



## Coffee Chat: What to Do When Training Isn't the Answer

11:03:12 From kelly Martin : Howdy from Dallas!

Long time no see!

11:03:29 From Dawn Lang : Great, it's Friday!

11:03:34 From Sandra Guzman : Long week... a little drained. But happy Friday Shannon and all!

11:04:00 From Cynthia Lewis : Send some rain to us in South Florida! 🌧️

11:04:03 From Jason Dreyer : Still trying to figure out what I've done this week

11:04:18 From Sandra Guzman : Reacted to "Still trying to figu..." with 😊

11:05:15 From Brenda LaMott : I'm excited about today's topic and learning ways to steer project sponsors away from a training plan when it's a culture problem.

11:05:24 From Michelle's Notetaker (Otter.ai) : Hi, I'm an AI assistant helping Michelle Dixon take notes for this meeting. Follow along the transcript here:

[https://otter.ai/u/8IW0SXJ\\_Q7jCqJdmJtNRdrjZfLw?utm\\_source=va\\_chat\\_link\\_1](https://otter.ai/u/8IW0SXJ_Q7jCqJdmJtNRdrjZfLw?utm_source=va_chat_link_1)

You can see screenshots and add highlights and comments. After the meeting, you'll get a summary and action items.

If you'd like to stop this recording, you can go to the link above and click the Stop button.

If you'd like to stop the recordings for all Otter Notetakers in this meeting, you can type "otter stop" in Zoom chat.

11:05:27 From kelly Martin : Reacted to "Still trying to figure out what I've done this week" with 😊

11:05:42 From kelly Martin : Reacted to "I'm excited about today's topic and learning ways to steer project sponsors away from a training plan when it's a culture problem." with ❤️

11:06:00 From d fee : Greetings from Athens, Ga!

11:06:08 From Jennifer Butler : Hi, everyone

11:06:15 From Dawn Lang : Hi, Dawn in the Orlando area. ☀️

11:06:22 From Susan Manos : Reacted to "Hi, Dawn in the Orla..." with 🙌

11:06:25 From Jason Dreyer : Welcome new folks

11:06:28 From Susan Manos : Reacted to "Hi, everyone" with 🙌

11:06:39 From Casey Holcom : Good morning! Joining from Indianapolis 🤗

11:06:57 From Shannon Tipton :

<https://www.learningrebels.com/2026/04/22/its-not-a-training-problem-now-what/>

11:08:05 From kelly Martin : Replying to "Greetings from Athens, Ga!"

Always wanted to visit Athens!

Been to Atlanta 2x - downtown for conferences - but this is the extent of my experience in/with GA!

11:08:10 From Heather Varney : I have a knack for canceling trainings, because they can't answer effectively, "so why are we doing this training?"

11:08:16 From Cynthia Lewis : Reacted to "I have a knack for c..." with 🎯

11:09:02 From Barbara Nuss - Profit Soup : They come with training as a solution to get the problem off their desk and onto yours. They have not found the solution, so let's have you give it a go!

11:09:12 From kelly Martin : Replying to "I have a knack for canceling trainings, because they can't answer effectively, "so why are we doing this training?""

Julie Dirkson, in Talk to the Elephant (book), has a reframe for the WIIFM frame...what will this help me do.

11:09:47 From kelly Martin : Reacted to "They come with training as a solution to get the problem off their desk and onto yours. They have not found the solution, so let's have you give it a go!" with ❤️

11:09:49 From Barbara Nuss - Profit Soup : Training is not the only way people learn! They need practice. Good call, Cyntia!

11:10:05 From Cynthia Lewis : Reacted to "Training is not the ..." with 🤗

11:11:21 From Barbara Nuss - Profit Soup : Training addresses skills development, but is not that effective at changing behaviors. (Unless people are very self-motivated) That takes

coaching in alignment with the learning objectives.

11:12:24 From Heather Varney : I had a VP tell me they needed a training on smart goals (cringe). So I said, "they don't know how to write smart goals?" The response was, "well, they do, but they need help to do it." Next question I asked, "so they don't know how to write smart goals on their own?" VP still couldn't answer the question well as to why, if they knew how, we had to re-train the same training again. Ended up redoing the training and focusing on application specifically vs. just telling them how to do it (principle of them).

11:12:44 From Cynthia Lewis : Reacted to "Training addresses s..." with 🎯

11:12:58 From Maureen Flanagan : Replying to "They come with train..."

No backs!

