

## Rhapsody for Strings

One Liberating Structure can transform a meeting. A powerful string can draw out much-better-than-expected results in a way that forever shifts the pattern of working together. Below, accomplished maestros share and rhapsodize about their favorites. Our goal is to draw out ever-more inventive strings from the far flung LS diaspora.

As familiarity with the LS repertoire increases, there are an infinite number of combinations and riffs. AND, there are certain strings that simply knock your socks off. However, it is unlikely that a maestro ever repeats the exact string: each local setting demands creative adaptability.

With the suggestion that a picture tells a thousand words, the editor [Keith] has limited the narrative from each maestro to a puny three sentences. Future activities will feature interviews that dig deeper into details (e.g., invitations, twists, turns, and LS punctuation) and what is made possible by stringing.

1. **Building Financial Literacy with High School Students** [Greg Myers]
2. **Liberating Learning Together: Using LS in Our Work** [Nancy White]
3. **Leadership Retreat: High Dive Into Collective Strategy-Making** [Keith McCandless]
4. **Tap the Founder's Story To Uplift Next Level Innovation** [Liz Rykert]
5. **Management Meeting: *In Charge But Not In Control*** [Neil McCarthy]
6. **Get Over Yourself, NOW! Prepare To Go Deeper with Your Customers** [Fisher Qua]
7. **Cross-Sector Community Groups Catalyzing Learning + Action** [Anna Jackson]
8. **Catalyzing Nursing Knowledge for BIG Data Science** [Dan Pesut]
9. **Strategic Planning to Tactical Plans in Three Fractal Movements** [Tim Jaasko-Fisher]





### 1-2-4-All

Engage each student in generating ideas and questions re:  
*What is money?*



### TRIZ

Stop or avoid forming bad habits by asking,  
*How could you live like a Kardashian?*



### Critical Uncertainties

Generate financial strategies by asking,  
*What two elements critical to your financial security are out of your control?*

## Building Financial Literacy with High School Students [Greg Myers]

1. In a high school classroom, this seriously-playful string generates awareness of the need for financial literacy: **1-2-4 All** (What is money?); **TRIZ** (How would you live like a Kardashian?); and, **Critical Uncertainties** (What two elements critical to your financial security are out of your control?).

Greg Myers [myers.greg@gmail.com](mailto:myers.greg@gmail.com)



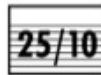
### Impromptu Networking

Identify shared challenges that might be addressed with new practices



### Troika Consulting

Get focused on individual and shared challenges



### 25/10 Crowd Sourcing

Cross pollinate ideas and identify new opportunities



### W3

Reflect on LS used as possible "first steps" with LS in solving real problems



### 15% Solution

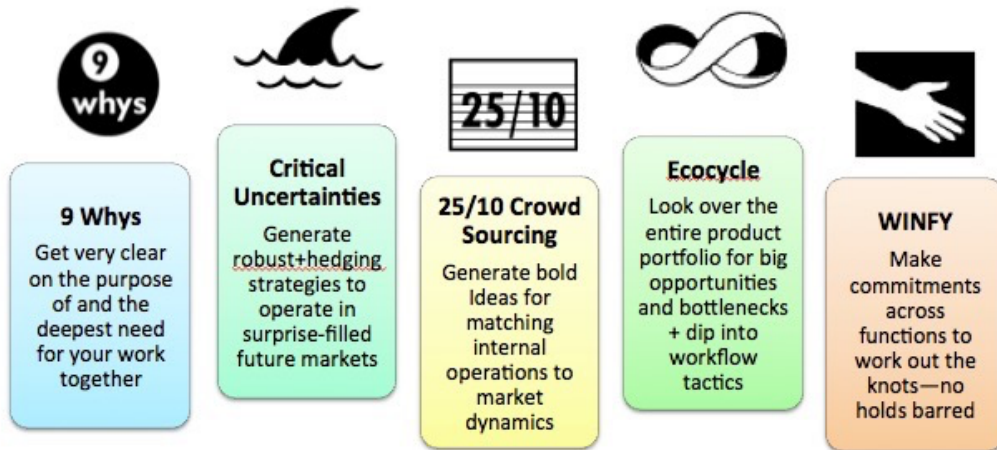
Invite each person to adapt a new practice into their work

## Liberating Learning Together: Using LS in Our Work [Nancy White]

2. Used in a series of workshops with educators on "Liberating Learning." The first phase was used to help participants see both shared and unique challenges (assumption going in: they are all unique. NOT!), then moving into exploring individual LS and strings in small groups, then cross pollinating across the groups, reflection and next steps.

