BREAK OUT OF MEETING STAGNATION WITH LIBERATING STRUCTURES

PROCORE

AGILE & BEYOND

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3-4:40PM
• I will expose you to 4+ liberating structures.
• You will get these slides, and instructions for how to do all of these.
• Are you willing to experiment & tolerate messiness?
• Are you willing to hold confidentiality for each other when sharing challenges?
LIBERATING STRUCTURE 1: IMPROMPTU NETWORKING

Purpose: Rapidly share challenges and expectations, build new connections.
3 Rounds:

What are meetings like at your workplace? Why are you here?
LIBERATING STRUCTURE 1:
IMPROMPTU NETWORKING

DEBRIEF
Apply It: When and where might you apply impromptu networking at your workplace?
Purpose: Get practical and imaginative help from colleagues immediately.
Find a group of 3-people you don’t know.
Write down a real challenge you are facing with meetings at your workplace.
LIBERATING STRUCTURE 2:
TROIKA CONSULTING

Round 1

Client shares challenge.

Consultants ask clarifying questions.
Liberating Structure 2: Troika Consulting

Client turn chair so back is towards consultants. Client does not talk.

Consultants speak and generate ideas, suggestions, advice.
Round 2

Client shares challenge.

Consultants ask clarifying questions.
Client turn chair so back is towards consultants. Client does not talk.

Consultants speak and generate ideas, suggestions, advice.
Round 3

Client shares challenge.

Consultants ask clarifying questions.
Client turn chair so back is towards consultants. Client does not talk.

Consultants speak and generate ideas, suggestions, advice.
LIBERATING STRUCTURE 2:
TROIKA CONSULTING

DEBRIEF
Apply It: When and where might you apply TROIKA consulting at your workplace?
LIBERATING STRUCTURE 3: 1, 2, 4, ALL

Purpose: Engage everyone simultaneously in generating questions, ideas and suggestions.
LIBERATING STRUCTURE 3: 1, 2, 4, ALL

What needs to be present in order to have impactful retrospective meetings?

• On your own (1 min)

• Generate ideas in pairs (2 min)

• Share & develop ideas in groups of four (4 min)

• All - what is one idea that stood out? (5 min)
LIBERATING STRUCTURE 3:
1,2,4,ALL

DEBRIEF
LIBERATING STRUCTURE 3: 1, 2, 4, ALL

Apply It: When and where can you apply 1, 2, 4, ALL at your workplace?
Purpose: Rapidly generate and sift a group’s most powerful, actionable ideas.
Write on your card:

What needs to be present in order to have planning meetings that don’t suck the life out of the participants?
Exchange cards. (1 min)

Flip over card. Score the card. (.5 min) [do this 5 times]

After last round, add up the scores on the card. Circle the total.

Get people to line up. Who has a 25? Etc. Capture results.
LIBERATING STRUCTURE 4:
25/10 CROWDSOURCING

DEBRIEF
Liberating Structure 4: 25/10 Crowdsourcing

Apply It: When and where can you apply 25/10 crowdsourcing at your workplace?
• Think of a meeting you want to reinvent.

• Circle the purposes you want to attain.

• Create the “strings”. Map the purposes to LS activities using your handout or the LS APP/Web site. (You can cut them out and make cards.)
LIBERATING STRUCTURES

- A Collection of 33+ Facilitation structures
- Facilitate inclusive dialog
- Ownership
- Bottom-up
- Aliveness and engagement
- www.liberatingstructures.com
- LS App for Iphone by Holisticon
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