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Overview

1-2-4-All

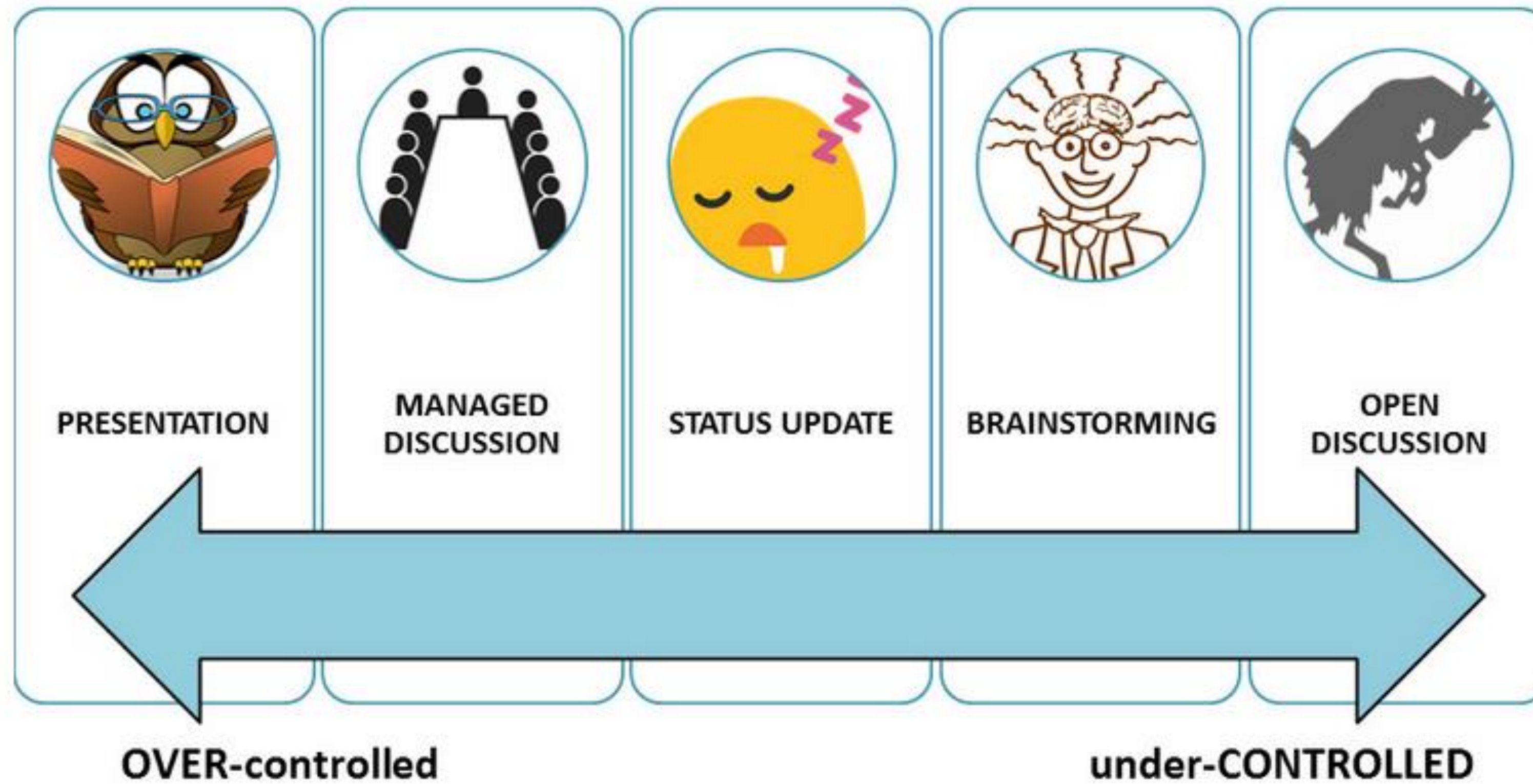


- Intro [10min]
- 1-2-4-All [15min]
- Troika[25min]
- Spiral Journaling and close [10min]


