help others want to share their knowledge. Most people just want to feel valued and recognized.

11:33:42 From Melissa McConnell to Everyone:

Reacted to "Yes! This! I think t..." with ❤️

11:33:45 From Jason Dreyer to Everyone:

Reacted to "Yes! This! I think t..." with 🙌

11:34:10 From Erica Beggan to Everyone:

When it comes to "storytelling" - I think we over think it, and I think some of the conversations around how to incorporate storytelling have felt overly cumbersome.

11:34:19 From Erica Beggan to Everyone:

Reacted to "Working with a globa..." with 🤔

11:34:20 From Anh Nguyen to Everyone:

Reacted to "When it comes to "st..." with 👍

11:34:25 From Jason Dreyer to Everyone:

Reacted to "When it comes to "st..." with 👍

11:34:29 From Connie Halvorsen to Everyone:

Reacted to "When it comes to "st..." with 👍

11:34:34 From Robin LaPeters to Everyone:

Replying to "When it comes to "st..."

Agreed, Erica. I want to keep it simple.

11:34:55 From Nathan Kuipers to Everyone:

Replying to "When it comes to "st..."

I think in L&D, you might be right!

11:35:00 From Connie Halvorsen to Everyone:

Reacted to "Agreed, Erica. I wa..." with 👍

11:35:07 From Anh Nguyen to Everyone:

Reacted to "Agreed, Erica. I wa..." with 👍

11:35:50 From Erica Beggan to Everyone:

Replying to "Recognizing and rewa..."

Yes, and in the initiative I'm working on, the trainers are so far feeling very valued because they are hourly employees, they are barely managers (so not readily perceived as decision makers), and we are asking THEM to share their expertise with us.

11:36:04 From Anh Nguyen to Everyone:

Reacted to "Yes, and in the init..." with ❤️

11:37:09 From Melissa McConnell to Everyone:

Something to consider, too...is the knowledge the people leaving WORTH keeping? How do you determine what the org needs to know to continue being successful vs what needs to be strategically abandoned? (Aka, do it this way because Francis did it that way since 19dickety-do, even though mindsets, tech, and practices have changed.)

11:37:09 From Robin LaPeters to Everyone:

Replying to "When it comes to "st..."

Such a good point, Nathan.

11:37:14 From Anh Nguyen to Everyone:

The Epic Saga! LOL

11:37:28 From Connie Halvorsen to Everyone:

Reacted to "Something to conside..." with 👍

11:37:32 From Anh Nguyen to Everyone:

Reacted to "Something to conside..." with 👍

11:38:03 From Anh Nguyen to Everyone:

Replying to "Something to conside..."

Great point!

11:38:11 From Dawn Wiley to Everyone:

Reacted to "When it comes to "st..." with 👍

11:38:21 From Dawn Wiley to Everyone:

Reacted to "Something to conside..." with 👍

11:38:34 From Erica Beggan to Everyone:

Replying to "When it comes to "st..."

I LOVE a hero's journey, but I've learned that it is perhaps way too involved for my purpose of trying to get a "story" crafted for an L&D project.

11:38:39 From Benita Neely to Everyone:

Reacted to "Something to conside..." with 👍

11:38:44 From Nathan Kuipers to Everyone:

Reacted to "Something to conside..." with 👍

11:38:48 From Robin LaPeters to Everyone:

An interview is actually a great vehicle for telling a story.

11:38:58 From Connie Halvorsen to Everyone:

Reacted to "An interview is actu..." with 👍

11:38:59 From Anh Nguyen to Everyone:

Reacted to "An interview is actu..." with 🙌

11:39:08 From Nathan Kuipers to Everyone:

@Melissa a huge issue I face with my team is the compulsion to record as MUCH AS POSSIBLE! We need to think critically about what we receive.

