NOVEL TOOLS FOR ENGAGEMENT, INNOVATION, AND INCLUSION
AGENDA

INTRODUCTION
Impromptu Networking

OVERVIEW of Liberating Structures

Liberating Structures in HIGHER EDUCATION

Liberating Structures TOOLS
1-2-4-All
Crowdsourcing
What, So What, Now What?

RESOURCES
Rapidly share challenges or expectations while building new connections.
Find someone you don’t know well.
Each person responds to the question in 1 minute (2 mins TOTAL to share)
Bells *DING*
Switch partners and respond to the same invitation (2 mins TOTAL to share)
Bells *DING*
Switch and repeat
What are some of the “bright spots” on your campus regarding diversity and inclusion?
What was STRUCTURED about Impromptu Networking?

What was LIBERATED through Impromptu Networking?
 ELEMENTS OF EVERY STRUCTURE & INTERACTION

An INVITATION
Arrangement of PHYSICAL SPACE
Sequence of Steps in an allocation of TIME
CONFIGURATION of Groups
Distribution of PARTICIPATION
Thou shall not bore people...
I’ve called this meeting to discuss a decision that I’ve already made...
Yeah, here’s everything little thing I’ve done recently. Aren’t you impressed?...
As you can both see, I’ve got nothing...
OPEN DISCUSSION

CONVENTIONAL STRUCTURE

Better known as, The Goat Rodeo
Simple, Engaged, Structured, Group Activities
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<th>LS Menu</th>
<th>Wicked questions</th>
<th>What^* debrief</th>
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ATTRIBUTES OF LIBERATING STRUCTURES

EXPERT-LESS
only a few minutes to introduce; novices can succeed after a first experience

RESULTS-FOCUSED
likely to generate better-than-expected purposeful results

RAPID CYCLING
fast iterative rounds are very productive

SERIOUSLY FUN
boosts joy, freedom, & responsibility
ATTRIBUTES OF LIBERATING STRUCTURES

INCLUSIVE
  together, everyone is invited to shape next steps

MULTI-SCALE
  works for everyday solutions, projects, strategy, movements

SELF-SPREADING
  simple to copy without formal training

MODULAR-MINIMALIST
  the parts can be combined & recombined endlessly
IMPACT AND REACH IN NORTH AMERICA

Canadian Mennonite University
University of British Columbia
University of Washington
Washington State University
University of Cal, Berkeley
Cal Poly
Cal State, San Bernardino
University of Texas, El Paso
University of Minnesota, Flagship
University of Minnesota, Twin Cities
Carleton University
University of Wisconsin, Madison
Michigan State University
University of Michigan, Ann Arbor
Eastern Michigan University
York University
Bates College
Michigan State University
York University
University of North Carolina
Purdue University
Indiana University
University of Arkansas
University of Arkansas, Clinton School of Public Service
University of Kentucky
Western Kentucky University
University of Virginia
University of North Carolina
Madison Area Technical College
Purdue University
Indiana University
University of Kentucky
Western Kentucky University
University of Arkansas
Princeton
UC San Diego
CU-Denver
University of Cal, Berkeley
Pepperdine
Cal State, San Bernardino
CSU-Long Beach
ASU
University of Arizona
University of Texas, El Paso
Eastfield Community College
University of Texas, Austin
Tulane University
University of Kentucky
Engage everyone simultaneously in generating ideas, questions, or suggestions
Invitation

1 Minute Alone

2 Minutes in a Pair, Refine

3 – 10 Minutes in the Whole Group

4 Minutes in a Foursome, Synthesize

3 – 10 Minutes in the Whole Group
What are your biggest obstacles (top 3) to creating a more ENGAGED, INNOVATIVE, AND INCLUSIVE CULTURE on your campus?
Rapidly Generate, then Sift-and-Sort a Group’s Most Powerful Actionable Ideas
CROWDSOURCING

GENERATING IDEAS
1 Bold Idea + 1 First Step

SIFTING & SORTING
5 Rounds – Pass & Rate, Pass & Rate...

IDENTIFYING THE BEST IDEAS
Score & find the Top-10
What BOLD IDEA will create a more ENGAGED, INNOVATIVE, AND INCLUSIVE CULTURE on your campus?
Rapidly Generate, then Sift-and-Sort a Group’s Most Powerful Actionable Ideas
Look Back on an Experience and Decide How to Apply It
WHAT?
What stood out for you about this session?

SO WHAT?
Why is that important?

NOW WHAT?
What next step could you take to apply this to your campus?
OUR PROGRESS

IMPROMPTU NETWORKING
Engage and clarify purpose

CROWDSOURCING
Generate and sift through a group's best ideas

1-2-4-ALL
Explore the nature of the challenge

WHAT, SO WHAT, NOW WHAT
Make sense of the experience & identify what to do next
RESOURCES

THE BOOK
The Surprising Power of Liberating Structures
Henri Lipmanowicz & Keith McCandless

ONLINE/APPS
liberatingstructures.com
keith@liberatingstructures.com
Available for Apple and Android

FURTHER READING
Tools of Engagement, NACUBO – Business Officer Magazine, Catherine Lilly
businessofficermagazine.org/features/tools-of-engagement
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Slide content adapted from materials developed by Keith McCandless and Fisher Qua.
Q & A

Don't forget to submit your questions to our presenters.

How? Submit via the Chat box with the left pane.

Thank you for joining us today!

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Thank You!

“Liberating Structures: Novel Tools for Engagement, Innovation and Inclusion”

October 25, 2018