

Shout Out - August 1, 2011

TWITTER @RGBPROZONE: Successful Open Space Reunion yields fresh ideas, Skyped with CA! RoadShow Proposal - Baltimore 2012. New MTT option up to 7% more accurate.

Open Space Technology. In preparing for the Reunion we decided to brush up on our Open Space Technology options. Our first exposure came in 1985 while attending the Organization Effectiveness Center and School at Fort Ord, California for 17 weeks (this was the formal exposure to organization development doctrine). First, whoever comes is [are] the right people. Second, whenever it starts is the right time. Third, wherever it happens is the right place. Fourth, whatever happens is the only thing that could have. Fifth, when it's over it's over. These were and remain the principles articulated by Harrison Owen along with the One Law, "The Law of Two Feet." If it isn't working for you, use your two feet and leave. We used all this at Andrea's and it worked well.

Annual Andrea's Reunion Successful. We had nothing to begin with except our theme: What should *we* be doing? The *we* was identified as either us (Joe and Elizabeth) or the Community of Users (RGB Technology). Joe and Elizabeth's list turned out to have 6 bullets that were thoroughly discussed:

1. establish a link to users so the community can more readily connect as they see fit.
2. modernize the web site - needs more flash.
3. create a Boot Camp to keep everyone fresh (like StreamLearnings - Exchanges).
4. handle the retirement transition more effectively (now about five years to go).
5. market the creation of low investment internal partnerships.
6. help the community understand the business of workforce capacity.

Then the focus turned to what became 7 bullets for the community to take on:

1. participation in community events - show up.
2. learn from our experiences - keep the community in the learning loop.
3. form community groups to participate in problem solving (beyond recommendations).
4. participate in a learning exchange blog.
5. know what's in the *CapacityWare*TM Library and Software System.
6. seek mentorship relationships among the community of users.
7. develop a system that permits shared calendars.

First Skype Trial. At the reunion we used Skype (video and audio) to bring Tammy Esteves into the room from the San Francisco area. This trial highlighted some obvious improvements that were identified for the next time, and there will be a next time. It worked well beyond our expectations. Tammy has volunteered to take on the e-learning curriculum alternatives.

RoadShow Proposal - A Proposal System is Forming. We've finished a dozen or so proposals and the BIG THING is that a system is emerging that cuts the time down substantially. If we've learned anything, it's that we've learned to create technology so that each cycle gets better.

Preparation for MTT - Time for Review and Innovation. Speaking of learning with each cycle, our own system suggests that we document learnings with each technology use. Then, the next time we use the same technology we review the learnings and apply innovations necessary for the next application. This time it applies to Matching Tasks with Talent. Preliminary results indicate a potential 7% increase in accuracy.