

00:41:12 Nadine Ambrose (she/her/hers): <https://www.odnoregon.org/events/see-the-present-shape-the-future-virtual-special-event/>

00:45:33 Brion Oliver (he/him): Teh snowfall

00:45:38 Nadine Ambrose (she/her/hers): watching the snow fall

00:45:43 Dan Vetter (He/Him), CCP Coordinator: Lunch - I had some great noodles

00:45:46 Stephanie Fleming: A perfect cup of tea this morning

00:45:52 Janice Jackson-Haley, PNODN Board Member: Concluded a successful 2 part workplace mediation.

00:45:59 Justin Navetski: Cold walk outside

00:46:00 Jessica Rogauskas: saw baby in ultrasound

00:46:04 Brian Dooley: Finished writing an important letter.

00:46:17 Max: The best is yet to come.

00:46:17 Rhian Rotz (she/her): A successful learning circle

00:46:19 Morgan Munro: A coaching client made great strides!

00:46:25 Janice Jackson-Haley, PNODN Board Member: Reacted to "A perfect cup of tea..." with

00:48:29 Betty Chan: Time and resources

00:48:35 Dan Vetter (He/Him), CCP Coordinator: Wasted Time

00:48:38 Rhian Rotz (she/her): impact on engagement

00:48:41 Morgan Munro: Turnover and Burned Relationships

00:48:43 Jessica Rogauskas: direct/indirect cost of turnover

00:48:46 Betty Chan: employee morale

00:48:54 Dan Vetter (He/Him), CCP Coordinator: Lost Opportunity

00:49:30 Stephanie Fleming: lost sleep and health impacts fro m the stress

00:52:37 Stephanie Fleming: 5

00:52:37 Brion Oliver (he/him): 4.7

00:52:38 Betty Chan: 5

00:52:40 Justin Navetski: 5.0

00:52:42 Nadine Ambrose (she/her/hers): 4

00:52:44 Jessica Rogauskas: 4

00:52:44 Gina Garcia - Jeremy Santiano: 4.5

00:52:44 Morgan Munro: 4.6

00:52:45 Janice Jackson-Haley, PNODN Board Member: 4.9

00:52:49 Brion Oliver (he/him): I nailed it!

00:52:57 Rhian Rotz (she/her): Reacted to "I nailed it!" with

00:52:59 Justin Navetski: Brion is insane at this

00:53:00 Mary Cogan Oregon OD Network she | her | hers: Not surprised, Brioin.

00:53:08 Stephanie Fleming: Reacted to "I nailed it!" with

00:53:09 Mary Cogan Oregon OD Network she | her | hers: Brion . . .

00:53:11 Jessica Rogauskas: 2.5

00:53:12 Betty Chan: 2.5

00:53:13 Brion Oliver (he/him): 2.3

00:53:15 Brian Dooley: s

00:53:16 Mary Cogan Oregon OD Network she | her | hers: 1.7

00:53:16 Stephanie Fleming: 2.3

00:53:33 Mary Cogan Oregon OD Network she | her | hers: 2.8

00:53:34 Janice Jackson-Haley, PNODN Board Member: 5.0

00:53:37 Brion Oliver (he/him): 3.5

00:53:38 Stephanie Fleming: 3.4

01:00:01 Jessica Rogauskas: Ted is there to support

01:00:11 Lisa: She would have expected him to come to her directly if he had a problem.

01:00:21 Dan Vetter (He/Him), CCP Coordinator: My ee is happy to help - He's GOT THIS!

01:01:00 Aminata (she/her/hers): Don't voluntell me for stuff

01:01:03 Nadine Ambrose (she/her/hers): she should have respected me more

01:01:08 Rhian Rotz (she/her): Ted wants to be consulted

01:01:08 Morgan Munro: He might have expected the job!