11:39:14 From Dawn Wiley to Everyone:

Reacted to "An interview is actu..." with 👍

11:39:25 From Anh Nguyen to Everyone:

Reacted to "@Melissa a huge issu..." with 😬

11:39:29 From Dawn Wiley to Everyone:

Reacted to "@Melissa a huge issu..." with 🙌

11:39:44 From Erica Beggan to Everyone:

Reacted to "The Epic Saga! LOL" with 😄

11:39:57 From Erica Beggan to Everyone:

Reacted to "An interview is actu..." with 👍

11:39:59 From Melissa McConnell to Everyone:

Replying to "Something to conside..."



I made it clear in my notes for my successor: Traditions (things my org valued & would not want abandoned), Trashable (take it or leave it), and Try it (things that were early in adoption, but worth gathering more data on before leaving in the dust).

11:40:07 From Melissa McConnell to Everyone:

Reacted to "An interview is actu..." with 👍

11:40:14 From Melissa McConnell to Everyone:

Reacted to "@Melissa a huge issu..." with 🙌

11:40:52 From Dawn Wiley to Everyone:

Reacted to "I made it clear in m..." with ❤️

11:41:05 From Connie Halvorsen to Everyone:

Reacted to "I made it clear in m..." with ❤️

11:45:22 From Nathan Kuipers to Everyone:

"Tribal" is such an interesting adjective

11:45:28 From Anh Nguyen to Everyone:

Reacted to ""Tribal" is such an ..." with 👍

11:45:33 From Anh Nguyen to Everyone:

Replying to ""Tribal" is such an ..."

Right?

11:45:48 From samantha farr to Everyone:

That is cool

11:45:52 From Nathan Kuipers to Everyone:

Reacted to "Right?" with 😊

11:46:53 From Robin LaPeters to Everyone:

I was listening to one the other day where the interviewee used the interviewer and his life to create the story.

11:47:11 From Erica Beggan to Everyone:

Replying to ""Tribal" is such an ..."

Tribal or folklore is usually used to refer to the knowledge that is not recorded but repeated throughout the org and usually considered an acceptable way to train if there's no other option offered.

11:47:13 From Anh Nguyen to Everyone:

Reacted to "I was listening to o..." with ❤️

11:47:26 From Anh Nguyen to Everyone:

Reacted to "Tribal or folklore i..." with 👍

11:48:09 From Nathan Kuipers to Everyone:

Replying to ""Tribal" is such an ..."

@Erica That's a very positive interpretation, I like it.

11:48:10 From Michael Canavino to Everyone:

Replying to "Something to conside..."

Yup. My company had to close office and move across the country to shed a lot of old ideas. Too many were stuck in "we always do it this way...".

11:48:14 From Anh Nguyen to Everyone:

Reacted to "@Erica That's a very..." with ❤️

11:48:22 From Connie Halvorsen to Everyone:

Reacted to "Tribal or folklore i..." with 👍

11:48:25 From Anh Nguyen to Everyone:

Reacted to "Yup. My company had ..." with 😊

11:48:42 From Anh Nguyen to Everyone:

Reacted to "I made it clear in m..." with ❤️

11:48:49 From Michael Canavino to Everyone:

Reacted to "Something to conside..." with 👍

11:49:16 From Erica Beggan to Everyone:

Replying to "@Melissa a huge issu..."

It \*might\* be okay to collect a lot, as long as the expectation is set that just because anything is recorded/collected, it doesn't mean it's going to be used. When I started this "call center" training, we were given NOTHING. We've gone full bore to collecting as much of the written content as possible so we can sift/vet and determine what's got the best "legs" to use.

11:49:46 From Anh Nguyen to Everyone:

Reacted to "It \*might\* be okay t..." with 👍

11:50:17 From Nathan Kuipers to Everyone:

Replying to "@Melissa a huge issu..."

@Erica that is exactly the problem I'm encountering! If the training team discovers a new "behavior" they can train too, they jump on it, even if it's not relevant to the learner's skillset. They seem more eager to have something concrete to teach than they are thinking about the learner's needs.

