



**L i b e r a t i n g   S t r u c t u r e s**  
**q u i c k l y   e x p l a i n e d   i n**  
**5   t i n y   b o o k l e t s**

## **#3 Repertoire**

Learning Moments  
ProcessChange





*Liberating Structures  
is a repertoire.*

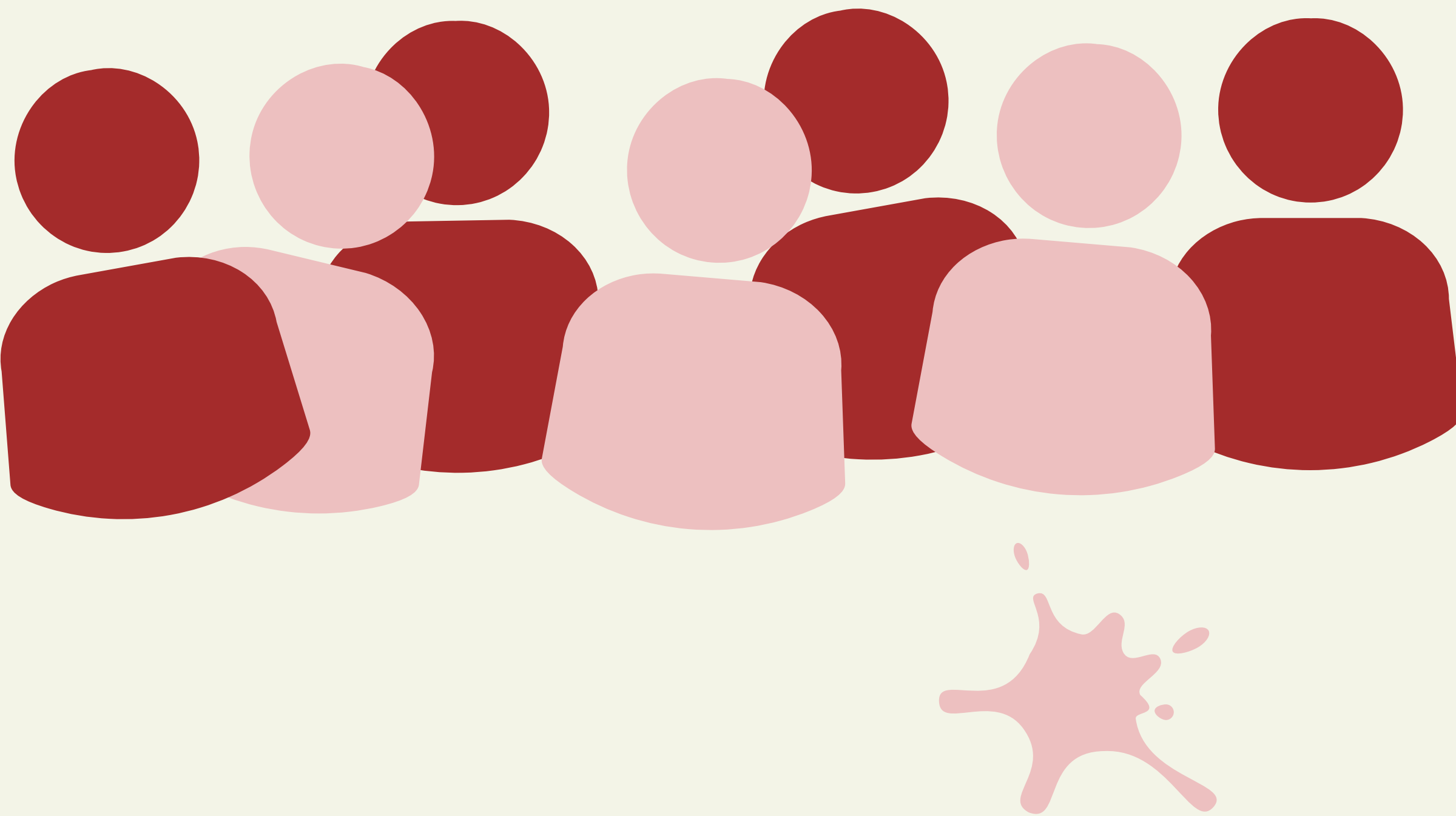
*Keith McCandless*

Founder of Liberating Structures together  
with Henri Lipmanowicz



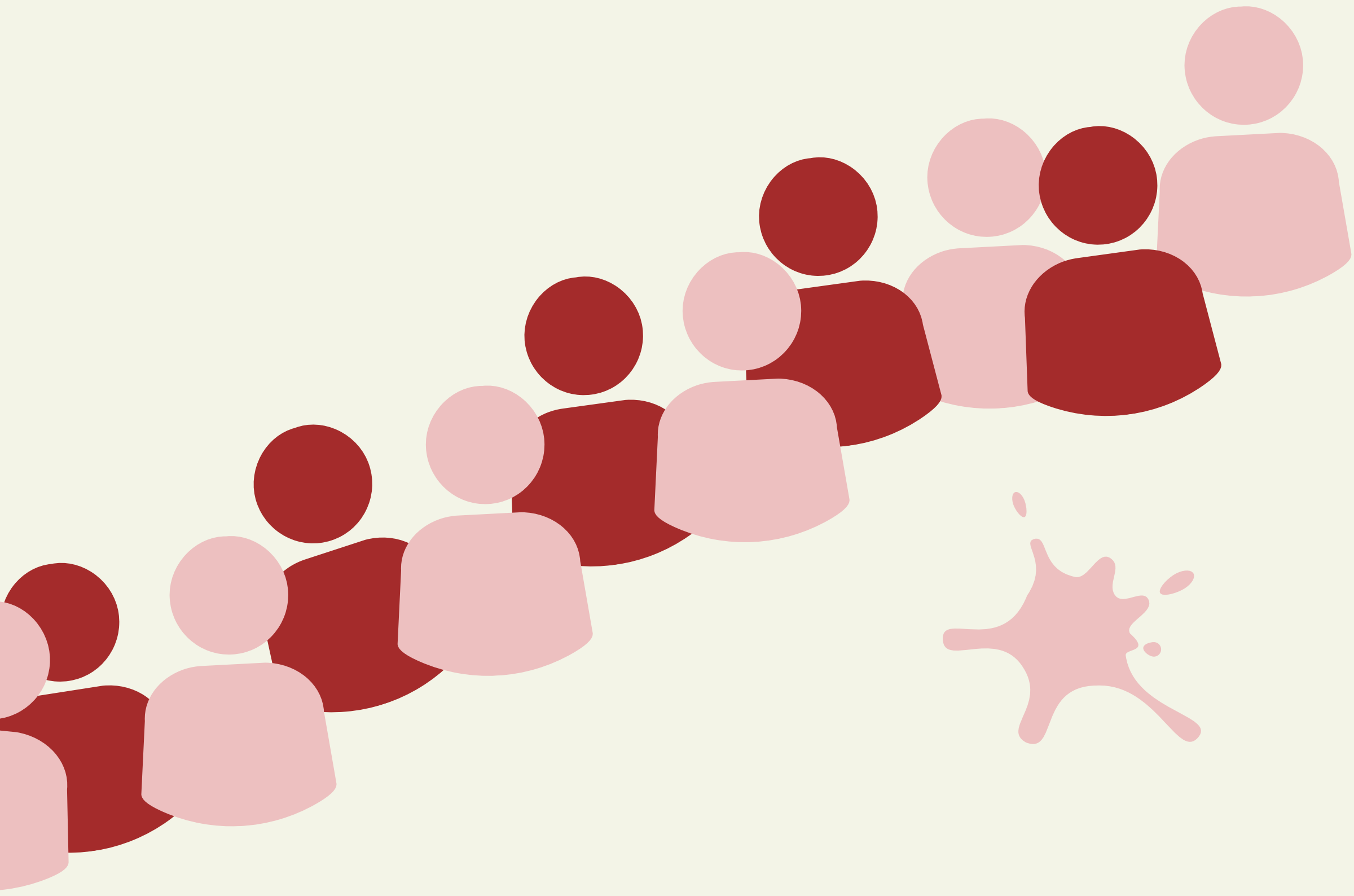


Between a toolbox and  
a repertoire lie hours of  
practice.





The crucial step is  
application.






*When Liberating Structures  
becomes a lot more than  
'a toolbox' they reveal  
their true transformative  
power.*

*Ewen Le Borgne*





Growing your repertoire involves selecting a tool from the toolbox and using it repeatedly.

With various groups, in different contexts, with new prompts.

Again and again, until the process feels familiar.





The toolbox is easily accessible in different formats. Each 'tool' is explained step by step.