11:13:11 From Heather Varney : Reacted to "They come with train..." with 🎯

11:13:15 From Cynthia Lewis : Reacted to "No backs!" with 😄

11:13:54 From Casey Holcom : Reacted to "I had a VP tell me t..." with 🤖

11:14:00 From Casey Holcom : Reacted to "They come with train..." with 🎯

11:14:05 From Jennifer Butler : Replying to "They come with training as a solution to get the problem off their desk and onto yours. They have not found the solution, so let's have you give it a go!"

It's the same as when a student isn't doing well so the parents hire a tutor - throw money at it and it's fixed!

11:14:14 From Kelly Martin : Reacted to "Training addresses skills development, but is not that effective at changing behaviors. (Unless people are very self-motivated) That takes coaching in alignment with the learning objectives." with 👍

11:14:27 From Cynthia Lewis : A lot of times, a simple 5-Why would get to a good root cause or two.

11:14:29 From kelly Martin : Reacted to "I had a VP tell me they needed a training on smart goals (cringe). So I said, "they don't know how to write smart goals?" The response was, "well, they do, but they need help to do it." Next question I asked, "so they don't know how to write smart goals on their own?" VP still couldn't answer the question well as to why, if they knew how, we had to re-train the same training again. Ended up redoing the training and focusing on application specifically vs. just telling them how to do it (principle of them)." with 🔥

11:14:39 From kelly Martin : Reacted to "It's the same as when a student isn't doing well so the parents hire a tutor - throw money at it and it's fixed!" with 🔥

11:14:44 From Heather Varney : Reacted to "A lot of times, a si..." with 🙌

11:16:13 From Heather Varney : It's usually having to assert that YOU are the training expert...that's why they employ/hired you, so trust you to know that you know what you're doing.

11:16:15 From Brenda LaMott : I'm striving to find gentle ways of asking "what workplace behaviors do you expect?" to open up the conversation about coaching by first line supervisors instead of more training.

11:16:42 From Sandra Guzman : Reacted to "I'm striving to find..." with 🙌

11:16:45 From kelly Martin : Replying to "They come with training as a solution to get the problem off their desk and onto yours. They have not found the solution, so let's have you give it a go!"

This what the government does...just pay so & so workers more, or we need more funding for X.



Heck, we've learned from the "best," right?!

- 11:17:02 From Heather Varney : Reacted to "This what the govern..." with 🙄
- 11:17:06 From Maureen Flanagan : Context matters. For me, personally, if I learn something and don't know where / how to apply that knowledge than my mind is a sieve. If there is a learning solution, begin with the WHY.
- 11:17:20 From Sandra Guzman : Reacted to "Context matters. For..." with 👍
- 11:17:21 From Sandra Guzman : Removed a 👍 reaction from "Context matters. For..."
- 11:17:23 From Sandra Guzman : Reacted to "Context matters. For..." with 🎯
- 11:17:28 From Casey Holcom : Reacted to "I'm striving to find..." with ❤️
- 11:17:48 From Heather Varney : 5 WHYS is quite powerful, if leadership or stakeholders will let you get through all 5 questions.
- 11:17:50 From Barbara Nuss - Profit Soup : Replying to "They come with train..."

Any amount of training will not supersede a structure issue. What are the consistent protocols for improving employee performance? Training is only part of the solution.

- 11:18:06 From Cynthia Lewis : Reacted to "5 WHYS is quite powe..." with 👍
- 11:18:09 From Sandra Guzman : Reacted to "5 WHYS is quite powe..." with 👍
- 11:18:19 From kelly Martin : Reacted to "Any amount of training will not supersede a structure issue. What are the consistent protocols for improving employee performance? Training is only part of the solution." with 👍
- 11:18:25 From Sandra Guzman : Reacted to "Any amount of traini..." with 👍
- 11:18:32 From Heather Varney : Consultant-style
- 11:18:33 From Cynthia Lewis : Reacted to "Any amount of traini..." with 👍
- 11:18:46 From kelly Martin : Reacted to "Consultant-style" with 👍
- 11:19:21 From Barbara Nuss - Profit Soup : Replying to "They come with train..."




Susan - you just said you need to coach up your leaderhi's/SMEs performance!

- 11:20:00 From Heather Varney : start small and scale, yep
- 11:20:37 From kelly Martin : Reacted to "start small and scale, yep" with 
- 11:21:03 From Susan Manos : Reacted to "Susan - you just sai..." with 
- 11:21:47 From Barbara Nuss - Profit Soup : Replying to "They come with train..."

