

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 ★

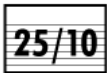


15 - 20 min

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



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



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

SPIRAL JOURNAL



5 - 20 min

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

9 WORDS



PURPOSE



5 – 20 min

Shape what to stop and
what to start in 9 words

10 x 10 WRITING ÷



20 min

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

FUTURE - PRESENT



20 min

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

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For more details, visit
liberatingstructures.com



Card Deck, 5th Edition

 @FredVandaele