Liberating Structures... what's it all about?

| | | | | | | |
|----------------------|-------------------------|-----------------------------|--------------------------|------------------------|--------------------------|----|
| | | | | | | |
| | | What's debrief | Min specs | How respects | | |
| | | | | | | |
| Design elements | Appreciative interviews | Discovery and action dialog | Improv prototyping | Drawing together | Open space | |
| | | | | | | |
| 1-2-4-All | TRIZ | Shift & share | Helping heuristics | Design storyboards | Generative relationships | Ex |
| | | | | | | |
| Impromptu networking | 15% solutions | 25 : 10 crowdsourcing | Conversation café | Celebrity interview | Agree/certainty matrix | Pa |
| | | | | | | |
| 9-whys | Troika consulting | Wise crowds | User experience fishbowl | Social network webbing | Simple ethnography | |
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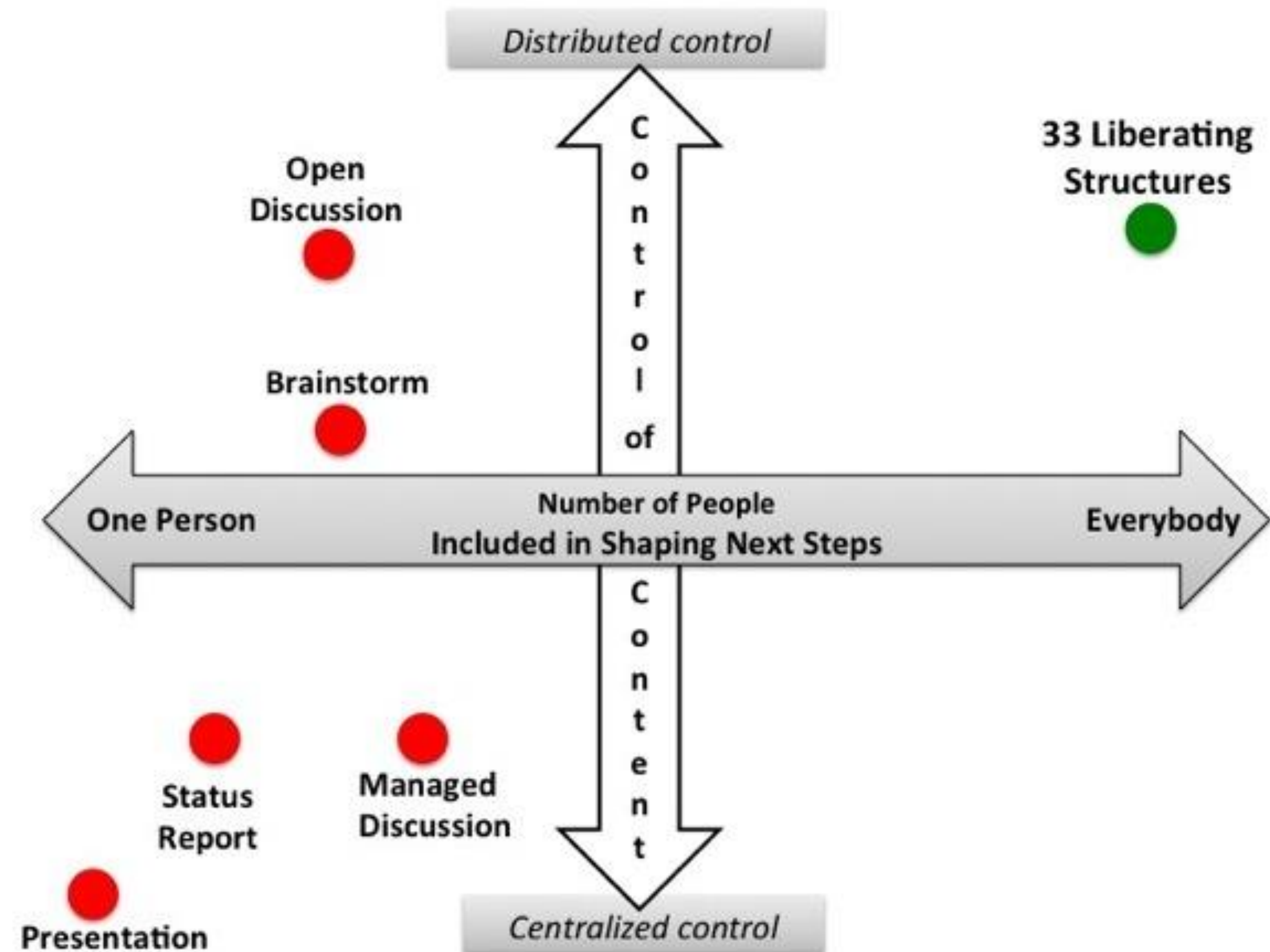
...inject tiny shifts in the