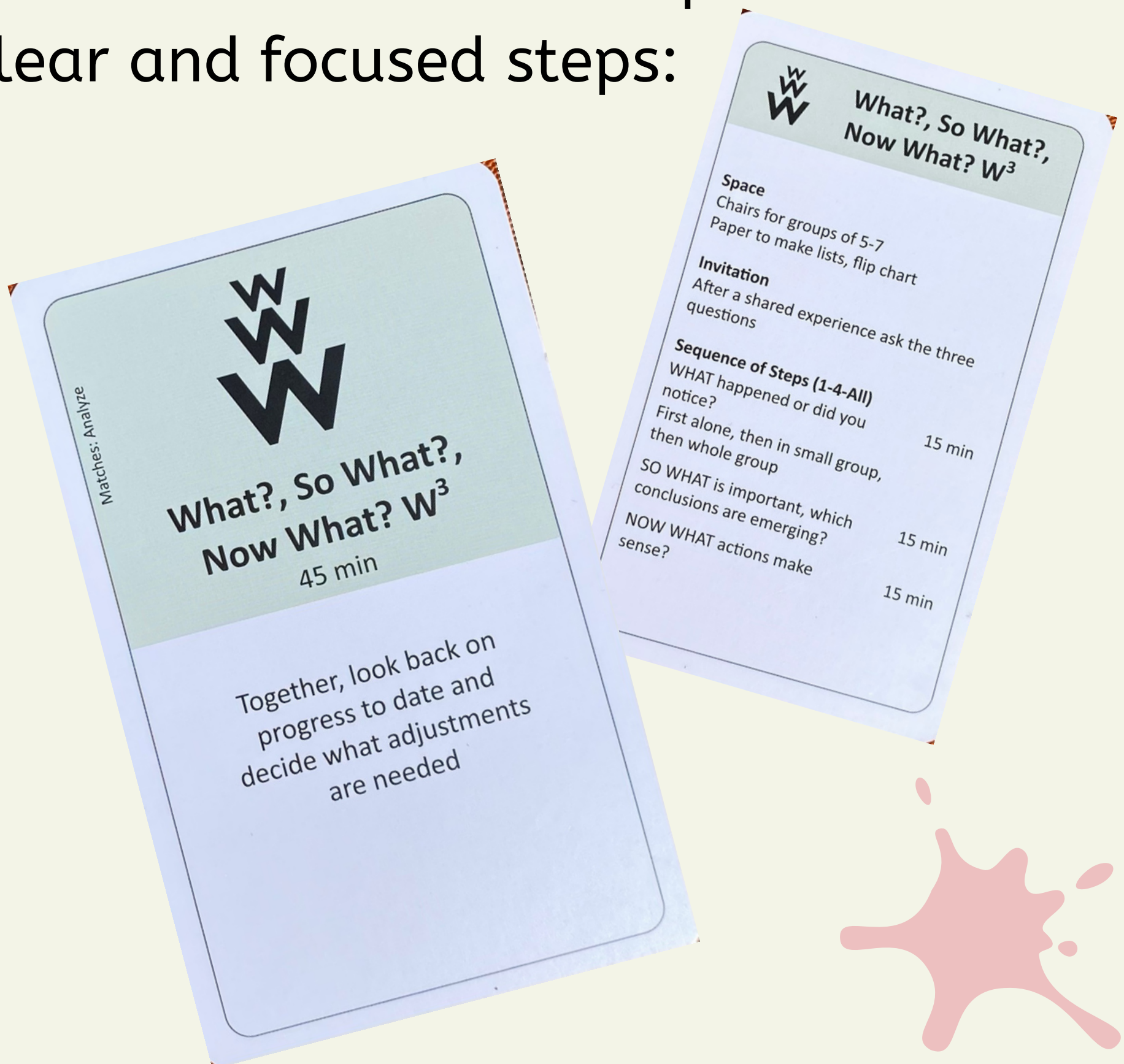
- Card deck
- Website
- Book
- App
- Trello board







For example, the basic structure ***What? So What? Now What?*** invites for a reflection of a shared experience in 3 clear and focused steps:







# 1

***What*** happened? What did you notice, what facts or observations stood out?

1. Start with an individual silent reflection, everyone makes a list of observations.
2. In small groups, you share your list and expand it together.
3. Share insights with everyone.





## 2

***So, what do these observations mean to you? What seems to be important? What patterns and conclusions are emerging?***

1. First, reflect individually on the facts and observations and what they could mean.
2. In small groups, share your conclusions and make sense together.
3. Share insights with everyone.

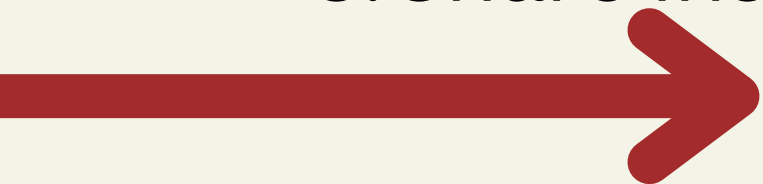




# 3

***Now what actions make sense?***  
***What is a good next step?***

1. Start again individually, everyone identifies actions that could logically follow now.
2. In small groups, share your action points and work on them together.
3. Share insights with everyone.