Tell me more!

- 11:21:51 From Heather Ross : What do you need them to do?
- 11:21:55 From Barbara Nuss - Profit Soup : Replying to "They come with train..."

What have you tried already?

- 11:22:08 From Susan Manos : I always start with what's the business problem we're trying to solve?
- 11:22:15 From Cynthia Lewis : Reacted to "I always start with ..." with 
- 11:22:20 From Maureen Flanagan : I don't lead with this, but "what would happen if we did nothing?" This gets them to think about the implications of status quo.
- 11:22:26 From Susan Manos : Reacted to "I don't lead with th..." with 
- 11:22:31 From d fee : Reacted to "I don't lead with th..." with 
- 11:22:45 From Dawn Lang : What have you already tried?
- 11:22:47 From d fee : Replying to "I don't lead with th..."

I'm stealing this one but will credit you!

- 11:22:47 From Sandra Guzman : Reacted to "What have you ahead..." with 

11:22:49 From Sandra Guzman : Removed a 👍 reaction from "What have you ahead..."

11:22:53 From Sarah Martin : Reacted to "5 WHYs is quite powerful, if leadership or stakeholders will let you get through all 5 questions." with 👍

11:22:55 From Barbara Nuss - Profit Soup : Replying to "They come with train..."

What is the outcome you're looking for? What have you already done? What do you think is missing from the process to get traction with (the training) your initial steps?

11:23:08 From Sandra Guzman : Reacted to "I don't lead with th..." with 👍

11:23:19 From Brenda LaMott : Sometimes I get them talking about how they will measure success, outcomes, and ROI.

11:23:25 From Sarah Martin : Reacted to "I don't lead with this, but "what would happen if we did nothing?" This gets them to think about the implications of status quo." with 👍

11:23:36 From Brenda LaMott : Reacted to "I don't lead with ..." with 🙌

11:23:43 From Cynthia Lewis : Reacted to "I don't lead with th..." with 👍

11:24:20 From Cynthia Lewis : Reacted to "They come with train..." with 👍

11:24:32 From Barbara Nuss - Profit Soup : Replying to "They come with train..."

Ah! mastering the awkward pause!

11:24:55 From Dawn Lang : Reacted to "What is the outcome ..." with 👍

11:25:32 From Dawn Lang : Thanks everyone, I have to go facilitate a session, but wanted to pop in for at least half of the session today! 🙌

11:25:37 From Sandra Guzman : Replying to "I don't lead with th..."

Yes, we do this too... we ask what is the impact if this request is not addressed? Looking at the

role and business level if we do nothing.

11:25:51 From Susan Manos : "you get what you measure"...what are the metrics associated with this?

11:26:03 From Brenda LaMott : Reacted to ""you get what you ..." with 👍

11:26:12 From Sandra Guzman : Reacted to "What is the outcome ..." with 👍

11:26:29 From Sandra Guzman : Reacted to ""you get what you me..." with 👍

11:26:42 From Barbara Nuss - Profit Soup : Don't accept their first response to these questions. It's always poor quality. It just scratches the surface. The follow up questions might reveal a different problem than what was originally stated.

11:27:07 From Cynthia Lewis : Replying to "Don't accept their f..."

Exactly! "Tell me more..."

11:27:12 From Cynthia Lewis : Reacted to "Don't accept their f..." with 🎯

11:27:30 From Heather Varney : Could also ask, "is this a training issue or an operational one?" to identify if the process is driving the issues that often get mistaken as human issues, like the lean manufacturing view.

11:27:37 From Barbara Nuss - Profit Soup : Replying to "Don't accept their f..."

I also like, "What do you think is behind this?"

11:28:31 From Sandra Guzman : We also started to ask who will be the owner to ensure adoption and usage of the skill. Since all too many times they think training is one and done.

11:30:05 From Cynthia Lewis : Reacted to "We also started to a..." with 👍

11:30:11 From Barbara Nuss - Profit Soup : You also need to stroke their egos with things like, "That's very insightful. Help me understand this better... then ask a targeted follow up

question.