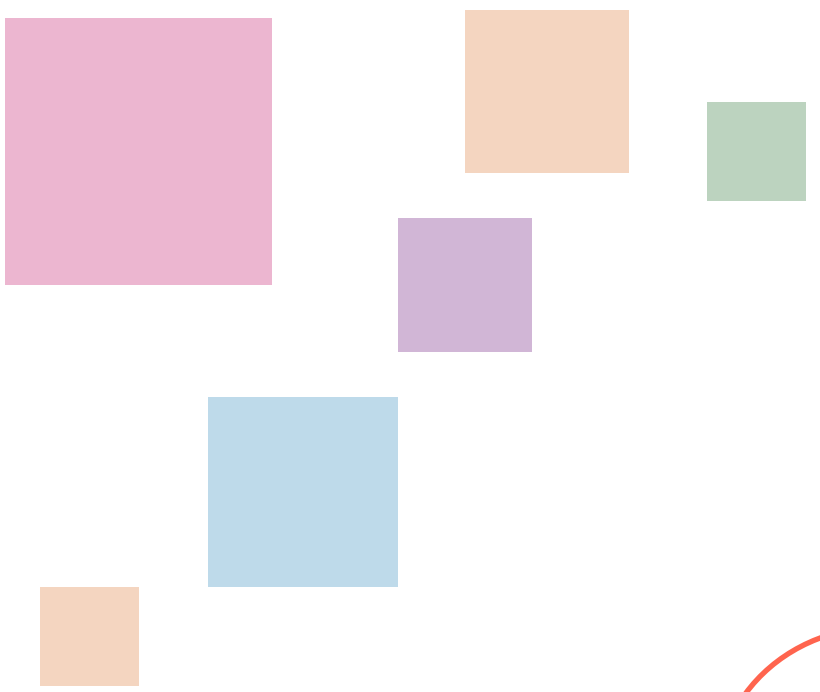


Unwittingly, the conventional structures used to organise how people routinely work together stifle inclusion and engagement.



Liberating Structures introduce tiny shifts in the way we meet, plan, decide and relate to one another. They put the innovative power in hands of everyone.





Simple methods
that make it
easy and
practical to
engage and
include everyone
in shaping the
future

Tap into the
wisdom,
experience and
perspectives of
everyone

Liberating Structures... what's it all about?

The benefits?
Innovation,
inclusion,
participation,
clarity, purpose,
fun... you'll see
when you
experience them

Matchmaker themes

Share

– or spread ideas and know-how, experiences and challenges

#Reveal

– or discover or generate or develop or improve opportunities, obstacles, solutions, ideas

