



Creating More Substance, Connections, and Ideas in the Classroom: Liberating Conventional Structures

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Liberating Agenda

1. Impromptu Networking



2. 1-2-4-All



3. 15% Solutions + Troika Consulting



4. "Talking Stick" Debrief



Conventional Structures

Too Tight Presentation

- Over-controlled, too uniform, engaging only a select few in shaping direction



Or

Too Loose Open Discussion

- Under-controlled, too unstable and too random to shape direction



What are Liberating Structures?

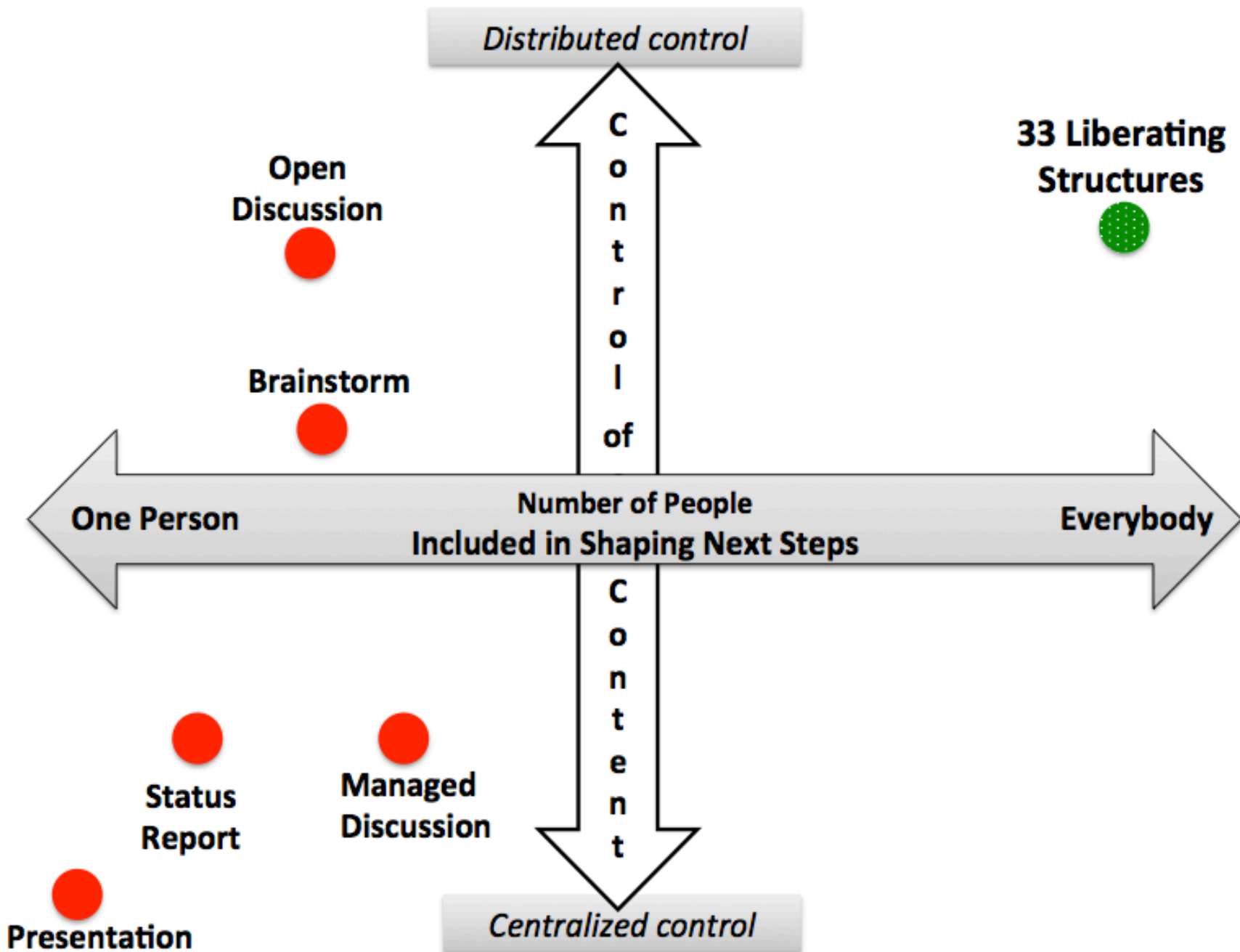
- Liberating: [verb] to set free from imposed, controlling structures
- Structure: [noun] a set of simple rules that specify how people are included and participate



Simple Rules to Unleash A Culture of Innovation

Liberating Structures introduce tiny shifts in the protocols of how we meet, plan, decide and relate to each other. They put the innovative and facilitative power once reserved for experts only in the hands of everyone.





Liberating Structures: Introducing tiny shifts in how we meet, plan, decide and relate to one another

- **Simple:** requires only a few minutes to introduce
- **Expert-less:** beginners can succeed after a first experience
- **Results-focused:** likely to generate better-than-expected, innovative results
- **Rapid cycling:** fast iterative rounds are very productive
- **Inclusive:** together, everyone is invited to shape next steps
- **Multi-scale:** works for everyday solutions, big projects, strategy, and transforming movements
- **Seriously fun:** boosts joy, freedom & responsibility
- **Self-spreading:** easy to copy without formal training

Liberating Classrooms

- **Physically moving students:** from traditional rows-and-columns into circular seating arrangements (equally seen, heard, and acknowledged)
- **Introduce a “talking stick”:** when doing small group work: whoever holds the stick (pen or pencil) will talk, others will listen.



Liberating Classroom Cont.

- **Let it go:** Liberate yourself from bearing the sole burden of “professing” in a classroom
- **Be mindful of “positionality”:** What do such spatial “positionalities” symbolize?
- **What is it that WE need to do?**
- **From Professor to Chief Enabler**





Impromptu Networking

Rapidly share challenges and expectations, building new connections

What is a small risk you have taken to make progress on a big challenge?

What do you hope to get from and contribute to this gathering?

3 rounds in pairs: Find a partner...1 minute sharing per person...Then find another partner... then find another.





1-2-4-All

Engage everyone simultaneously in generating questions/
ideas/suggestions

Share a story about how you successfully
handled a difficult classroom challenge.

- Multiple short cycles are more productive than one longer session.
- 1 minute alone
- 2 minutes in pairs
- 3 minutes in foursomes
- 4 minute group:
 - “What is one idea that stood out in your conversation?”



15%

15% Solutions

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

- Help you focus on what is within your discretion instead of what you cannot change
- In connection with your personal challenge: “What is your 15 percenty? Where do you have freedom and discretion to act? What can you do without more resources or authority?”





Troika Consulting

Get practical and imaginative help from colleagues immediately

What is your challenge?

And what kind of help do you need?

- 1 minute reflection to prepare your letting go challenge & 15% Solution
- Groups of three
- 1 minute per person: Share your biggest challenge and 15% Solutions – no long explanations!
- Invite feedback and advice from your consultants... then turn your back on them (get ready to take notes)
- Switch to next person...



Debrief

What do you wish to do next to build on what was started today?



Liberating Structures Resources: Prepare to be Liberated!

- **New book (on Amazon): The Surprising Power of Liberating Structures: Simple Rules to Unleash A Culture of Innovation** by *Henri Lipmanowicz & Keith McCandless*
- **Website:** www.liberatingstructures.com
- **Liberating Classrooms:** <http://vimeo.com/50352840>
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