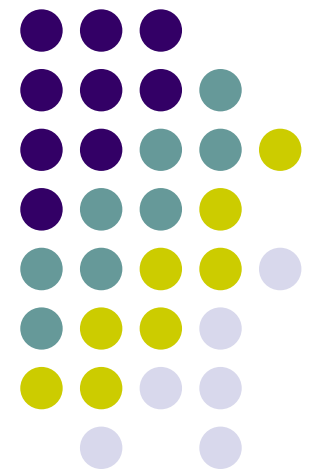
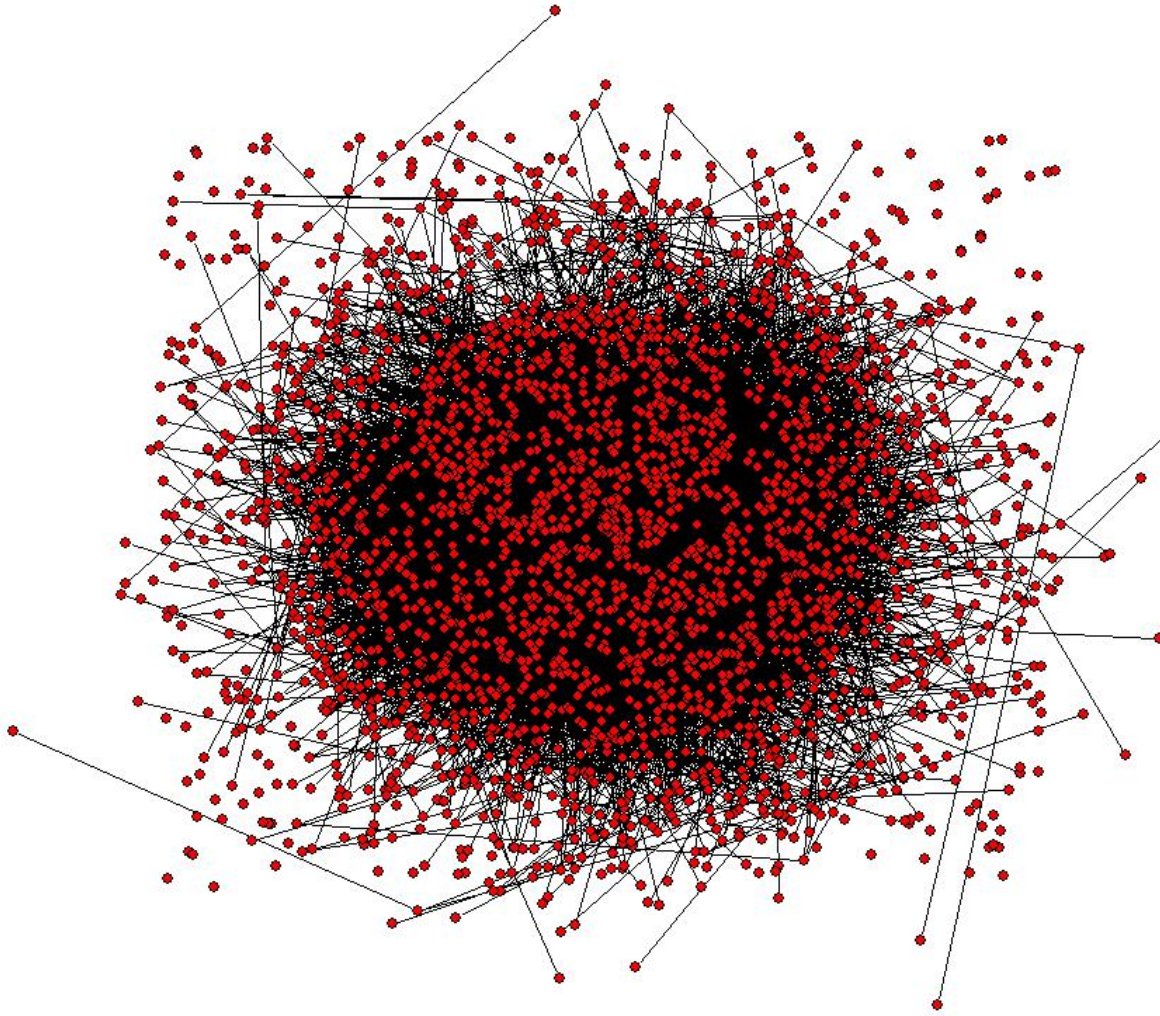


Liberating Structures

Leading Edge Summit
October 2011



Why use LSs?