#Analyse






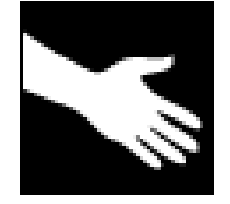





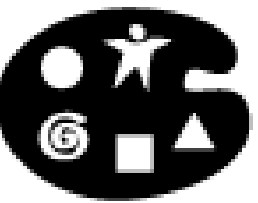






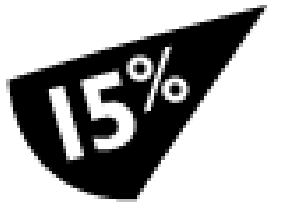


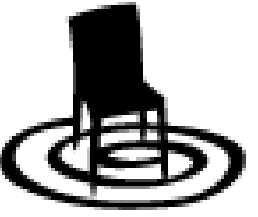








– or diagnose or clarify or debrief

Help

– or get help or cooperate

Strategize

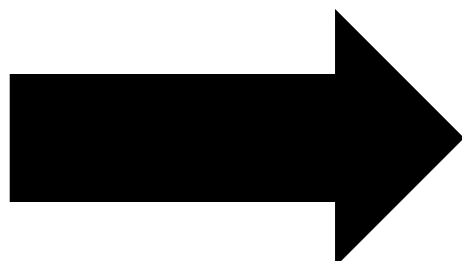
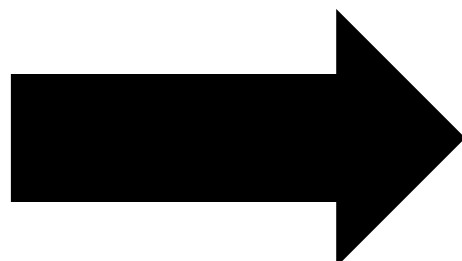
Plan

| | | | | | | |
|---|--|---|---|---|--|---|
| LS Menu  | Wicked questions  | What³ debrief  | Min specs  | Heard, seen respected  | What I need from you  | Integrated autonomy  |
| Design elements  | Appreciative interviews  | Discovery and action dialog  | Improv prototyping  | Drawing together  | Open space  | Critical uncertainties  |
| 1-2-4-All  | TRIZ  | Shift & share  | Helping heuristics  | Design storyboards  | Generative relationships  | Ecocycle  |
| Impromptu networking  | 15% solutions  | 25 : 10 crowdsourcing  | Conversation café  | Celebrity interview  | Agree/certainty matrix  | Panarchy  |
| 9-whys  | Troika consulting  | Wise crowds  | User experience fishbowl  | Social network webbing  | Simple ethnography  | Purpose to practice  |



Let's get started?