- 11:30:19 From Heather Ross : Reacted to "Sometimes I get them..." with 🌟
- 11:30:29 From Heather Varney : Reacted to "You also need to str..." with 😊
- 11:31:03 From Cynthia Lewis : Reacted to "You also need to str..." with 😊
- 11:31:03 From Sandra Guzman : Reacted to "You also need to str..." with 🎯
- 11:31:15 From Heather Ross : Reacted to "We also started to a..." with 🎯
- 11:31:23 From Heather Ross : Reacted to "You also need to str..." with 🎯
- 11:32:38 From Betsy Spetich : Walk me through the process.
- 11:32:44 From Shannon Tipton : Reacted to "Walk me through the process." with 🎯
- 11:32:48 From Shannon Tipton : Reacted to "You also need to stroke their egos with things like, "That's very insightful. Help me understand this better... then ask a targeted follow up question." with 😊
- 11:32:48 From Jennifer Butler : Reacted to "Walk me through the process." with 🎯
- 11:32:54 From Shannon Tipton : Reacted to "We also started to ask who will be the owner to ensure adoption and usage of the skill. Since all too many times they think training is one and done." with 🎯
- 11:33:00 From Sandra Guzman : Reacted to "Walk me through the ..." with 🎯
- 11:33:04 From Heather Varney : ha! blame AI. hehe
- 11:33:24 From Sandra Guzman : Reacted to "ha! blame AI. hehe" with 🤔
- 11:33:34 From Heather Varney : the collective of people that is the internet info, yep
- 11:33:50 From Cynthia Lewis : Reacted to "Walk me through the ..." with 🎯
- 11:34:57 From d fee : Reacted to "Don't accept their f..." with 🎯
- 11:35:14 From Heather Varney : I think this goes back to a common issue we've discussed before--being invited to the table too late when someone higher up has decided

training is THE solution and we should just do it. Being able to ask questions earlier helps mitigate issues like this later.

11:36:31 From Susan Manos : Bless your heart Betsy! I was also in Compliance - so I get it!

11:36:54 From Cynthia Lewis : Replying to "I think this goes ba..."

UGH I hate this 😞

11:37:17 From Jennifer Butler : Reacted to "I think this goes back to a common issue we've discussed before--being invited to the table too late when someone higher up has decided training is THE solution and we should just do it. Being able to ask questions earlier helps mitigate issues like this later." with 🙌

11:37:19 From Barbara Nuss - Profit Soup : Death on a stick! Love it!

11:37:51 From Susan Manos : I think it's also important to know who your allies are, who ELSE can influence the conversation that has some capital and credibility with your stakeholders

11:38:00 From Cynthia Lewis : Reacted to "I think it's also im..." with 🎯

11:38:00 From Heather Varney : Reacted to "I think it's also im..." with 👍

11:39:21 From Sarah Martin : Reacted to "I think it's also important to know who your allies are, who ELSE can influence the conversation that has some capital and credibility with your stakeholders" with 👍

11:40:11 From Maureen Flanagan : Take your pick....

What is the business challenge or opportunity?

What are the desired business goals or outcomes?

How will you know that you are successful in achieving these goals?

How will this be measured?

What's the current state or problem you're trying to solve?

Do you have any data that will help us track how well the target is meeting your business goals?

What skill or capability gaps will keep you from achieving your business goal?

How do you know this is an issue?

What data has been analyzed to demonstrate gap or issue?

11:40:24 From Shannon Tipton : Reacted to "Take your pick...."

What is the business challenge or opportunity?

What are the desired business goals or outcomes?

How will you know that you are successful in achieving these goals?

How will this be measured?

What's the current state or problem you're trying to solve?

Do you have any data that will help us track how well the target is meeting your business goals?

What skill or capability gaps will keep you from achieving your business goal?

How do you know this is an issue?

What data has been analyzed to demonstrate gap or issue?" with 🙄

11:40:51 From Cynthia Lewis : Replying to "Take your pick...."

..."

Copy+Paste 😂 THANKS!

11:41:21 From Heather Ross : Weeds grow quickly. Trees take time to set roots and grow.

11:41:30 From Maureen Flanagan : Reacted to "Weeds grow quickly. ..." with ❤️  
11:41:32 From Betsy Spetich : Reacted to "Weeds grow quickly. ..." with ❤️  
11:42:03 From Heather Varney : Reacted to "Weeds grow quickly. ..." with ❤️  
11:42:04 From Cynthia Lewis : Reacted to "Weeds grow quickly. ..." with ❤️  
11:43:08 From Susan Manos : Or asking the SME what THEY think the issue is  
11:44:22 From Susan Manos : Reacted to "Take your pick....