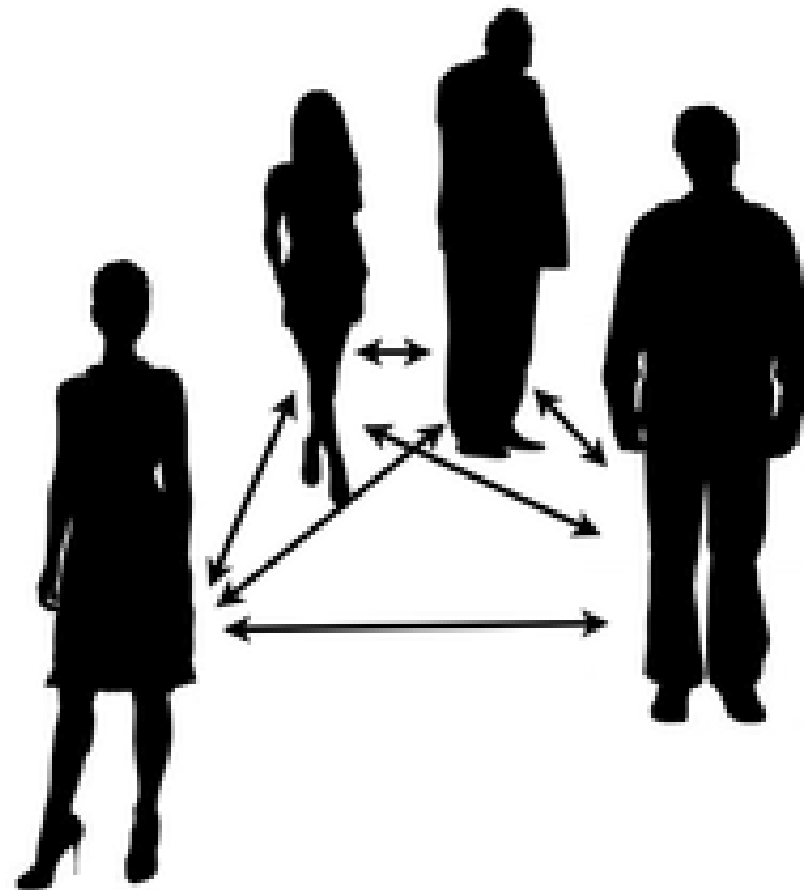


- Complex problems
- Complex Systems
- Too many variables
- No way to figure it out on your own

Why use LSs?



How people relate to one another changes the possibilities/outcomes.





Min Specs

- If you have a complex problem, you cannot simplify it.
- You CAN simplify your approach.
- Specify only what you **must do** and what you **must not do.**
- People will fill in the blanks in surprising ways.



LS Min Specs

Practice Deep Respect for People
and Local Solutions

We must:

Believe that people in a local context doing the work have expertise and inventiveness to solve complex challenges.

We must not:

Import “best practices” and drive “buy-in”



LS Min Specs

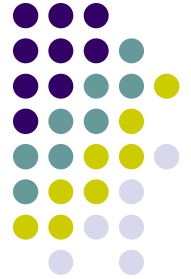
Include and Unleash Everyone

We must:

Invite everyone who touches the challenge to share possible solutions and invent new approaches. Reach beyond the usual suspects.

We must not:

Design an elegant solution then ask others to implement.



LS Min Specs

Trust as You Go

We must:

Cultivate a trusting group climate where speaking the truth is valued.

We must not:

Make decisions about people and their work without including them.



LS Min Specs

Engage in Seriously Playful Curiosity

We must:

Stir things up--with levity, paradoxical questions, and improvisation--to spark exploration of current practices and latent innovations.

We must not:

Keep it simple by deciding in advance what the solutions should be or ignore how the conversation unfolds.



LS Min Specs

Practice Self-Discovery Within a Group

We must:

Draw out rather than compel behaviour to the maximum degree. Locally generated solutions will fit local conditions and be sustained.

We must not:

Adopt solutions generated by experts not involved in the work of the group.



LS Min Specs

Amplify Freedom AND Responsibility

We must:

Liberate people to try many experiments and rigorously track progress, feeding back results to all parties.

We must not:

Report results in ways that are not understood by or accessible to front-line people.