1-2-4-All





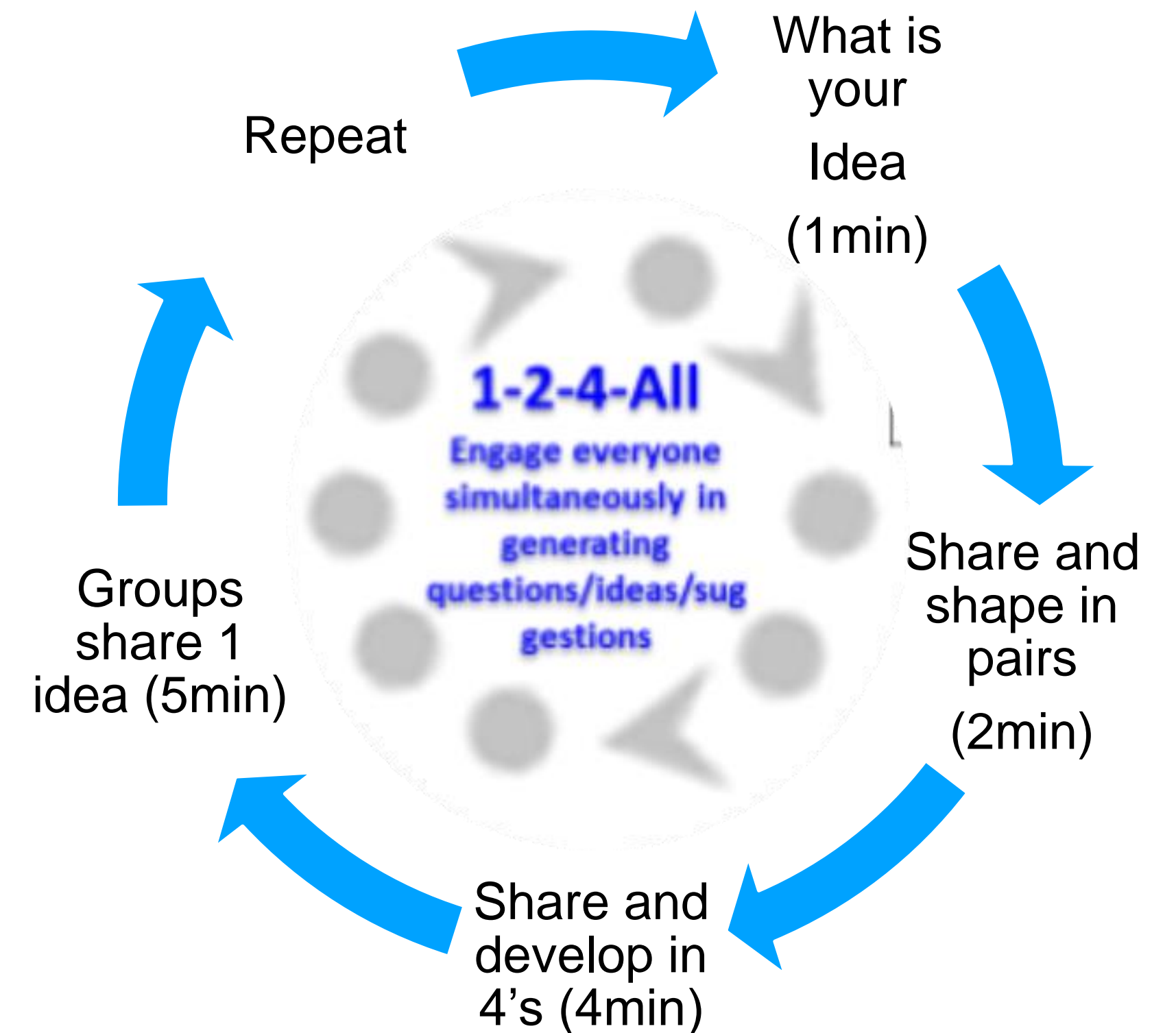
1-2-4-All

#Reveal
Ice breaker

Engage everyone simultaneously in generating ideas, questions, or suggestions

Instructions and steps 1-2-4-All

- 1. Silent self-reflection:** Think about your own answer and write down potential ideas (**1min**)
- 2. In pairs:** share and shape your ideas, building on the ideas from self reflection (**2 min**)
 - What's in common? What's different? Are there any patterns emerging?
- 3. In groups of four** share and develop your ideas from your pairs (**4 min**)
 - What stands out that the rest of the group needs to hear?
- 4. Groups** share one important idea with all (**5 min**) **on the chat screen when we say!**
- 5. Repeat** in rapid cycles to add clarity, depth, or diversity





Question:

What are your priorities for improvement?

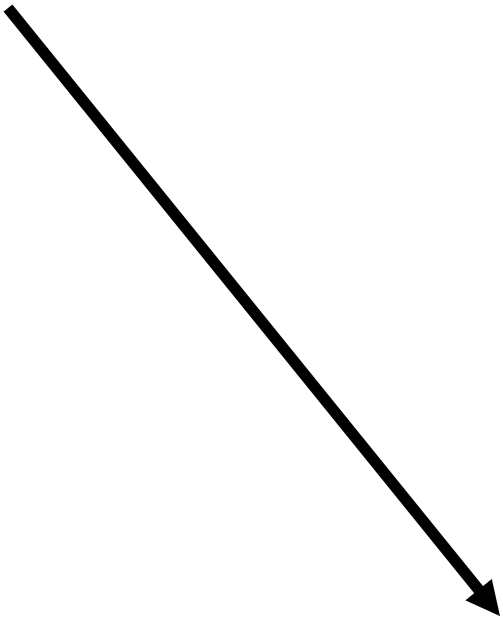
Your self

Your team

Your service



Ready for the next one?



