

# Liberating Structures



# 3 things



- What is Liberating Structures
  - Microstructure – why it matters
  - LS Principles
- Experiential
  - Impromptu Networking
  - Celebrity Interview (for Microstructure and LS principles)
  - 15% solutions (use 1-2-4 ALL)
- Learn more
  - What – So What – Now What
  - Resources
  - Ways to get started

# Impromptu Networking

**What work challenges do I bring to the session today?**

**What do I hope to get out of this session?**



**3 Rounds in Pair**

**Find a partner ... 1 min per person**

**Find another partner ...**

**Find another partner ...**

# Celebrity Interview



- Interviewer welcomes and introduces the celebrity and topic to be discussed
- Interviewer asks questions that the audience would be expected to ask

# Wicked Question



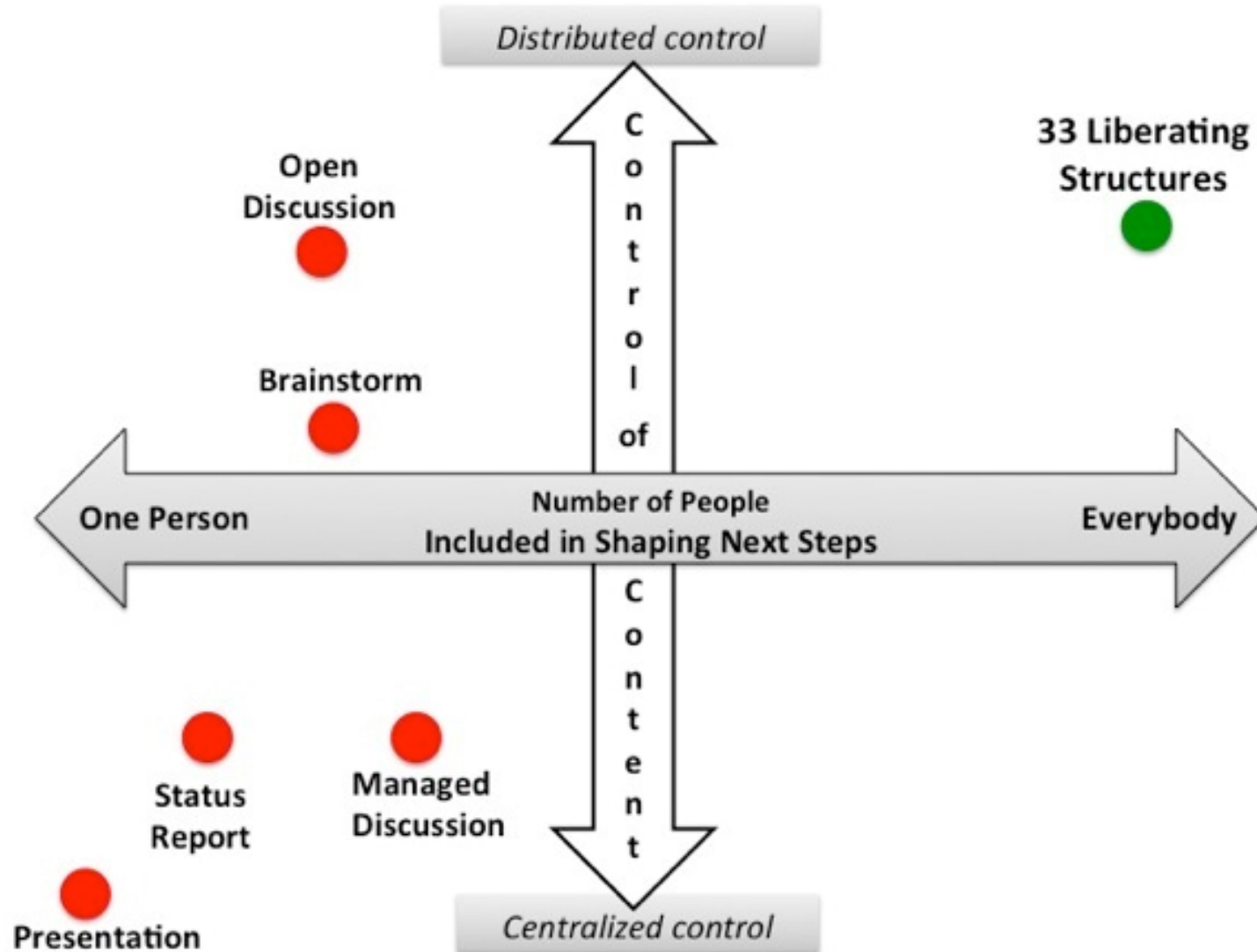
How is it that we are challenged to accomplish  
faster and better results

