

# LIBERATING STRUCTURES

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# AGENDA

## INTRODUCTION

*Impromptu Networking Exercise*

## OVERVIEW of Liberating Structures

Liberating Structures in **HIGHER EDUCATION**

## Liberating Structures **TOOLS**

*1-2-4-All Exercise*

*25|10 Crowdsourcing Exercise*

*What, So What, Now What? Exercise*

## RESOURCES



# PROMPTU NETWORKING



Rapidly share challenges or expectations  
while building new connections





# ELEMENTS

OF EVERY STRUCTURE & INTERACTION

An **INVITATION**

Arrangement of **PHYSICAL SPACE**
























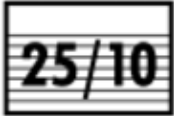











Sequence of Steps in an allocation of **TIME**

**CONFIGURATION** of Groups

Distribution of **PARTICIPATION**

# WHAT ARE LIBERATING STRUCTURES?

Simple, Engaged, Structured, Group Activities

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



# ATTRIBUTES OF LIBERATING STRUCTURES

## EXPERT-LESS

only a few minutes to introduce; novices can succeed after a first experience

## RESULTS-FOCUSED

likely to generate better-than-expected purposeful results

## RAPID CYCLING

fast iterative rounds are very productive

## SERIOUSLY FUN

boosts joy, freedom, & responsibility

# ATTRIBUTES OF LIBERATING STRUCTURES

## **INCLUSIVE**

together, everyone is invited to shape next steps

## **MULTI-SCALE**

works for everyday solutions, projects, strategy, movements

## **SELF-SPREADING**

simple to copy without formal training

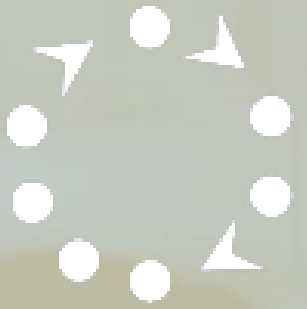
## **MODULAR-MINIMALIST**

the parts can be combined & recombined endlessly





# 1-2-4-ALL



Engage everyone simultaneously  
in generating ideas, questions, or suggestions

# 25 | 10 CROWDSOURCING

25/10

Rapidly Generate, then Sift-and-Sort  
a Group's Most Powerful Actionable Ideas



# WHAT, SO WHAT, <sup>W</sup> NOW WHAT? <sup>W</sup> <sup>W</sup>

Look Back on an Experience and  
Decide How to Apply It

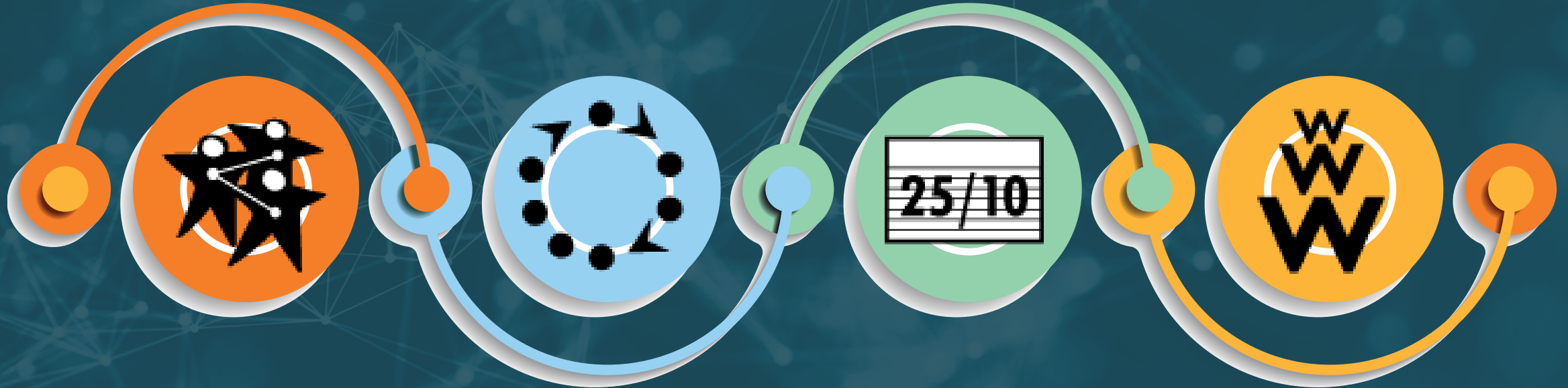
# OUR PROGRESS

## IMPROMPTU NETWORKING

Engage and clarify purpose

## CROWDSOURCING

Generate and sift through  
a group's best ideas



## 1-2-4-ALL

Explore the nature  
of the challenge

## WHAT, SO WHAT, NOW WHAT

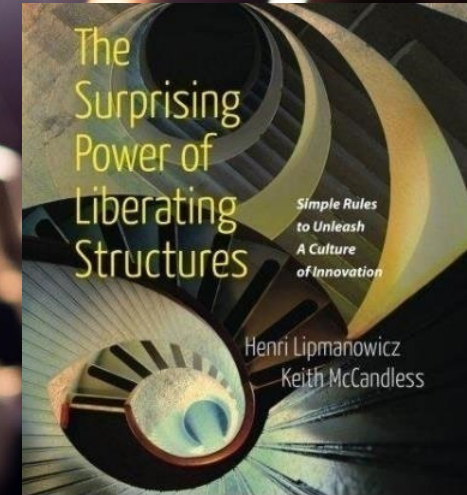
Make sense of the experience  
& identify what to do next



# RESOURCES

## THE BOOK

The Surprising Power of Liberating Structures  
By Henri Lipmanowicz & Keith McCandless



## THE WEBSITE

[liberatingstructures.com](http://liberatingstructures.com)  
[keith@liberatingstructures.com](mailto:keith@liberatingstructures.com)



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# THANK YOU!

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