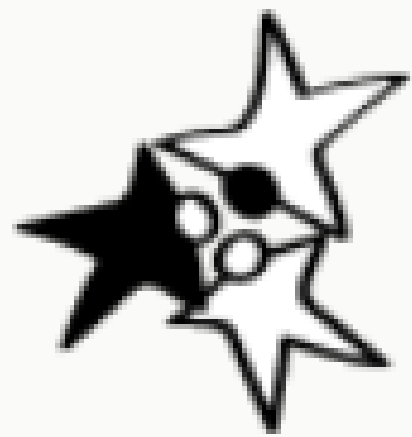


Troika Consulting

#Reveal

Help

Get Practical and Imaginative Help from Colleagues Immediately

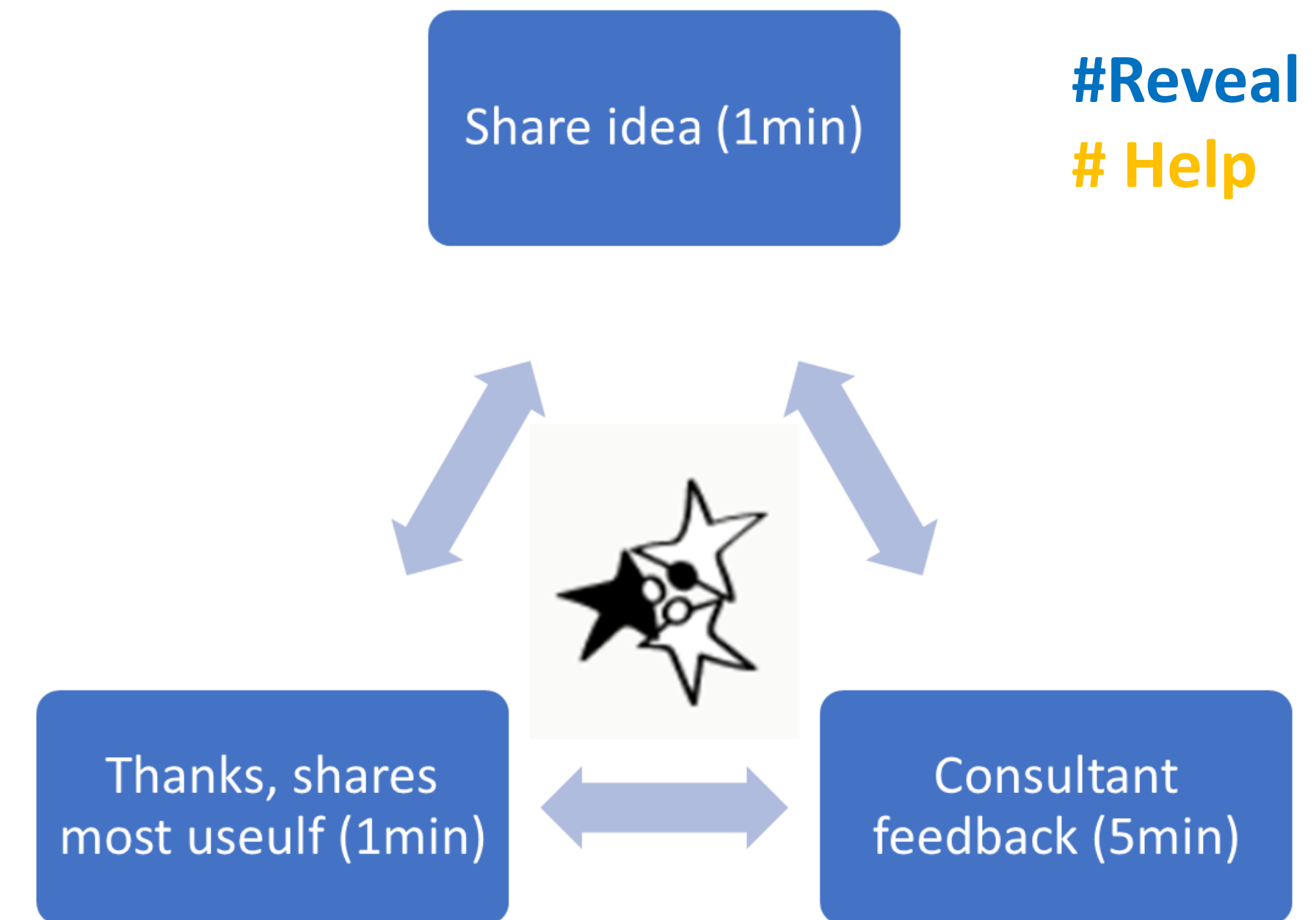


Instructions and steps

Troika consulting



1. In groups of 3 (1 client, 2 consultants)
2. 8 minutes per person
3. Spend **1 minute** sharing your action idea
4. Spend **1 minute** consultants ask questions
5. Spend **5 minutes** receiving feedback and advice from consultants
6. For **1 minute**, thank your consultants and shares most valuable things. **Add to chat box**
7. Switch to the next person





Ideas to consult on (choose ONE – or feel free to use your own):

- Children & young People involvement in shaping services
- Developing & modifying education in new 'virtual/hybrid world
- Creating 'Joy in work'

A cluster of seven small squares in various colors (pink, orange, green, purple, blue, and two shades of orange) arranged in a loose, overlapping pattern in the top-left corner.

Ready for the next one?





#Analyse

Spiral Journal

Calmly prepare for the work ahead while sharpening observational precision.

Inspired by Lynda Barry



Instructions & Steps

Spiral Journal

[10 min]