*and*




we are asked to do it with less simultaneously?



# How Do We Do What We Do?



# Liberating Structures Menu

<p><b>LS Menu</b></p> 	<p><b>Wicked questions</b></p> 	<p><b>What<sup>3</sup> debrief</b></p> 	<p><b>Min specs</b></p> 	<p><b>Heard, seen respected</b></p> 	<p><b>What I need from you</b></p> 	<p><b>Integrated autonomy</b></p> 
<p><b>Design elements</b></p> 	<p><b>Appreciative interviews</b></p> 	<p><b>Discovery and action dialog</b></p> 	<p><b>Improv prototyping</b></p> 	<p><b>Drawing together</b></p> 	<p><b>Open space</b></p> 	<p><b>Critical uncertainties</b></p> 
<p><b>1-2-4-All</b></p> 	<p><b>TRIZ</b></p> 	<p><b>Shift &amp; share</b></p> 	<p><b>Helping heuristics</b></p> 	<p><b>Design storyboards</b></p> 	<p><b>Generative relationships</b></p> 	<p><b>Ecocycle</b></p> 
<p><b>Impromptu networking</b></p> 	<p><b>15% solutions</b></p> 	<p><b>25 : 10 crowdsourcing</b></p> 	<p><b>Conversation café</b></p> 	<p><b>Celebrity interview</b></p> 	<p><b>Agree/certainty matrix</b></p> 	<p><b>Panarchy</b></p> 
<p><b>9-whys</b></p> 	<p><b>Troika consulting</b></p> 	<p><b>Wise crowds</b></p> 	<p><b>User experience fishbowl</b></p> 	<p><b>Social network webbing</b></p> 	<p><b>Simple ethnography</b></p> 	<p><b>Purpose to practice</b></p> 



# Principles Of Liberating Structures



Rules governing how we choose to relate  
to others

*and*

statements of our beliefs about what  
helps create great organizations

# 10 Principles Of Liberating Structures



1. Include and Unleash Everyone
2. Practice Deep Respect for People and Local Solutions
3. Build Trust As You Go
4. Learn by Failing Forward
5. Practice Self-Discovery Within a Group
6. Amplify Freedom AND Responsibility
7. Emphasize Possibilities: Believe Before You See
8. Invite Creative Destruction To Enable Innovation
9. Engage In Seriously-Playful Curiosity
10. Never Start Without a Clear Purpose