Nancy White [nancyw@fullcirc.com](mailto:nancyw@fullcirc.com)





**Leadership Retreat: High Dive Into Collective Strategy-Making [Keith McCandless]**

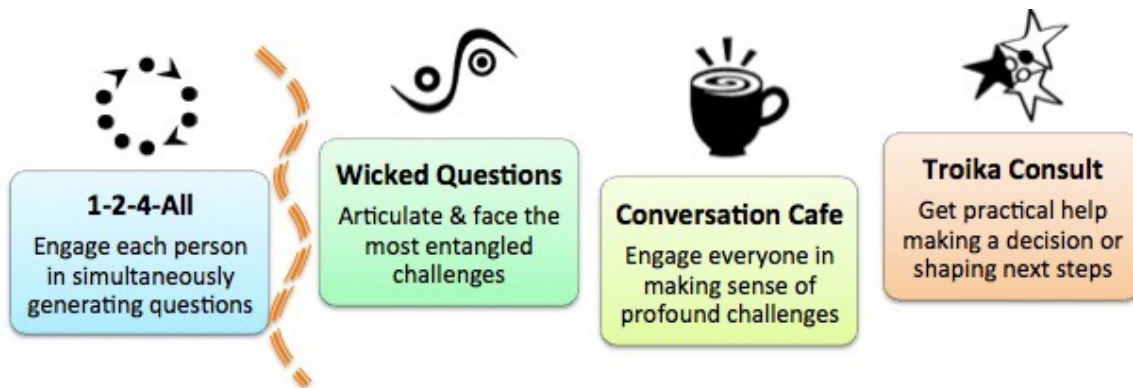
3. Above are my top five LS microstructures that anchor a very productive 2-day strategy retreat. Waves of “looking inside” (**9 Whys, 25/10**) and “looking outside” (**Critical Uncertainties, Ecocycle**) help deepen insights and action. The retreat wraps with unambiguous commitments made to each other via **WINFY** (What I Need From You).  
 Keith McCandless [keith@liberatingstructures.com](mailto:keith@liberatingstructures.com)



**Tap the Founder’s Story To Uplift Next Level Innovation [Liz Rykert]**

4. For an organization that is 100+ years old, this string taps the founding story as a wellspring to inspire and motivate all the stakeholders. The pace was quick and punctuated with lots of sense-making through **1-2-4-All** and **W3** and the day ended with clear action items and next steps using the Gameplan. This string beautifully combines learning, discovery, and kicking things into action!  
 Liz Rykert [liz@metastrategies.com](mailto:liz@metastrategies.com)





**Management Meeting: *In Charge But Not In Control* [Neil McCarthy]**

5. A favorite “everyday” string for a weekly project management team meeting addressing an entangled challenge that may involve a budget problem, a structural change, or a new opportunity—or all three at once. Prior to the meeting, the topic has been discussed (but not resolved) in the halls and in sub-meetings via **1-2-4-All**. The leader shares the challenge and gets immediate practical help from all the managers. While the leader is in charge, the decision or next steps often “emerge” out of the collaborative group interaction sparked by this string.

Neil McCarthy [neil@mccarthyconsulting.net](mailto:neil@mccarthyconsulting.net)

