



Simple, Powerful Methods to Include Everyone in the Conversation

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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?

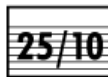
- Amid complexity and uncertainty
- When the challenges are entangled, knotted, and interdependent
- When you need to generate novelty, surprise, or unexpected possibilities
- Anytime two or more people are in conversation
- When we need to engage differing perspectives in a way that is collaborative

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



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

Seriously Dreadful

Seriously Playful

Expected Results

Novel Results

Liberating

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



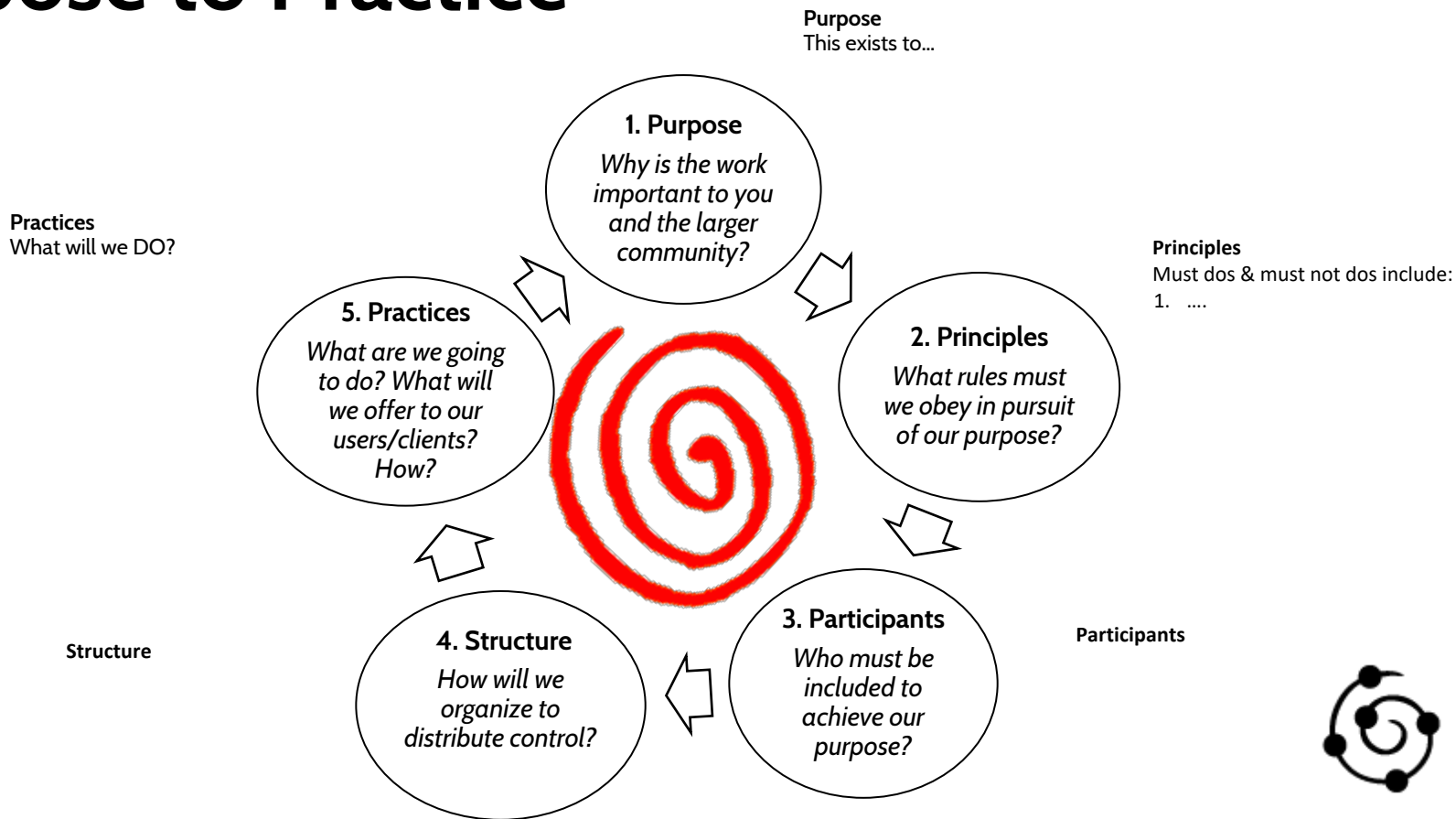


Purpose-to-Practice

Design the Five Essential Elements for a Resilient and Enduring Initiative



Purpose to Practice



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



Agenda Item	Goal	LS Micro-Structure	Why this LS?	Steps / Timing	Facilitator / Participants

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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