



STORYBOARD FOR: Washington State University Day 1

DATE + TIME: April 14, 15, 16

Purpose: This workshop exists to invite novice and experienced practitioners to develop greater confidence and skillfulness designing and applying Liberating Structures across a range of common situations while simultaneously encouraging even more imaginative, lively or unusual use of the repertoire to generate better-than-expected learning.

Together, we will explore how Liberating Structures make it possible to...

- Unflatten the classroom by re:designing how many learning interactions are organized
- Include, engage & unleash a wider, dynamic range of voices during meetings or other gatherings
- Realize more of the benefits of interdisciplinary research projects or groups by shifting conventional patterns of relating, coordinating, and deciding
- Develop yourself professionally even as you move forward towards discovering what your ambitions really are
- More widely distribute the freedom & responsibility for learning to more people
- Reliably tap into the creative, generative intelligence of a group

Timing: Friday April 14 (12:30-4:00 pm, 3.5 hrs), Saturday April 15 (10:00 am- 4:00 pm, 6 hrs), Sunday April 16 (10:00 am-1:00 pm, 3 hrs)

<https://gradschool.wsu.edu/pdi/event/learning-liberate-liberated-learning/>

Agenda Item	Goal	Method/LS	Structured Invitation, Organizing Question(s) +Key Content	Timing & Facilitator
Welcoming Liberating Learning Theme - Complexity of where learning unfolds 10 mins				
12:30 - 12:40				
Connecting	Give everyone an opportunity to connect & get clear about the workshop's purpose	Impromptu Networking	<i>What challenge or opportunity do you see for liberating learning in your university community?</i> <i>What is an opportunity or challenge you see to unflatten learning at WSU or in your work?</i>	20 mins Joe Hewa, Jane Lanigan, & Louise Parker 12:40 - 1:00
Structural Analysis	Notice how Impromptu Networking was structured and what that made possible	Debrief	Introduce learning guide (if available).	5 mins 1:00 - 1:05



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			<ul style="list-style-type: none"> • What was liberating about Impromptu Networking? • What was the structure of it? • What other questions could you use? 	
<p>Micro-Organizing of Interactions</p>	<p>Draw everyone's attention to the underlying elements that compose all of our interactions and compare & contrast how those shape what is possible depending on the specificity of each</p>	<p>Presentation</p>	<p>5 Micro-Organizing elements that are always present in our interactions:</p> <ul style="list-style-type: none"> • Space, time, groups, participation, invitation <p>Each of the LS specifies these in great detail in order to make it possible to productively work with groups. Each configuration has been practiced a lot and tends to generate a similar novel result. However, since those 5 are always there, it becomes possible to invent and enliven interactions by shifting-and-reshaping those 5.</p> <p>Compare, for instance, the specificity of 1-2-4-All to a presentation or open discussion?</p> <p>LS is a repertoire of 33+ structures that we hope you will learn & experiment with in order to unflatten learning, include more people, and generate novel results together.</p> <p>They are inspired by the science of complex adaptive systems. Of which all human interactions are a part - even a conversation between two people.</p> <p>The underlying principles of LS are critical. They help to explain & justify what the structures make possible and why they work in the peculiar-yet-perfectly familiar ways that they do. There is something intuitive-yet-logical about them.</p>	<p>30 mins</p> <p>Fisher et al</p> <p>1:05 - 1:35</p>