# 15% solutions + Troika



**In connection with one challenge you face at work:**

**What is your 15 percent Solution?**

**Where do you have discretion and freedom to act?**

**What can you do without more resources or authority?"**

**First alone, generate your own list of 15% Solutions (2min)**

**Group of 3...share the challenge and the solutions you came up with (1minute each)**

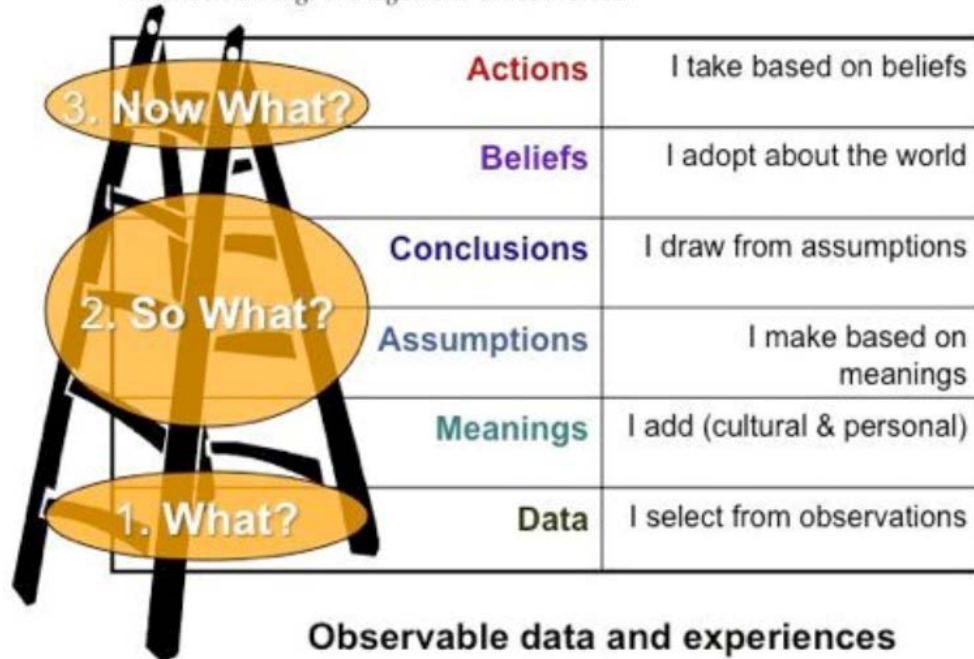
**Invite feedback and advice from the other 2 people in your group (4min)**

# What, So What, Now What (W<sup>3</sup>)?



## Ladder of Inference

Emphasizes the value of a step-by-step progression in debriefing or after-action conversations. The value of staying LOW on the ladder is visually reinforced. Misunderstandings and arguments can be avoided.



### What?

What did you notice? What stood out for you?

### So What?

Why is it important?

### Now what?

What next steps make sense?

# Liberating Structures

<http://www.liberatingstructures.com/>

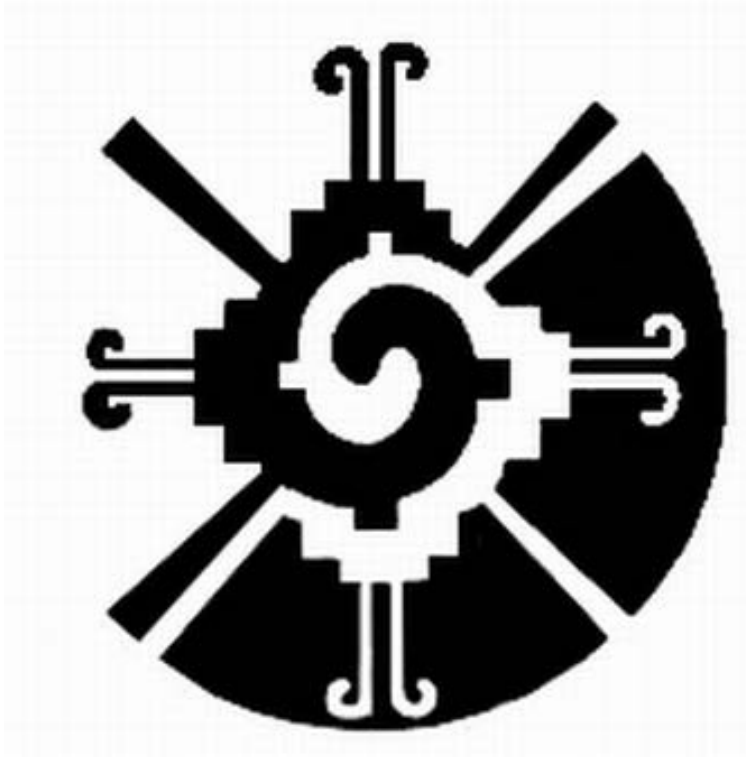


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# Thank You!



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