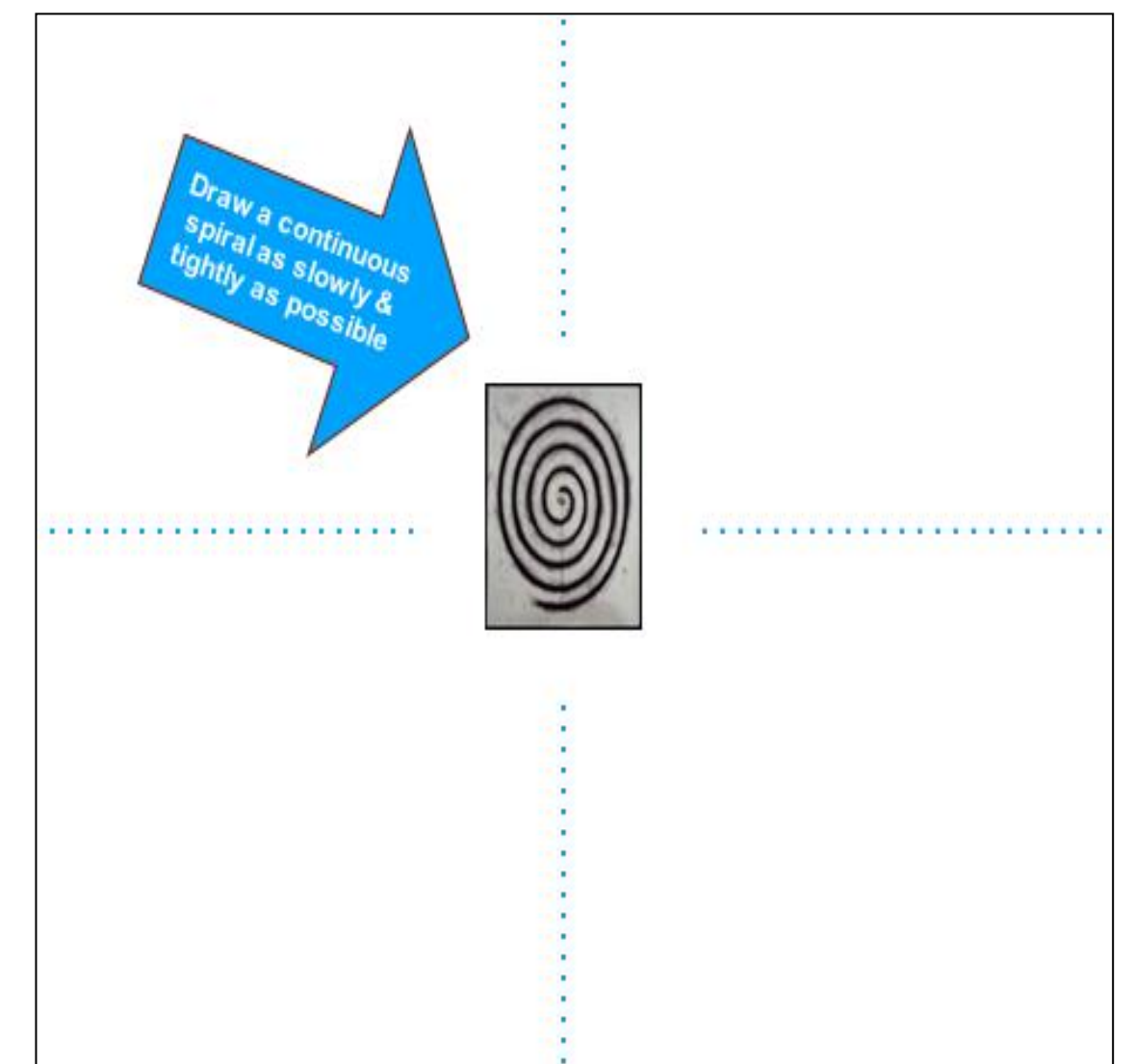
#Analyse

Divide a page into quarters and start drawing the slowest, tightest spiral that you can (**1 min**)

Respond to the prompt in the first quadrant. Try to generate multiple items for each question or statement (**2 min**)

Repeat with every subsequent quadrant (**6 mins total**)

Review writing & share with group (**1 min**)





Draw a continuous
spiral as slowly &
tightly as possible





Question:

What has resonated with you most from today?

Respond to the prompt in the first quadrant.
Try to generate multiple items for each question or statement (2 mins)



Question:

**What do you want to take back to your area
of work?**

Respond to the prompt in the second quadrant.
Try to generate multiple items for each question or statement (2 mins)




Question:

What help do you need to make the suggestions you've identified happen?

Respond to the prompt in the third quadrant.

Try to generate multiple items for each question or statement **(2 mins)**



Question:

What is the next step you can take to support those changes happening?

Respond to the prompt in the fourth quadrant.
Try to generate multiple items for each question or statement (2 mins)



Reflections on Session

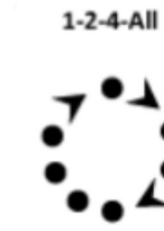
What did you notice about this way of gathering feedback?

What might you do next with it?

Why & when could you use liberating structures?



Take home summary



1-2-4-All: “engage everyone simultaneously in generating questions, ideas & suggestions”