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			<p>For this workshop, we particularly want to focus on distributing freedom & responsibility, learning by failing forward, practicing self-discovery in a group, engaging with seriously playful curiosity, and never starting without a clear purpose.</p> <p>We will be continuously coming back to the role of the 5 micro-organizing elements throughout the workshop and emphasizing the role of structure throughout. It might feel constraining at times, but it is through the structure that we find more openness, freedom, and liberty.</p> <p>Disclaimers about interaction style with me and the design team.</p> <p>Agenda for the workshop and bows of gratitude to design team & Davi.</p>	
1-2-4-All	Continue to discover the role of invitations in shaping what happens.	1-2-4-All	<p><i>Lorem ipsum</i></p>	<p>20 mins</p> <p>Barb, Eric, Joe</p> <p>1:35 - 1:55</p>
Structural Analysis	Draw attention to how 1-2-4-All was organized and what difference that made	Debrief	<ul style="list-style-type: none"> • What was structured about 1-2-4-All? How were the micro-organizing elements specified? What difference did that make? • What was liberated? • What ideas do you have for when you/how you might use it? • What's an invitation that comes to mind? • Invite stories & anecdotes about using 1-2-4-All in practice. 	<p>10 mins</p> <p>1:55 - 2:05</p>



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Fluid Adjustment Break 5 mins 2:05 - 2:10				
Distributing Participation & Allocating Time	Bring everyone's attention to how they distribute participation among themselves in each structure	Helping Heuristics	<p><i>What do you notice about sharing time in any structure? Particularly when you are paired? Pay attention to how you distribute participation in those conversations. It is your responsibility to each other.</i></p> <p>And, what are the different ways you might interact? Especially when helping another person?</p> <p>Introduce Helping Heuristics. We'll be practicing these next.</p>	<p>10 mins</p> <p>Fisher</p> <p>2:10 - 2:20</p>
Self-healing Groups	Practice another form of helping while also moving the whole group forward towards empathy	B2B Listening & HSR	<p><i>Share a story of a time when you were NOT heard, seen, or respected in a professional interaction.</i></p> <p>Pairs: What did you notice about listening/helping? What did you notice about sharing your story?</p> <p>Quartets: Ideas for applying this in your work?</p> <p>Full group: How does this relate back to the LS principles - particularly practicing self-discovery in a group?</p>	<p>35 mins</p> <p>Kakali & Fisher</p> <p>B2B Listening - 15 mins</p> <p>HSR - 15 mins</p> <p>2:20 - 2:55</p>
Structural Analysis	Review the structure of B2B Listening & HSR	Debrief	<ul style="list-style-type: none"> • What was your experience of practicing Quiet Presence? • What was the structure of HSR? • What was liberating about it? 	<p>10 mins</p> <p>2:55 - 3:05</p>
Giving & Getting Help	Immediately make progress on the challenges & opportunities people identified	Troika Consulting	<p>Introduce structure, purpose</p> <p>Instruction overview and demo</p> <p><i>Pick a challenge or opportunity you want to make progress on. Perhaps it's a challenge you face in a</i></p>	<p>35 mins</p> <p>Lauren Perez, Vanessa</p>



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			<i>professional transition - from graduate school into the working world. Or, with a team you are currently working with. Or, something to do with liberating learning in your community.</i>	Sandoval, and Lucia Dura 3:05 - 3:40
Structural Analysis	Pay attention to how small changes in space make a big difference	Debrief	<ul style="list-style-type: none"> • <u>What difference did the change in space make? What was liberating about that?</u> • What ideas do you have for when or how you could use this? • Who do you need to invite to give you a Troika Consultation? • Stories & anecdotes 	5 mins 3:40 - 3:45
Modulating Inwards	Calmly reflect on experience and prepare for the work ahead	Spiral Journal	<ul style="list-style-type: none"> • <i>In my efforts to liberate learning, I've noticed & observed...</i> • <i>Based on that experience, so what seems important about liberating learning is...</i> • <i>Now, what I can do next without needing additional permission, resources, or authority to liberate MORE learning is...</i> • <i>When all is said and done, liberating learning is important to me because...</i> 	15 mins Louise Parker & Jane Lanigan 3:45 - 4:00
Modulating Outwards	Launch into a social evening with confusiastic vigor - finding an ending that is dynamically incomplete	Mad Tea Party	<i>Lorem Ipsum</i>	15 mins Fisher & Lucia 4:00 - 4:15
Share announcements about Day 2 and learning resources for anyone that cannot make it 5 mins				