



WELCOME!

Who Are We: Mediation Matters is a community dispute resolution center that equips individuals, communities, families, and organizations to strengthen relationships and navigate experiences of conflict.

Liberating Structures

Liberating Structures - Introduction

The Surprising Power of Liberating Structures: Simple Rules to Unleash A Culture of Innovation (Black and White Version):
Lipmanowicz, Henri, McCandless, Keith: 9780615975306: Amazon.com:

Books



1, 2, 4, All

What's needed

Moveable chairs and open enough space to meet in pairs & small groups

Optional: paper/writing utensils



[Improve Meeting Dynamics with 1-2-4-All Approach - YouTube](#)

1, 2, 4, All

How It's Done

- ① Facilitator presents the question to which participants will respond
- ① For ONE minute - each participant silently reflects and, if they'd like, writes down their response.
- ① For TWO minutes - each participants pairs up with another participant, and both share their thoughts/responses.

1, 2, 4, All

How It's Done/Conclusion

- ④ For FOUR minutes, participants gather in groups of four to share their reflections/responses
- ④ ALL groups come together. Facilitator asks “What is one idea that stood out in your conversation?” Each group shares one highlight from conversation. Each idea is scribed.

TRIZ

What's needed

Unlimited number of small groups of 4 - 12 people

Regular Paper or flipchart paper with writing utensils/markers



Liberating Structures - 6. TRIZ

TRIZ

How It's Done

- ① Facilitator presents the question that will always be the direct opposite of intended outcome. Ex: “List the elements/ingredients to have in order to create the WORST possible meeting experience EVER!”

TRIZ

How It's Done

- ★ ● Everyone breaks into their smaller groups of 4-8 people. Each group engages in three rounds (perfect time to use 1,2,4,ALL).
 - STEP 1: Make a list of ingredients for the worst possible meeting
 - STEP 2: Make a list (or identify on first list) all that is currently happening that resembles items on the first list
 - STEP 3: For each item identified in Step 2, what first steps will help stop undesired happenings.

25/10 Crowdsourcing

What's needed

Open space without chairs or tables for people to mingle

Index card for each participant - one side lined; otherside with a post-it note

[25/10 - YouTube](#)

25/10 Crowdsourcing

How It's Done

- ① Each person writes down their BIG BOLD idea.. AND the first step to making that idea happen. Write legibly since others will read it.
- ① Index card for each participant - one side lined; opposite side with a post-it note
- ① Pass cards to each other until facilitator yells stop (or rings a bell, etc)

25/10 Crowdsourcing

How It's Done

- ① Each person makes sure they don't have their own idea. Reads the idea (maybe in partners). And scores the idea underneath the post-it note. 5 points for the most persuasive idea; 1 point for the least persuasive.
- ① Repeat that process for four more rounds for a total of 5 rounds.
- ① After 5th round - last person to score adds up total

25/10 Crowdsourcing

Conclusion

- ① Facilitator ask - who has a card with a score of 25. Person with that card reads it. Idea is scribed. Then 24 points. Then 23 points. Stop when you have at least 5-10 top ideas.
- ① Exercise ends up with a handful of already vetted ideas that got the support of five rounds of scrutiny.

Troika Consulting

Participants reflect on a particular challenge they have
and the help they need

What's needed

Chairs for groups of three, seated knee-to-knee preferred

Enough room for one chair to be turned around

Liberating Structures – 8.
Troika Consulting

Troika Consulting

How It's Done

- ① Of the triad, one is designated as “the client” and the other two are designated as “the consultants”
- ① For 2 minutes - Client is encouraged to share what their challenge is and what they need help with.
- ① For 2 minutes - Consultants ask clarifying questions

Troika Consulting

How It's Done

- ① Client turns their chair around with their back to the consultants
- ① For 4-5 min – Consultants together generate ideas, suggestions, coaching advice for the client
- ① Client turns around facing the consultants
- ① For 1-2 minutes – Client shares what was most valuable



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