..." with ❤️

11:44:30 From Susan Manos : Reacted to "Weeds grow quickly. ..." with ❤️  
11:44:39 From Cynthia Lewis : When your SME is training people, it may be an opportunity for Train the Trainer  
11:44:55 From Jason Dreyer : Reacted to "When your SME is tra..." with 🙌  
11:47:04 From Heather Varney : Still have to have a convo to try and identify if there is existing training/resources, is it effective or easy to find/use, and other factors. Often, at least in a corp world, they say they need training done today (or yesterday), so that makes it hard to do the work to identify existing stuff that might work.  
11:47:52 From Cynthia Lewis : Reacted to " Still have to have ..." with 👍  
11:47:54 From Heather Varney : proper measurement in place can identify fast if it's a content or deliver or environment issue.  
11:47:55 From Jason Dreyer : 70/20/10  
11:48:03 From Shannon Tipton : Reacted to "70/20/10" with 🙌  
11:48:21 From Maureen Flanagan : Replying to "70/20/10"

...and yet we spend so much time on the 10%!

- 11:49:20 From Cynthia Lewis : Reacted to "70/20/10" with 
- 11:49:22 From Susan Manos : We began publishing a bi-monthly newsletter which highlighted a particular topic and the resources available. (training being only one)
- 11:49:33 From Cynthia Lewis : Reacted to "We began publishing ..." with 
- 11:49:49 From Jason Dreyer : or it's a will vs. skill issue
- 11:49:51 From Maureen Flanagan : Reacted to "We began publishing ..." with 
- 11:49:56 From Susan Manos : Reacted to "or it's a will vs. s..." with 
- 11:49:58 From Susan Manos : Removed a  reaction from "or it's a will vs. s..."
- 11:50:01 From Susan Manos : Reacted to "or it's a will vs. s..." with 
- 11:50:04 From Maureen Flanagan : Reacted to "70/20/10" with 
- 11:50:20 From Heather Varney : We are in the business of discovery, whether that's what needs to be trained and how or what process needs to be fixed or created.
- 11:50:40 From Betsy Spetich : Reacted to "We are in the busine..." with 
- 11:50:41 From Sarah Martin : Reacted to "We are in the business of discovery, whether that's what needs to be trained and how or what process needs to be fixed or created." with 
- 11:50:45 From Heather Ross : Reacted to "We are in the busine..." with 
- 11:50:52 From Cynthia Lewis : Reacted to "We are in the busine..." with 
- 11:50:54 From Heather Varney : one of many of our superpowers. 
- 11:50:59 From Susan Manos : Reacted to "one of many of our s..." with 
- 11:50:59 From Maureen Flanagan : Reacted to "We are in the busine..." with 
- 11:51:24 From Cynthia Lewis : Reacted to "one of many of our s..." with 
- 11:52:30 From Tamaki Stiles : Replying to "We are in the busine..."

I have also done the same before – in a bi-monthly newsletter, the first part of the newsletter

(beginning of the month) covered common issues and solutions, and the 2nd part of the newsletter covered upcoming training schedule. It worked very well.

11:52:36 From Susan Manos : Reacted to "I have also done the..." with 👍

11:52:48 From Cynthia Lewis : Reacted to "I have also done the..." with 👍

11:52:51 From d fee : Such good phrases today: Bubble of Awareness

11:54:10 From Cynthia Lewis : Reacted to "Such good phrases to..." with ❤️

11:55:33 From Maureen Flanagan : Our health and safety training reinforces that we want everyone to return home to their loved ones, with all the body parts they had when they came to work.

11:55:34 From Michelle's Notetaker (Otter.ai) : Takeaways from the meeting 👉💬

[ ] Post the link to the latest blog article on the topic in the meeting chat so attendees can access it during the coffee chat. (Shannon Tipton)

See full summary -

[https://otter.ai/u/8IW0SXJ\\_Q7jCqJdmJtNRdrjZfLw?utm\\_source=va\\_chat&utm\\_content=wrapup\\_v4&tab=chat&message=91552b2c-bbde-42ab-a22d-9659167ca39b](https://otter.ai/u/8IW0SXJ_Q7jCqJdmJtNRdrjZfLw?utm_source=va_chat&utm_content=wrapup_v4&tab=chat&message=91552b2c-bbde-42ab-a22d-9659167ca39b)

11:56:22 From Betsy Spetich : Reacted to "Our health and safet..." with 👍

11:56:41 From Barbara Nuss - Profit Soup : Given that applying the learning is where the traction happens, how can we incorporate more "doing" in our curriculum?

