Simple, Powerful Methods to Include Everyone in the Conversation

Robert Lee Sutherland Seminar
The Hogg Foundation for Mental Health

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Impromptu Networking
Rapidly share challenges and expectations while building new connections
Instructions & Steps

1. Find someone you don’t know well. Each person responds to the question. (4 mins total to share)

2. Bells *DING*

3. Switch partners & respond to the same question. (4 mins total to share)

4. Bells *DING*

5. Switch and repeat. (4 mins total to share)
Share about a time that you felt included & your voice was heard.

What helped create that experience?
Debrief

What did you notice about Impromptu Networking? What was important about the structure?

When else could you use it? What invitations/prompts could it support?
When are Liberating Structures Useful?

- Amid complexity and uncertainty
- When the challenges are entangled, knotted, and interdependent
- When you need to generate novelty, surprise, or unexpected possibilities
- Anytime two or more people are in conversation
- When we need to engage differing perspectives in a way that is collaborative
25/10 Crowdsourcing
Sift-and-Sort a Group’s Most Powerful Actionable Ideas
Instructions & Steps

1. Write down your idea
2. Pass cards around while milling
3. 5 rounds
4. Rate each card: 1 = I like it, but am not going to make it happen to 5 = Yes, and I’m in! [adjust scale for each invitation]
5. Decide before looking at other scores. Put rating on the back of the card.
Instructions & Steps (Contd)

6. Add all the scores after the last round
7. Call out the score on your card (max score 25)
8. Post high-to-low scoring ideas on a wall tapestry
What is one specific behavior or practice that helps foster truly inclusive spaces and/or groups?
Write down your top idea on an index card.

Try to include a first step if one comes to mind.
Scoring:

5 = Wow, cool! I would like to help make this happen.

1 = It’s an ok, but I’m unlikely to spend time on it.
Debrief

What did you notice about 25/10? How was it organized? What were the steps? What did it make possible?

Where could you use it? Where could it be useful?
Celebrity Interview

Connect the experience of leaders and experts with the people closest to the challenges at hand
Sequence of Steps & Timing

Connect the experience of leaders & experts with the people closest to the challenges at hand

1. Interviewer welcomes & introduces the celeb + topic (2 min)
2. Interviewer engages celebrity in a seriously playful conversation asking familiar & unexpected questions about the work at hand and their experience (10 min)
3. Invite participants to generate additional questions in a 1-2-4 conversation and then collect 3-by-5-inch cards, sifts the cards, looking for patterns (10 min)
4. Interviewer asks questions generated by the participants (10 min)
5. Closing comments. Thanks to the celebrity (1 min)
Debrief

What was important about the structure of Celebrity Interview?
Designing for Engagement
Different Structures for Different Purposes

Conventional
- Presentation
- Managed Discussion
- Status Update
- Brainstorming
- Open Discussion

Same micro-elements & DNA
- Inherited
- Invented

Liberating
- Menu of 33+ alternate ways of organizing that make it possible to include & engage more people

- Seriously Dreadful
- Seriously Playful

- Expected Results
- Novel Results
Purpose-to-Practice

Design the Five Essential Elements for a Resilient and Enduring Initiative
1. Purpose
Why is the work important to you and the larger community?

2. Principles
What rules must we obey in pursuit of our purpose?

3. Participants
Who must be included to achieve our purpose?

4. Structure
How will we organize to distribute control?

5. Practices
What are we going to do? What will we offer to our users/clients? How?
Debrief

What stood out about P2P?

How else might this be useful?
Design Storyboards

Define Step-by-Step Elements for Bringing Meetings to Productive Endpoints
# Design Storyboards

<table>
<thead>
<tr>
<th>Agenda Item</th>
<th>Goal</th>
<th>LS Micro-Structure</th>
<th>Why this LS?</th>
<th>Steps / Timing</th>
<th>Facilitator / Participants</th>
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Debrief

What are your emerging questions about design storyboards?
Social Network Webbing

Make visible the different connections formed across the organisation
Go to a person you work with closely on a daily basis
Go to a person who said or did something during this breakout that you want to acknowledge, thank, or express gratitude for
Go to a person that inspired you or that you want to follow-up with after the retreat
Resources

• Central Texas Liberating Structures User Group
  • Meets monthly, free of charge. Every other month is virtual.
  • http://www.meetup.com/Central-TX-Liberating-Structures-User-Group/

• Liberating Structures Website
  • www.liberatingstructures.com

• Book, The Surprising Power of Liberating Structures

• Liberating Structures App

• Slack: https://goo.gl/u5YTWq
Say hi!

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