



Liberating Structures

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Acknowledgement: LS structures and Happy Ltd



Workshop purpose

- What are Liberating structures
- P2P structure
- Explore where else you can use them





Liberating Structures explained

Simple rules and structures that make it easier to 'liberate' ideas and contributions from everyone in a group.



Origin story

- The term coined was coined by Bill Torbert, a professor at Boston College with interests in organisational and leadership development
- Liberating Structures were co-created Henri Lipmanowicz and Keith McCandless who met at the Plexus Institute in early 2000's
- They bonded over a hunch that complexity science had practical applications and could be accessible to everyone





What are Liberating Structures?

- Simple social workshop designs that **distribute participation** more widely, while drawing out **greater difference and variation** within groups
- A repertoire of techniques that reliably **generate novelty**
- A pattern library collection for organising groups to **collaborate and mutually shape** their work together
- A collection of tools & facilitation techniques that share a similar **logic or organising structure**
- Tiny methods that make it possible to **benefit from complexity** instead of flattening, ignoring, and pushing it away



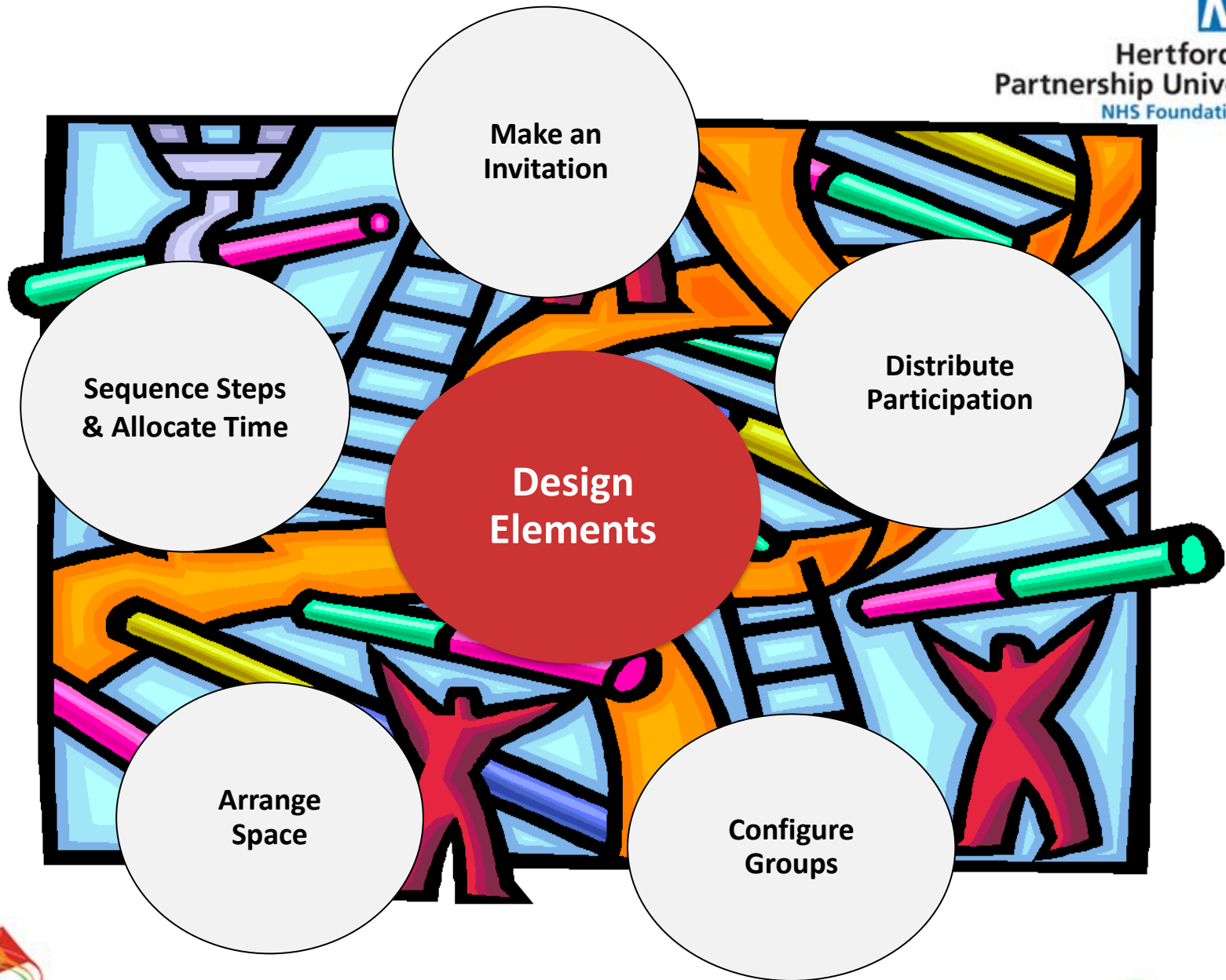
33 unique structures

The 10 Principles

1. Include and Unleash Everyone
2. Practice Deep Respect for People and Local Solutions
3. Build Trust As You Go
4. Learn by Failing Forward
5. Practice Self-Discovery Within a Group
6. Amplify Freedom AND Responsibility
7. Emphasize Possibilities: Believe Before You See
8. Invite Creative Destruction To Enable Innovation
9. Engage In Seriously-Playful Curiosity
10. Never Start Without a Clear Purpose

LS Menu 	Wicked questions 	What' 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 





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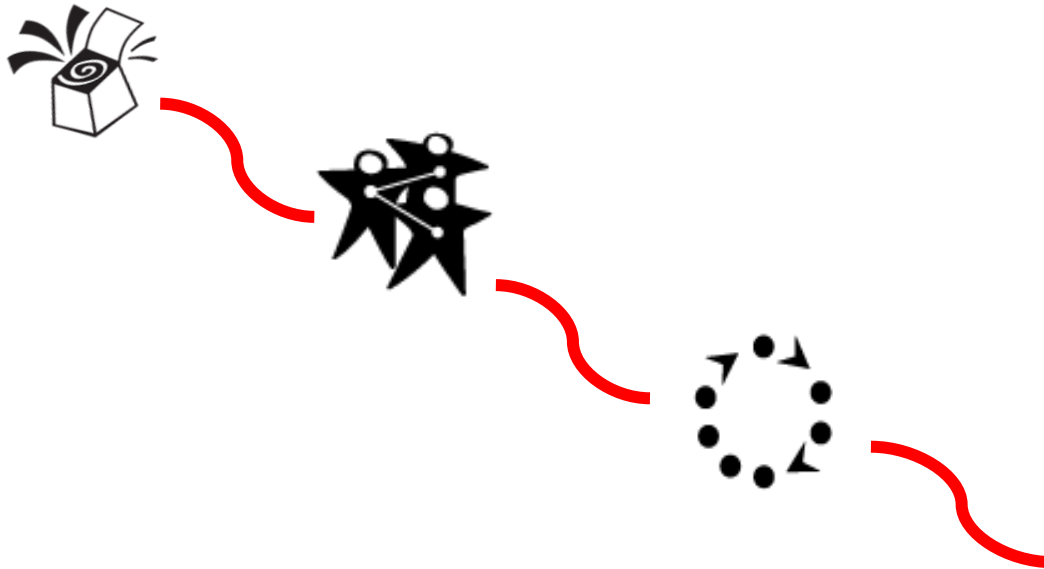