01:01:09 Gina Garcia - Jeremy Santiano: Get ask if he could do the job

01:01:10 Dan Vetter (He/Him), CCP Coordinator: I'm not here to do GRUNT Work
01:01:18 Brian Dooley: Ted expected to be treated with respect.
01:03:30 Justin Navetski: no I don't!!
01:10:06 Brion Oliver (he/him): #2
01:13:10 Aminata (she/her/hers): An effective assistant
01:13:15 Gina Garcia - Jeremy Santiano: Partnership
01:13:15 Lisa: Shelly wants a team player.
01:13:15 Brian Dooley: ease
01:13:23 Morgan Munro: Respect. A chance.
01:13:24 Stephanie Fleming: Respect too
01:13:25 Dan Vetter (He/Him), CCP Coordinator: Shelly feels misjudged and maligned unfairly
01:13:28 Nadine Ambrose (she/her/hers): maybe the same respect
01:14:26 Stephanie Fleming: Did CEO ask Ted if he approached Shelly first?
01:15:00 Justin Navetski: <https://gyazo.com/ded2af8feb7413e8af1d82ce38404784> if y'all need the 4 barriers in the breakouts
01:27:54 Ashley J Davis: Usually its used by the time you get to caucus
01:28:09 Justin Navetski: caucus homework :)
01:28:27 Ashley J Davis:
01:31:40 Ashley J Davis: yes!
01:32:06 Ashley J Davis: Great question
01:33:54 Mary Cogan Oregon OD Network she | her | hers: Hello all, I'm not seeing chat show up and stay . . . so ask for your help calling out posts if I miss them.
01:35:59 Rhian Rotz (she/her): Reacted to "Hello all, I'm not s..." with
01:41:06 Stephanie Fleming: Chat test
01:41:09 Jessica Rogauskas: commitment
01:41:12 Aminata (she/her/hers): tell me personally instead of via e-mail.
01:41:15 Morgan Munro: That someone would share information personally!
01:41:29 Dan Vetter (He/Him), CCP Coordinator: I expect personal communication about important things, not emails!
01:41:30 Morgan Munro: How could you abandon me!
01:42:50 Brian Dooley: Make the private conversation public.
01:43:24 Max: email etiquette 55-37-7% communication
01:45:58 Lisa: To understand what is important
01:46:03 Aminata (she/her/hers): The more they feel heard, the more the emotion will dissipate
01:46:04 Morgan Munro: convey respect and get as much info as we can.
01:46:07 Tiffanie Clifford: To build trust, to get the whole story
01:46:07 alyssa elliott - city of kent: respect
01:46:24 Brian Dooley: Listening what relationship is about. Reciprocity.
01:46:28 Stephanie Fleming: To get past assumptions
02:00:56 Nadine Ambrose (she/her/hers): BRB
02:02:00 Mary Cogan Oregon OD Network she | her | hers: Think I saw a chat pop in yet it didn't stay. Please call it out for me. Tnx!
02:02:11 Tiffanie Clifford: How are you seeing conflict stay the same or change given hybrid workplaces?
02:02:34 Ashley J Davis: Good question
02:02:53 Rhian Rotz (she/her): What is your experience and perspective on cultures with an unwillingness to address conflict? What breaks the pattern?
02:03:13 Ashley J Davis: Another good one Rhian
02:04:27 Dan Barr Kailua, Hawaii: Great resource- "Connect" Book. For Building exceptional relationships w family, friends, and colleagues
02:04:45 Rhian Rotz (she/her): Reacted to "Another good one Rhi..." with
02:05:36 Ashley J Davis: Great one Stephanie!
02:06:43 Dan Barr Kailua, Hawaii: Robin and Bradford. Another. Lori Gottlieb You should talk to someone
02:07:57 Max: Have a conflict management system with a 3rd party mediator. and, have a group agreement about how we're going to work well together.
02:08:33 Stephanie Fleming: Love your question @Ashley - thank you!
02:09:04 Brian Dooley: Thanks Dan...

<https://www.amazon.com/Maybe-You-Should-Talk-Someone/dp/1328662055>

[https://www.amazon.com/Connect-Building-Exceptional-Relationships-Colleagues-](https://www.amazon.com/Connect-Building-Exceptional-Relationships-Colleagues-ebook/dp/B0894279WZ/ref=tmm_kin_swatch_0?_encoding=UTF8&qid=&sr=)

[ebook/dp/B0894279WZ/ref=tmm_kin_swatch_0?_encoding=UTF8&qid=&sr=](https://www.amazon.com/Connect-Building-Exceptional-Relationships-Colleagues-ebook/dp/B0894279WZ/ref=tmm_kin_swatch_0?_encoding=UTF8&qid=&sr=)

02:09:09 Ashley J Davis: <https://www.amazon.com/Neutrality-Trap-Disrupting-Connecting-Social/dp/1119793246>

02:11:47 Dan Barr Kailua, Hawaii: Pub afterwards please. Sailing thru life

02:11:52 Max: BATNA

02:13:36 Brian Dooley: QR Code, sweet.

02:21:37 Ashley J Davis: pre-work/pre-conversations are really important

02:22:36 Janice Jackson-Haley, PNODN Board Member: Replying to "pre-work/pre-convers..."

Yes, very helpful!

02:24:30 Ashley J Davis: Another textbook just came out about it: <https://www.amazon.com/Dispute-System-Design-Preventing-Resolving/dp/0804771766>

02:25:50 Brian Dooley: https://www.amazon.com/Making-Conflict-Work-Harnessing-Disagreement/dp/0544148398/ref=tmm_hrd_swatch_0?_encoding=UTF8&qid=1678326566&sr=1-1#customerReviews

02:26:38 Justin Navetski: Thank you all, have a good night!!

02:26:51 Stephanie Fleming: Thanks so very much for a great workshop!

02:26:53 Nadine Ambrose (she/her/hers): Thank you DeVere. So insightful, wise, and helpful. Thank you Everybody.

02:27:00 Janice Jackson-Haley, PNODN Board Member: Thank you!

02:27:01 Lisa: Thank you!

02:27:06 Gina Garcia - Jeremy Santiano: Thank you

02:27:06 Ashley J Davis: lovely conversation

02:27:11 Rhian Rotz (she/her): Thank you