



Liberating Structures
quickly explained in
5 tiny booklets

#1 Simple rules

Learning Moments
ProcessChange





Liberating Structures are simple rules that make it possible to include and engage every voice in shaping the future.

-Henri Lipmanowicz and Keith McCandless

The founders and developers of Liberating Structures





In the Liberating Structures toolbox,
you find 33+ interaction structures.
Interaction structures = methods, games, conversations.

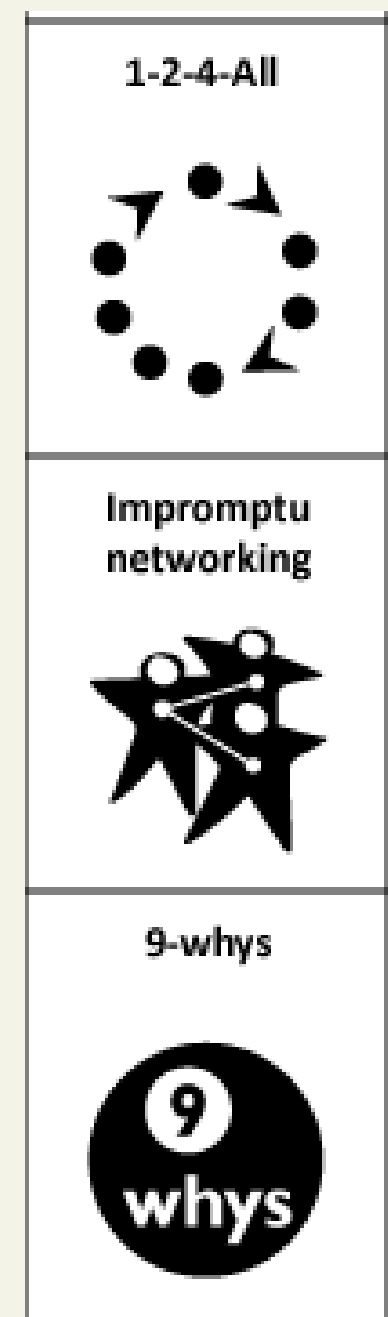
LS Menu 	Wicked questions 	What³ debrief 	Min specs 	Heard, seen respected 	What I need from you 	Integrated autonomy
Design elements 	Appreciative interviews 	Discovery and action dialog 	Improv prototyping 	Drawing together 	Open space 	Critical uncertainties
1-2-4-All 	TRIZ 	Shift & share 	Helping 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





Each interaction structure defines how to organize the conversation.

Simple rules provide guidance for everyone on how to engage: when to talk and when to listen.



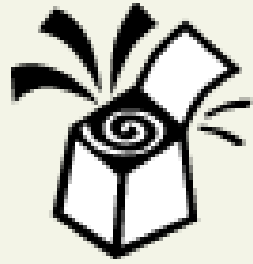


Rules:

A statement that tells you what is or is not allowed in a particular game, situation, etc.

Britannica Dictionary





Typical rules in Liberating Structures:

- Before entering the discussion, think quietly for one minute.
- Include everyone from the start.
- Give equal speaking time to everyone.

Appreciative
interviews



TRIZ



15% solutions



Troika
consulting





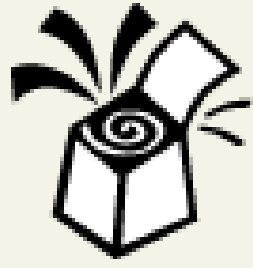
For example 1-2-4-all.

You can use this structure with your team to respond to an issue, a problem, or a proposal.

Within a short time, you generate ideas, questions, and suggestions that are surprisingly refreshing, novel, or insightful.

For example: How would you handle this situation? Or: What next action steps do you recommend we take?



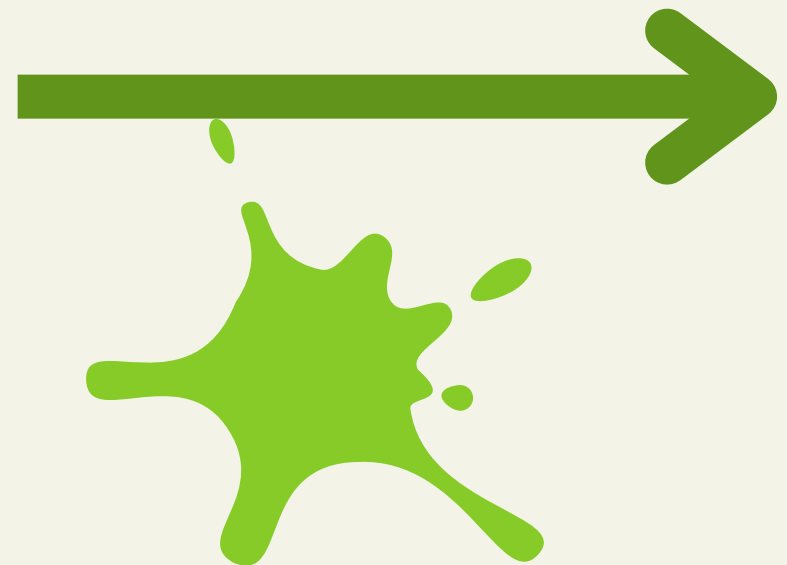


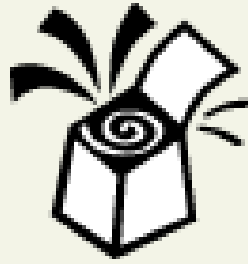
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You first reflect
for yourself for
1 minute.

2

You pair up with
someone and
generate ideas
for 2 minutes.





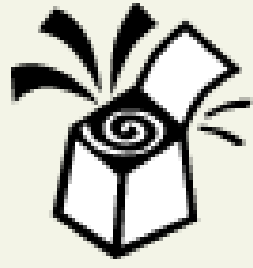
4

all

Two pairs
together share
and develop
ideas for 4
minutes.

The whole
group brings
ideas and
insights
together.

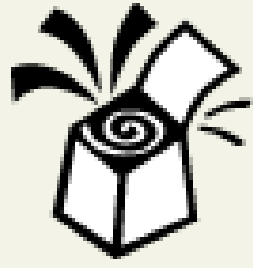




simplicity

is the surprising power of
1-2-4-all.





**1-2-4-all is quickly
understood by the group.**

The rules give guidance.
Create focus.
Save time.

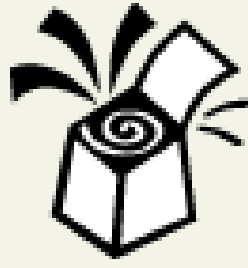




Simple rules change the game
of participation.

Everyone can take part from the
start and contribute their
perspective, know-how, and
wisdom.





*“Rules-based gatherings, controlling as they might seem, are actually bringing new freedom and openness to our gatherings.” – Priya Parker**

*The author of Art of Gathering. How We Meet and Why It Matters.





Transform your meetings and workshops with Liberating Structures.

Curious? Reach out, and let's
start a conversation.

<https://learning-moments.net/>

Learning Moments

Creative space for renewal





<https://LiberatingStructuresImmersionWorkshopJune2024.eventbrite.nl>



Nadia and Ewen, seasoned Liberating Structures enthusiasts, curate immersive workshops and advanced practitioner journeys.

They aim for richer interactions—boosting collaboration, communication, relationships, and adaptability. Drawing from 50 years of experience, their goal is forging vital connections to meet today's societal and environmental challenges.

Ewen Le Borgne - [Process Change](#) - [LinkedIn](#)

Nadia von Holzen - [Learning Moments](#) - [LinkedIn](#)



Learning Moments
Creative space for renewal