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Plan for today

- P2P
- Debrief and next steps

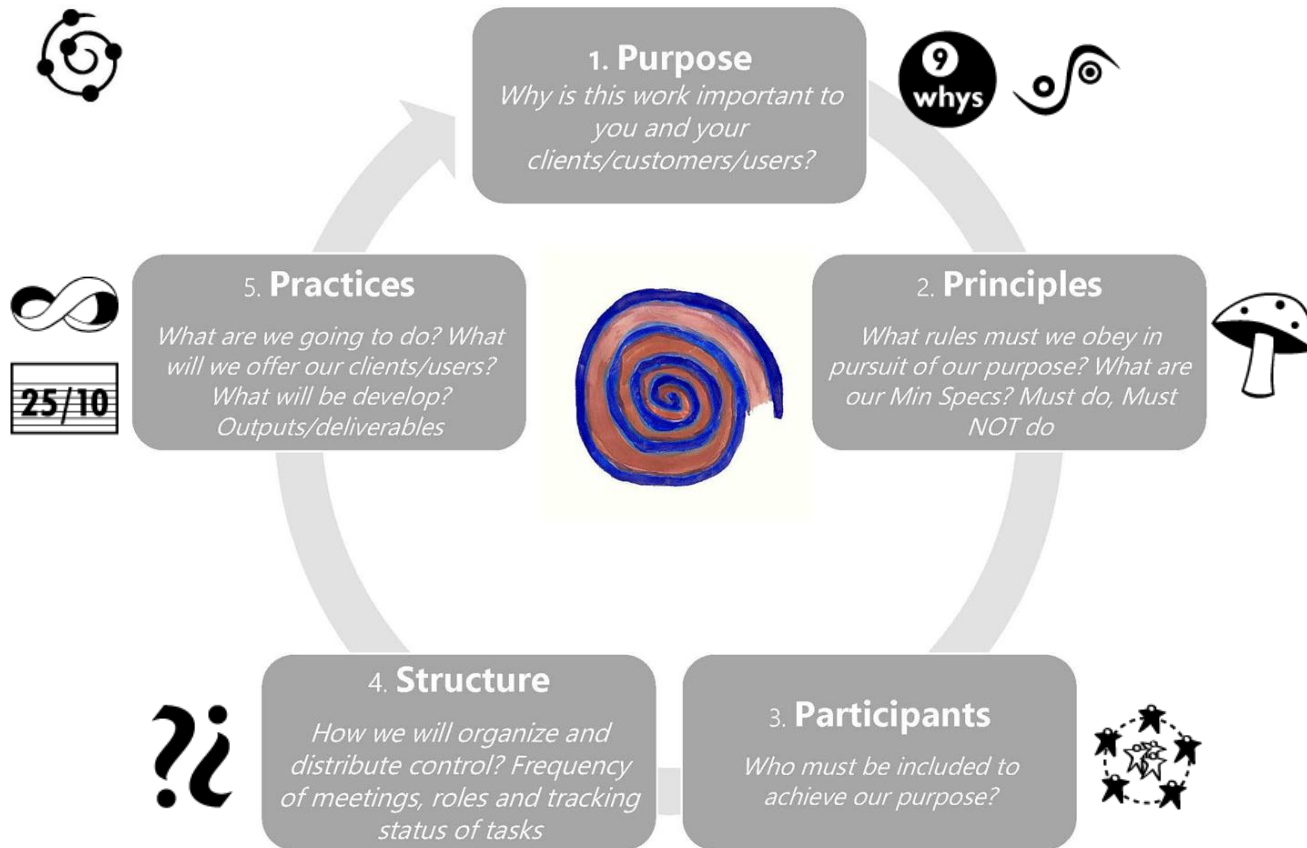




Purpose-to-Practice

Design the Five Essential Elements for a Resilient and Enduring Initiative





Purpose-to-Practice Worksheet by Keith McCandless + Henri Lipmanowicz

www.liberatingstructures.com





Purpose-to-Practice

Progressively define the 5 elements:

- **Purpose:** Why is this important to you personally and your customers/clients/users/constituents?
- **Principles:** What simple rules must you obey? What must you NOT do?
- **Participants:** Who needs to be included?
- **Structure:** How will we organize ourselves? What roles and resources are necessary? How will we distribute authority and autonomy?
- **Practices/Products:** What are we actually delivering to our end users?





Initiative:

Quality Improvement Board

A Governance structure for all improvement initiatives in the organisation using the IHI model of improvement which will have oversight of projects cycle (initiation, approval, update and completion)





Purpose: This improvement board exists in order to...





Principles: Must Do & Must NOT Dos of achieving the purpose.





Participants: Who needs to be part of the improvement board ?





Structure: How will we organize and distribute authority/ control? What resources and roles are necessary?





Practices & Products: What are we actually delivering?

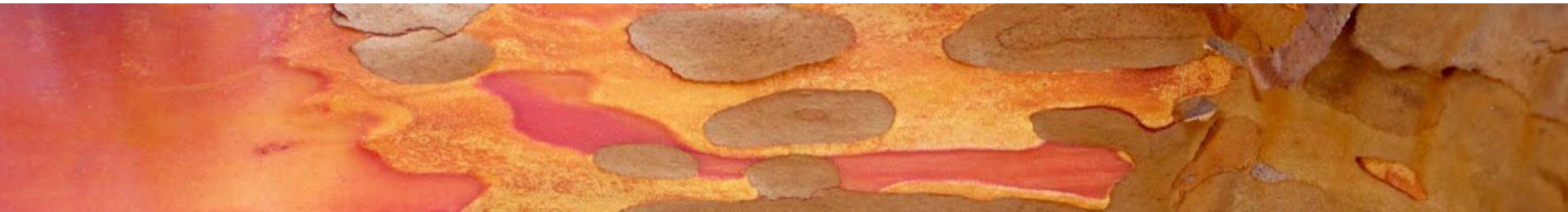




Debrief

What stood out about P2P?

How else might this be useful?



Thank you, feedback & next date

- Please share your feedback on this session:
https://survey.eu.qualtrics.com/jfe/form/SV_0Nxp0BAI7EcmgxE
- Get involved – help facilitate a future session?
- Join Q's 'Liberating Structures in Healthcare' group:
<https://q.health.org.uk/community/groups/liberating-structures-in-healthcare/>
- Next met up of the SIG: 3rd November 2022 @ Midday