- **Method:** 1 minute thinking on alone on an issue, 2 minutes discussing the issue in pairs, 4 minutes discussing in a group of four, then discussed as a whole group.
- **Use:** A chance for individuals to reflect (good for introverts) and gives two rounds that everybody can contribute to. This can be used in any meeting to start a new topic or reflect on what’s been said.

Troika: “get practical and imaginative help from colleagues immediately”

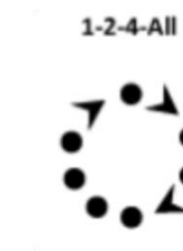
- **Method:** In groups of 3, 1 person describes a problem while the other 2 ask questions. The first person turns their back while the other two discuss the issue for five minutes, then feeds back on what they heard.
- **Use:** Can be used in small or large groups (240 people+) exploring health issues. Every person gets the chance to get a new perspective on their own challenge but also to give ideas to two others.

Spiral journal: “Calmly prepare for the work ahead while sharpening observational precision”

- **Method:** Take two minutes to slowly draw a spiral in the centre of a piece of paper. Divide the paper into four sections and, with two minutes each, answer four questions.
- **Use:** A chance to reflect and then address specific questions. This can be used at the start of a meeting or can be a nice break after lots of discussion or as we did to close



Resources:



<http://www.liberatingstructures.com/>

Also handy ‘pocket guide’ available as an app from the ‘App’ Store

**FREE courses run by ‘happy’ (use code NHSLS20):
<https://www.happy.co.uk/leadership-and-personal-development/personal-development-programmes/liberating-structures-immersion-workshop/>**