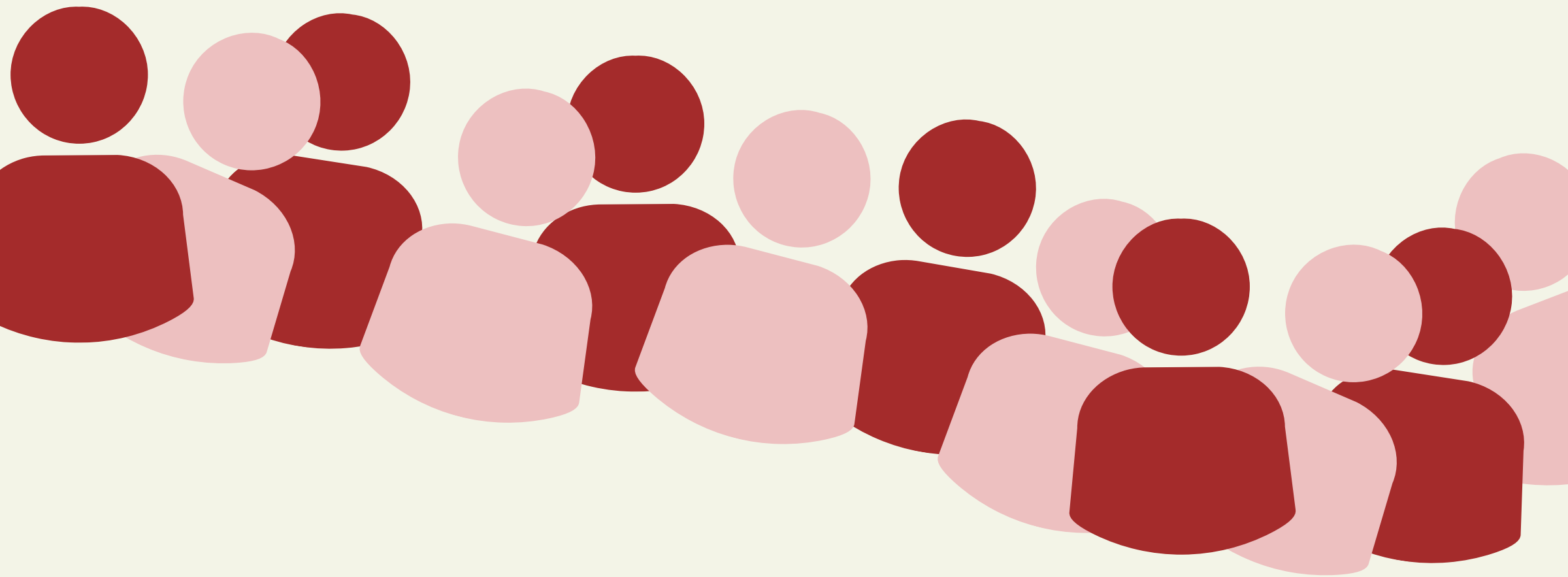


Use this structure.  
Again and again. Until you  
know how to perform ***What? So  
What? Now What?*** spontaneously  
without any cheat sheet. Now, this  
structure is part of your embodied  
and deepened practice.  
Your repertoire. Full of  
stories, twists, and  
possibilities.





With practice comes  
ease.





It's a bit like cooking.

You probably no longer need a recipe for your favourite simple dishes. They are part of your cooking repertoire.







Your repertoire gives you flexibility.

You can change the game plan of a gathering when some unforeseen situation is popping up. You pick a different structure adapted to discuss the emerging question.





*A repertoire implies performance and interaction: they come alive and evolve through practice with other players. Tools are too mechanical and static. A single Liberating Structures and the repertoire are simultaneously and mutually being shaped as they are put into play.*

*Keith McCandless*





Your repertoire gives you  
freedom.

And confidence.

You are well-equipped.





# Transform your meetings and workshops with Liberating Structures.

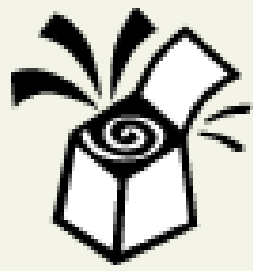
Curious? Reach out, and let's  
start a conversation.

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

**Learning Moments**

Creative space for renewal





[https://LiberatingStructuresImmersionWorkshop  
June2024.eventbrite.nl](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](#)



**Process Change**



**Learning Moments**  
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