

LIBERATING



STRUCTURES

INCLUDING AND UNLEASHING EVERYONE

IMPROMPTU NETWORKING



5 - 20 min

Rapidly share challenges
and expectations while
building new connections

9 WHYS



5 - 20 min

Make the purpose of your
work together clear

WHAT, SO WHAT, ★ NOW WHAT



15 - 45 min

Together, look back on
progress to-date and
decide what adjustments
are needed

TRIZ



30 - 45 min

Stop counterproductive
activities & behaviours to
make space for innovation

APPRECIATIVE INTERVIEWS



30 - 60 min

Discover & build on the
root causes of success

1-2-4-ALL



10 - 12 min

Engage everyone
simultaneously in
generating questions,
ideas, suggestions

USER EXPERIENCE FISHBOWL



25 – 70 min

Share know-how gained
from experience with a
larger community

15% SOLUTIONS

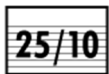


15 - 20 min

Discover & focus on what
each person has the
freedom and resources to
do now

25-T0-10

CROWD SOURCING



20 - 30 min

Rapidly generate & sift a
group's most powerful
actionable ideas

TROIKA CONSULTING



15 - 30 min

Get practical and
imaginative help from
colleagues immediately

CONVERSATION CAFÉ



35 – 60 min

Engage everyone in
making sense of profound
challenges

MIN SPECS



20 – 50 min

Specify only the absolute
“Must do’s” & “Must not
do’s” For achieving a
purpose?”

WISE CROWDS



10 - 60 min per person

Tap the wisdom of the
whole group in rapid
cycles

WICKED QUESTIONS



20 min

Articulate the paradoxical
challenges that a group
must confront to succeed

DRAWING TOGETHER



30 - 40 min

Reveal insights and paths
forward through Non-
verbal expression

IMPROV PROTOTYPING



15 - 20 min per round

Develop effective
solutions to chronic
challenges while having
serious fun

AGREEMENT-CERTAINTY MATRIX



30 – 45 min

Sort challenges into
simple, complicated and
complex categories

SHIFT & SHARE



35 - 90 min

Spread good ideas
and make informal
connections with
innovators

HEARD, SEEN, RESPECTED



25 min

Practice deeper listening
and empathy with
colleagues

SOCIAL NETWORK WEBBING



45 - 60 min

Map informal connections
and decide how to
strengthen the network
to achieve a purpose

DESIGN STORYBOARDS



25 – 70 min

Define the step-by-step
design elements for
bringing initiatives or
meetings to productive
endpoints

OPEN SPACE



90 min to 3 days

Liberate inherent action
and leadership
in large groups

DISCOVERY & ACTION DIALOGUE (DAD)



25 - 70 min

Discover, spark and
unleash local solutions to
chronic problems

INTEGRATED~AUTONOMY



60 - 80 min

Move from either-or to
robust both-and solutions

GENERATIVE RELATIONSHIPS



25 min

Reveal and understand
relationship patterns that
create value or
dysfunctions

CRITICAL UNCERTAINTIES



60 - 100 min

Develop strategies for
successfully operating in a
range of plausible yet
unpredictable futures

PURPOSE-TO-PRACTICE



25 – 120 min

Define the 5 elements
that are essential for a
resilient & enduring
initiative

ECOCYCLE PLANNING



60 - 95 min

Analyse the full portfolio
of activities &
relationships to identify
obstacles & opportunities
for progress

PANARCHY



1 - 2 hrs

Understand how
embedded systems
interact, evolve, influence
the spread of innovation,
and transform

WHAT I NEED FROM YOU



45 – 70 min

Surface most essential
needs across functions
and accept or reject
requests for support

CELEBRITY INTERVIEW



25 – 60 min

Reconnect the experience
of leaders and experts
with the people closest to
the challenge at hand

HELPING HEURISTICS



15 min

Practice progressive
methods for helping
others, receiving help and
asking for help

SIMPLE ETHNOGRAPHY



1 - 6 hrs

Observe and record
actual behaviours of users
in the field

MAD TEA



15 – 30 min

Create a bigger, richer,
and clearer context for
shaping next steps
together

CARAVAN



20 – 60 min

Practice requesting
and giving help with
a supportive subgroup
and tap the wisdom
of the crowd

POSITIVE GOSSIP



15 min

Start turning around a
destructive pattern of
negative gossip

TALKING WITH PIXIES



45 – 55 min

Identify beliefs and
assumptions that may
limit your progress

NETWORK PATTERN CARDS



15 – 40 min

Identify and shape more
productive network
patterns

MINDMELD



15 – 45 min

Make observations,
patterns, and action ideas
visual for everyone to see

HOW TO USE IT?

Imagine, share and
discuss strings of LS in
order to reach your goal



HOW TO START?

1-2-4-All is so simple that it is one of the easiest LS to learn. Try it once and you will know enough to start using this LS regularly.

Then check LS with a ★ those are easy structures to start with.

LIBERATING STRUCTURES

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For more details, visit
liberatingstructures.com



Card Deck, 1st Edition

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