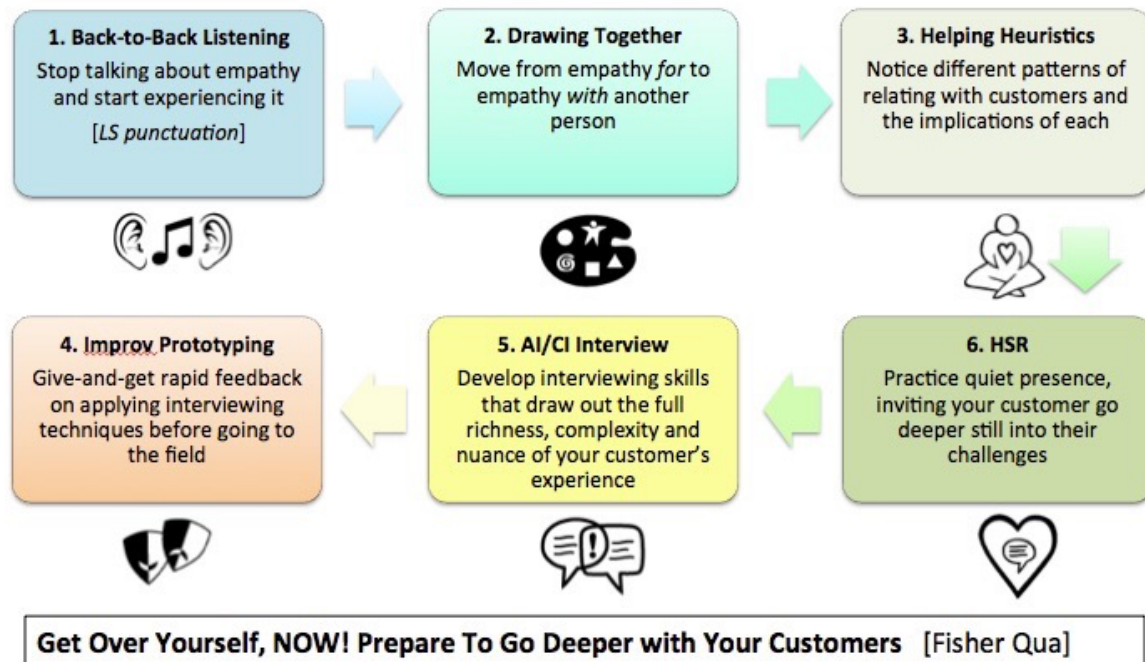


**Cross-Sector Community Groups Catalyzing Learning+Action [Anna Jackson]**

6. For big community or learning collaborative meetings, I invite people to start out with reflective nonverbal expression by using **Drawing Together**, then sharing their images via **Impromptu Networking**. Next, a lively **User Experience Fishbowl** helps people “play” with some of the complex challenges they face across organizations. From there, the large group is well-positioned to: make paradoxical challenges more explicit with **Wicked Questions**; face up to the juicy Wicked Qs via a **DAD**; and then, close with practical action steps via **Troika Consulting**.

Anna Jackson [anna@alpinistaconsulting.com](mailto:anna@alpinistaconsulting.com)





7. Reach beyond the empathy horizon and practice neglected forms of listening and helping. Get familiar with new patterns of relating to customers before launching an action research project or beginning field work. Give-and-get immediate feedback on the micro-behaviors that shape the quality of your interactions with customers. Prepare to let go of your ego and humbly learn at the feet of your customer.

Fisher Qua [fisher@back-loop.com](mailto:fisher@back-loop.com)





**Catalyzing Nursing Knowledge for BIG Data Science [Dan Pesut]**

8. Over two days, this string was used during the “National Agenda for Big Data in Nursing” conference at the University of Minnesota. The conference was organized around the work of the past year (hindsight), current events and issues (insight), and attention to future emergence (foresight). See [https://issuu.com/schoolofnursing/docs/proceedings\\_2015](https://issuu.com/schoolofnursing/docs/proceedings_2015)

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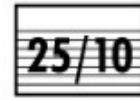
### Impromptu Networking

Build connections & expectations



### Purpose-to-Practice

Define 5 key elements of the strategy initiative via the LS illustrated below



### 25/10 Crowd Sourcing

Generate bold product or service Ideas to add to or advance our **Ecocycle Practices**

## Strategic Planning to Tactical Plans in Three Fractal Movements

### Movement 1 of 3 [Tim Jaasko-Fisher]

9. **Movement I: Impromptu Networking** followed by an introduction to and application of **P2P**. Then, Purpose: **9 Whys + 1-2-4-All** an 8 word purpose statement; Principles via **Min. Specs**; Participants via **Social Network Webbing**; Structure via **1-2-4-All** conversation re: control and power distribution; and, finally Practices via **Ecocycle + 25/10 Crowdsourcing** (*If you were 10x bolder, what would you add to or advance within the Ecocycle?*)



### Purpose-to-Practice

Groups form and define 5 key elements for each of the prototypes (from **Movement 1**)



### Design Storyboards

Groups define steps and milestones for launching each prototype

## Tactical Prototype Development: Movement 2 of 3

[Tim Jaasko-Fisher + Fisher Qua]

**Movement II:** Groups form based on who wants to advance the top **25/10** ideas. The **P2P** cycle is repeated to develop tactical plans via Purpose; Principles; Participants; Structure; and Practices via a **Design Storyboard** including specific milestones, who will do them, and how you will know they are done. *Fractal turtles all the way down!*





### **Improv Prototyping**

Play seriously as you iterate and build solutions in multiple rounds



### **Wise Crowds (multiple rounds)**

Generate feedback (and steal ideas from other groups) to help each prototype *fail forward* rapidly



### **15% Solutions**

Invite each person to adapt creatively as the prototype is fielded

## **Prototype Review: *Movement 3 of 3***

[Tim Jaasko-Fisher + Fisher Qua]

**Movement III: Improv Prototyping + Wise Crowds** to develop tactical plans initially developed in Movement II. Use **Wise Crowds** in 3 iterations to give honest feedback, and steal liberally from other groups as each round of **Improv Prototyping** progresses. This is an efficient way for everyone to be in the know about what sub-groups are working on and to offer feedback and help on each plan despite only working on one in the moment. Then, **15% Solutions** to move initiatives forward.

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With a rapturous bow to the maestros! Many thanks for sharing your inspired strings.

[ February, 5, 2016 ]