11:56:46 From Betsy Spetich : Replying to "Our health and safet..."

We do the same thing.

11:56:47 From Heather Ross : Replying to "Our health and safet..."

There's a legend that says that every OSHA regulation is written in blood. It's not literally true, but every rule happened because someone got hurt, sometimes fatally.

11:56:48 From Cynthia Lewis : I can (and have) created some of the best interactive and engaging courses but the highest praise comes from the shadowing / reverse shadowing and hands on part of learning

11:57:10 From Susan Manos : Reacted to "I can (and have) cre..." with 🙌

11:57:32 From Barbara Nuss - Profit Soup : Replying to "I can (and have) cre..."

Yuck! Role plays! They hate it and IT WORKS SO WELL!

11:57:46 From Cynthia Lewis : Replying to "I can (and have) cre..."

Right?!? 😊

11:58:08 From Heather Ross : Replying to "I can (and have) cre..."

And there's always someone who was/should have been a Former Theater Kid

11:58:25 From Cynthia Lewis : Reacted to "And there's always s..." with 😊

11:58:30 From Maureen Flanagan : Replying to "I can (and have) cre..."

Page load time or seat time matters. Get them what they need, at the moment of learning need in the flow of their work and it doesn't even feel like "training".

11:58:42 From Cynthia Lewis : Reacted to "Page load time or se..." with 👍

11:58:42 From Heather Ross : Reacted to "Page load time or se..." with ❤️

11:58:49 From Barbara Nuss - Profit Soup : I'm back to where I started today: Leaders

and supervisors need training on effective coaching!

11:58:55 From Cynthia Lewis : Reacted to "I'm back to where I ..." with 🎯

11:58:58 From Shannon Tipton : Reacted to "I'm back to where I started today: Leaders and supervisors need training on effective coaching!" with 🙌

11:58:59 From Maureen Flanagan : Reacted to "I'm back to where I ..." with 🎯

11:59:02 From Heather Ross : Reacted to "I'm back to where I ..." with 🙌

11:59:09 From Jason Dreyer : Reacted to "I'm back to where I ..." with 🙌

11:59:31 From Barbara Nuss - Profit Soup : Great point, Susan,. And now the mentors need training on how to be a good mentor!

11:59:36 From Susan Manos : Reacted to "Great point, Susan,...." with ❤️

11:59:40 From Jason Dreyer : Reacted to "Great point, Susan,...." with 🙌

11:59:52 From Cynthia Lewis : Reacted to "Great point, Susan,...." with 🙌

12:00:19 From Betsy Spetich : Reacted to "I'm back to where I ..." with 🙌

12:01:53 From Barbara Nuss - Profit Soup : This something I use...

[Full message cannot be displayed on this version]

12:02:03 From Heather Ross : Reacted to "This something I use..." with ✨

12:02:13 From Cynthia Lewis : Reacted to "This something I use..." with ❤️

12:03:11 From Maureen Flanagan : Reacted to "This something I use..." with ❤️

12:03:14 From Susan Manos : Great conversation today! Thanks everyone!

12:03:34 From Heather Varney : Reacted to "This something I use..." with ❤️

12:03:46 From Cynthia Lewis : Another fantastic session! 😊

12:04:07 From Shari Sprack : Excellent-Thank You.

12:04:11 From Cynthia Lewis : Playing golf!

12:04:26 From Susan Manos : Reacted to "Playing golf!" with 👍

12:04:33 From Barbara Nuss - Profit Soup : Gardening. Battling the weeds that have gotten quite the head start!

12:04:39 From Cynthia Lewis : Reacted to "Gardening. Battling ..." with 👍

12:05:16 From Barbara Nuss - Profit Soup : Haven't heard of it, but my garden has.

12:05:22 From Heather Ross : Reacted to "Haven't heard of it,..." with 😊

12:05:24 From Susan Manos : Reacted to "Haven't heard of it,..." with 😊

12:05:27 From Cynthia Lewis : Reacted to "Haven't heard of it,..." with 😊

12:05:41 From Betsy Spetich : We don't call it that, but that's what we do in some areas.

12:07:26 From Cynthia Lewis : <https://www.youtube.com/watch?v=4cxjeMKw03o>

12:07:27 From Barbara Nuss - Profit Soup : I've hit a goose. Squirrels are too quick for me.

12:07:34 From Susan Manos : Reacted to "I've hit a goose. Sq..." with 😊

12:08:50 From Barbara Nuss - Profit Soup : Have a great weekend everyone!