11:51:36 From Erica Beggan to Everyone:

Replying to "@Melissa a huge issu..."

Ah, then I see that as a different pain point for you Nathan!

11:51:56 From Michael Canavino to Everyone:

Replying to "@Melissa a huge issu..."

Thank you all!

11:52:09 From Anh Nguyen to Everyone:

Reacted to "@Erica that is exact..." with 🙄

11:53:28 From Erica Beggan to Everyone:

I've created eLearnings that I KNOW need to be updated/improved, so I hope my former employer WILL do that. My feelings aren't going to be hurt to augment/trash because I know it was only the best it could be at the time I did it with the parameters given to me.

11:53:42 From Anh Nguyen to Everyone:

In marketing lingo - repurposing.

11:53:43 From Maureen Flanagan to Everyone:

Reduce, Reuse, Recycle works for L&D content very well!

11:53:44 From Dawn Wiley to Everyone:

Reacted to "Yup. My company had ..." with 😏

11:53:50 From Anh Nguyen to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with ❤️

11:53:56 From Erica Beggan to Everyone:

Reacted to "In marketing lingo -..." with 👍

11:53:57 From Robin LaPeters to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 😊


11:54:02 From Connie Halvorsen to Everyone:

Reacted to "In marketing lingo -..." with 👍

11:54:05 From Melissa McConnell to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 👍

11:54:06 From Heather Varney to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 

11:54:08 From Erica Beggan to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 

11:54:09 From Connie Halvorsen to Everyone:

Reacted to "I've created eLearni..." with 

11:54:20 From Connie Halvorsen to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 

11:54:49 From Dawn Wiley to Everyone:

Reacted to "I've created eLearni..." with 

11:54:54 From Dawn Wiley to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 

11:55:09 From Erica Beggan to Everyone:

Reacted to "Yup. My company had ..." with 

11:56:07 From Melissa McConnell to Everyone:

YES! Consistent naming conventions for everything!

11:56:13 From Erica Beggan to Everyone:

Reacted to "YES! Consistent nami..." with 

11:56:16 From Nathan Kuipers to Everyone:

Reacted to "Reduce, Reuse, Recyc..." with 

11:56:22 From Heather Varney to Everyone:

Replying to "YES! Consistent nami..."

omg, yes!

11:56:34 From Anh Nguyen to Everyone:

Reacted to "YES! Consistent nami..." with 

11:56:38 From Dawn Wiley to Everyone:

Reacted to "YES! Consistent nami..." with 

11:56:41 From Robin LaPeters to Everyone:

Thanks so much everyone. This was as helpful and interesting as I remembered.

11:56:47 From Anh Nguyen to Everyone:

Thank you for joining us today! This was a GREAT convo! If you'd like to connect with L&D pros like the ones here today AND have access to Coffee Chat and Learn Something New resources at any time, check out our Learning Rebels Community.

<https://learning-rebels-network.mn.co>

11:57:01 From Erica Beggan to Everyone:

Reacted to "Thanks so much every..." with ❤️

11:57:03 From Deenah Darom to Everyone:

Thanks, that was very interesting. Looking forward to the next meeting!

11:57:07 From Melissa McConnell to Everyone:

Thank you, all! I hope my schedule allows for me to attend more of these in the future.

11:57:14 From Nathan Kuipers to Everyone:

I vote not 😊

11:57:16 From Anh Nguyen to Everyone:

For info on the upcoming Learning Rebels Events -

<https://www.learningrebels.com/events/>

11:57:22 From Erica Beggan to Everyone:

Reacted to "Thank you, all! I ho..." with ❤️

11:57:28 From Jason Dreyer to Everyone:

Don't game for the sake of gaming

11:57:29 From Anh Nguyen to Everyone:

Reacted to "Thank you, all! I ho..." with ❤️

11:57:32 From Melissa McConnell to Everyone:

Reacted to "Don't game for the s..." with 🔥

11:57:37 From Anh Nguyen to Everyone:

Reacted to "Don't game for the s..." with 😊

11:57:37 From Dawn Wiley to Everyone:

Reacted to "Don't game for the s..." with 🎯

11:57:39 From Connie Halvorsen to Everyone:

Reacted to "Don't game for the s..." with ❤️

11:57:39 From Erica Beggan to Everyone:

Reacted to "Don't game for the s..." with 😊

11:57:42 From Deenah Darom to Everyone:

Reacted to "Don't game for the s..." with 👍

11:57:47 From Anh Nguyen to Everyone:

Replying to "Don't game for the s..."