LS Min Specs

Emphasize Possibilities

We must:

Focus on what can be accomplished now with the imagination and materials at hand.

We must not:

Waiting for all the barriers to come down, or ideal conditions to emerge.

LS Inventory



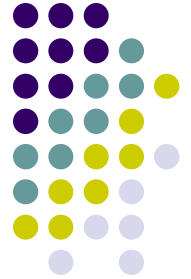
1. Appreciative Interviews
2. Agreement/ Uncertainty Matrix
3. TRIZ
4. Wicked Questions
5. **Min Specs**
6. Chunking/ Rapid Prototyping
7. **Improv**
8. 15% Solutions
9. Open Space Technology
10. Ecocycle Sifting and Gathering
11. Panarchy: Cross-Scale Change
12. Conversation Café Dialogue
13. Discovery and Action Dialogue
14. Wise Crowds Group Consultation
15. **Social Network Mapping/ Webbing**
16. Generative Relationships
17. Purpose-to-practice Design
18. Scenario Planning *Critical Uncertainties*
19. Impromptu Speed Networking
20. **1-2-4- Whole Group Rapid Cycles**
21. Troika Consulting
22. Fishbowl Sessions: “What I need from you”
23. Celebrity Interview
24. 5 Whys and 10 Hows
25. **Graphic Capture**
26. Positive Deviance

1-2-4-Whole Group Rapid Cycles



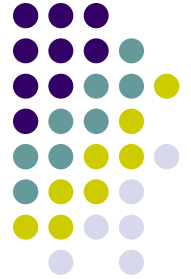
1. Choose a problem to work on.
2. Individually reflect (1-2 min)
3. Share/ elaborate with a partner (5 min)
4. Share/ elaborate with 2-3 more people (10 min)
5. Whole group sharing/ elaboration
 - Themes
 - Big ideas
 - Key insights/ shared and novel

Improvisation



What question do we wish to explore?	
Location	
Scene initiation	
Cast Roles	
Key line	

Improvisation

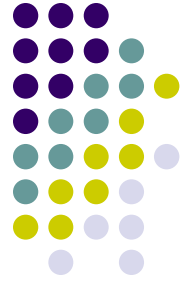


What question do we wish to explore?	How do I conduct a difficult but important conversation?
Location	Patient room
Scene initiation	Doctor walks in the room, and does not wash hands
Cast Roles	Doctor, nurse, patient, family member, cleaner
Key line	“Doctor, I noticed you didn’t wash your hands.”



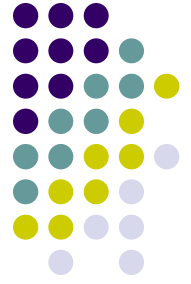
Improvisation

- Set up your min specs
- Gather a willing cast
- Ensure people know the min specs
- Gather an audience
- Improv!
- Debrief: this is where you find the gold!



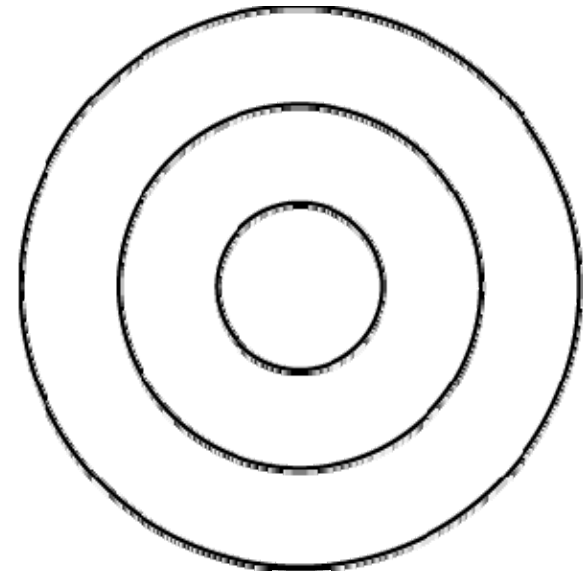
Graphic Capture

1. Set up your paper/ grab your tools
2. Listen
3. Draw freely!
 - Use symbols!
 - Avoid self-editing!
 - Catch the *butterflies*!
4. Invite others to contribute
5. Review your work
 - What do you like?
 - What would you do now?



Social Network Mapping

- Who is involved already?
- Who knows about what we want to do?
- Who do we want to ask to join us?
- Who can connect us to the people we want to talk to?



Create the web



Erika Lee Bailey & Associates
Change Artistry