



TRAINING PROGRAMME

Liberating Structures

I. Training outline

- Liberating Structures are easy-to-learn, effective, micro-scale facilitation techniques for interaction and conversation in small and large groups. You will be fast to start experimenting with these, without the need of extensive learning and practice.
- Refreshing, easy-to-learn, Liberating structures enhance relational coordination and trust between people. Often organised interactions are either too inhibiting, for the effort they require in preparation and running or too loose and disorganised to generate a meaningful result. If a lighter toolbox is needed, Liberating Structures are perfect.
- Liberating Structures instantly foster lively participation in groups of any size, making it possible to truly include everyone and unleash their creativity.

II. Target group

- In-house trainers, coaches
- Managers and team leaders
- HR Business Partners and HR employees
- Agile coaches, Scrum Masters
- Project managers, project office staff
- Anyone playing a facilitative role in different situations

III. Benefits

- Learning of a diverse toolbox of facilitation techniques that are easy and immediate to use
- Ability to effectively design and conduct organisational meetings and workshops, in physical setting and online
- An experience of a distinct and dynamic set of facilitation methods and techniques
- Effective use of time devoted to organisational meetings and increasing their business value



IV. Training agenda

1. Introduction

- The creative space of Liberating Structures
- Training agenda
- Nature of the training: learning through experience

2. Demonstration workshop

3. Liberating Structures Group I

- LS Menu
- Wicked Questions
- What3 Debrief
- Min Spec
- Heard, Seen, Respected
- What I need from you

4. Liberating Structures Group II

- Integrated Autonomy
- Design Elements
- 1-2-4-All
- Impromptu networking
- 9 Whys

5. Liberating Structures Group III

- Appreciative Interviews
- Discovery and Action Dialogue
- Improv Prototyping
- Drawing Together
- Open Space
- Critical uncertainties



4. Liberating Structures Group IV

- TRIZ
- 15% Solutions
- Troika Consulting
- Shift and Share
- Helping Heuristics
- Design Storyboards

6. Liberating Structures Group V

- Generative relationships
- Ecocycle
- 25:10 Crowdsourcing
- Conversation Cafe
- Celebrity Interview
- Agree/Certainty Matrix

7. Liberating Structures Group VI

- Panarchy
- Wise crowds
- User Experience Fishbowl
- Social Network Webbing
- Simple Ethnography
- Purpose to Practice

10. Practical workshops around the topics selected by the group

11. Summary and closing of the training

V. Training duration, languages and location

- Two trainings days
- In English or in Dutch
- On-site