Exactly!

11:57:55 From Jason Dreyer to Everyone:

Woo!!!!

11:58:02 From Heather Varney to Everyone:

Reacted to "Woo!!!!" with 🎉

11:58:02 From Anh Nguyen to Everyone:

Reacted to "Woo!!!!" with ❤️

11:58:45 From Anh Nguyen to Everyone:

<https://www.learningrebels.com/coffee-chat-resources/>

11:58:51 From JD Schwind to Everyone:

Reacted to "https://www.learning..." with 🙌

11:59:00 From Anh Nguyen to Everyone:

Have a wonderful weekend everyone!!

11:59:00 From Stella Lindeke to Everyone:

Thanks all for sharing! Have a great Weekend.

11:59:01 From Connie Halvorsen to Everyone:

Thank you!

11:59:10 From Dawn Wiley to Everyone:

Thanks everyone!

11:59:17 From Robin LaPeters to Everyone:

My Dad is celebrating his 97th birthday

11:59:23 From Anh Nguyen to Everyone:

Reacted to "My Dad is celebratin..." with ❤️

11:59:25 From Connie Halvorsen to Everyone:

Reacted to "My Dad is celebratin..." with ❤️

11:59:25 From Maureen Flanagan to Everyone:

No, but I'm heading to Las Vegas July 3-7. First time visitor.

11:59:26 From Erica Beggan to Everyone:

Reacted to "My Dad is celebratin..." with ❤️

11:59:31 From Anh Nguyen to Everyone:

Replying to "My Dad is celebratin..."

Happy Birthday to your Dad!!

11:59:46 From Erica Beggan to Everyone:

I'm going to Chinatown to listen to one of my most favorite DJs

11:59:46 From JD Schwind to Everyone:

Thanks all!

12:00:02 From Anh Nguyen to Everyone:

Reacted to "No, but I'm heading ..." with ❤️

12:00:05 From Anh Nguyen to Everyone:

Reacted to "I'm going to Chinato..." with ❤️

12:00:06 From Erica Beggan to Everyone:

Reacted to "No, but I'm heading ..." with ❤️

12:00:31 From Nathan Kuipers to Everyone:

Neon museum sounds AMAZING

12:00:41 From Deenah Darom to Everyone:

any cricket is disgusting.

12:00:58 From Deenah Darom to Everyone:

I survive MD invasion of secadas

12:01:17 From Jason Dreyer to Everyone:

Reacted to "I'm going to Chinato..." with 🧡

12:01:24 From Deenah Darom to Everyone:

I will become a vegan before I eat one of these

12:01:24 From Anh Nguyen to Everyone:

Maureen - <https://youtu.be/MS7WUFEIdhA>

This travel blogger shared a video about what's new in Vegas.

12:01:42 From Anh Nguyen to Everyone:

Replying to "No, but I'm heading ..."

Have fun!!

12:01:56 From Deenah Darom to Everyone:

yes I saw that in MD... ready to move before the next invasion

12:02:25 From Deenah Darom to Everyone:

thanks again, I have to hop on another zoom meeting

have a great weekend

12:02:41 From Anh Nguyen to Everyone:

Replying to "thanks again, I have..."

Thanks for joining us!

12:02:47 From Erica Beggan to Everyone:

Reacted to "thanks again, I have..." with 👍

12:03:00 From Nathan Kuipers to Everyone:

Thank everyone! Happy weekend!