LIBERATING STRUCTURES

Including and Unleashing Everyone
IMPROMPTU NETWORKING

5 - 20 min

Rapidly share challenges and expectations while building new connections
9 WHYS

Make the purpose of your work together clear

5 - 20 min
WHAT, SO WHAT ★
NOW WHAT

15 - 45 min

Together, look back on progress to-date and decide what adjustments are needed
Stop counterproductive activities & behaviours to make space for innovation

30 - 45 min
APPRECIATIVE INTERVIEWS

30 - 60 min

Discover & build on the root causes of success
1-2-4-All

Engage everyone simultaneously in generating questions, ideas, suggestions
USER EXPERIENCE
FISHBOWL

25 – 70 min

Share know-how gained from experience with a larger community
Discover & focus on what each person has the freedom and resources to do now
25-TO-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

Discover, spark and unleash local solutions to chronic problems

25 - 70 min
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

10 – 15 min

Create a richer, deeper, funnier context for taking action & gaining insight
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

20 – 60 min

Identify beliefs and assumptions that may limit your progress
NETWORK PATTERN CARDS

20 – 45 min

Identify and shape more productive network interaction patterns
MINDMELD

15 – 45 min

Make observations, patterns, and action ideas visual for everyone to see.
BACK2BACK LISTENING

5 - 20 min

Practice deeper listening and empathy with colleagues
Sharpen observational skills & capture insights as action is unfolding
GRIEF WALKING

15 – 25 min

Tap into social support while moving forward through a loss or profound transition
LIQUID COURAGE

5 – 20 min

Rapidly share frustrations and ritualized complaints

(twist on Imp. Networking)
ANXIETY CIRCUS

20 - 30 m

Identify any shared, similar anxieties/fears in a group

(twist on 25/10)
TINY
MONSTERS

5 – 20 min

Helps us make our fears conscious and visible
Shape what to stop and what to start in 9 words
Rapidly generate content that can be used to shape next steps, thicken the present context or evaluate progress
FOLDING SPECTOGRAM

20 min

Use spatial arrangement in order to engage in a lively exchange
Positively distort time in order to explore possibilities for unravelling different futures.
STRATEGY

KNOTWORKING

25 min – 2 days

Generate shared ownership & understanding of strategy
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.

Cards with a ⬅️ are punctuations and those with a 🎨 are LS in development.
LIBERATING STRUCTURES
Henri Lipmanowicz
Keith McCandless

For more details, visit liberatingstructures.com

Card Deck, 5th Edition

@FredVandaele