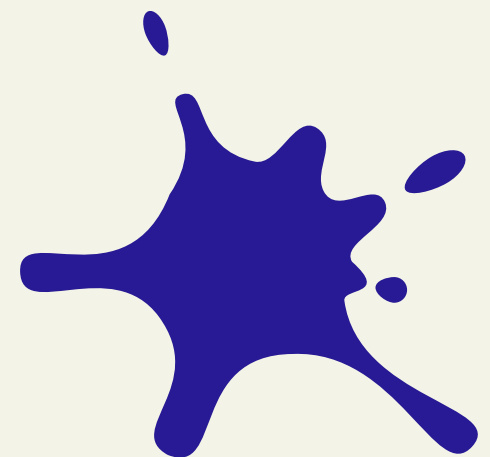


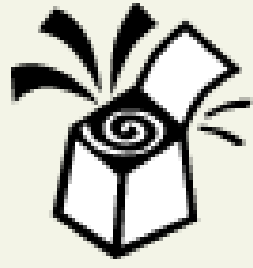


Liberating Structures quickly explained in 5 tiny booklets

#4 Mindset

Learning Moments
ProcessChange

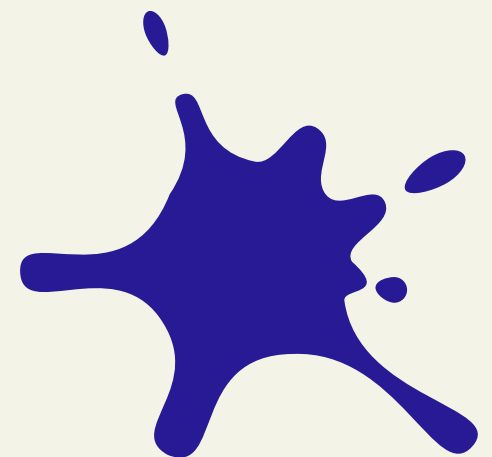


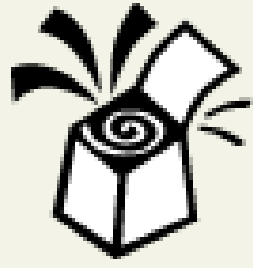


We really believe that groups, and organisations, as a whole, are smart. But the structures used to get the work done do not really give voice to most of the people.

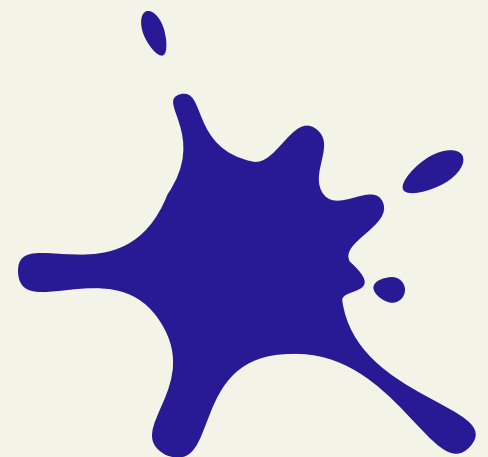
Henri Lipmanowicz

Founder of Liberating Structures together with
Keith McCandless





The mindset behind
Liberating Structures is
networked, curious and
creative.

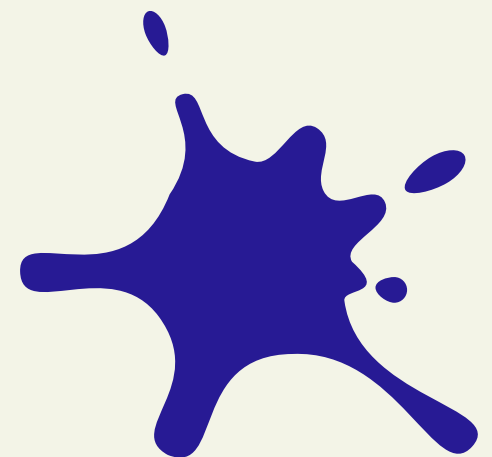


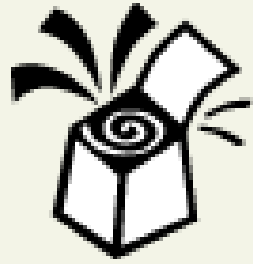


Mindset:

*The established set of
attitudes held by
someone.*

Oxford Languages

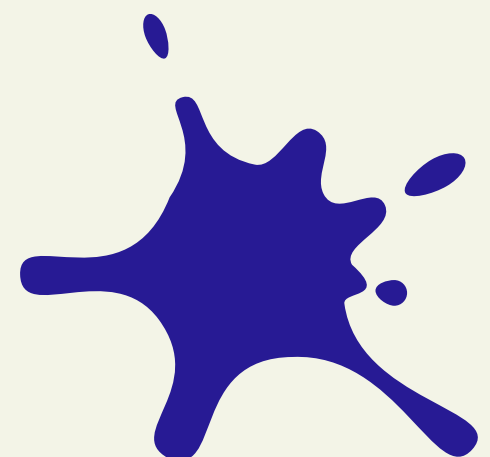


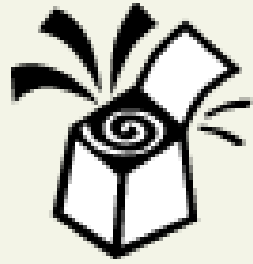


What does a networked, curious and creative mindset look like?

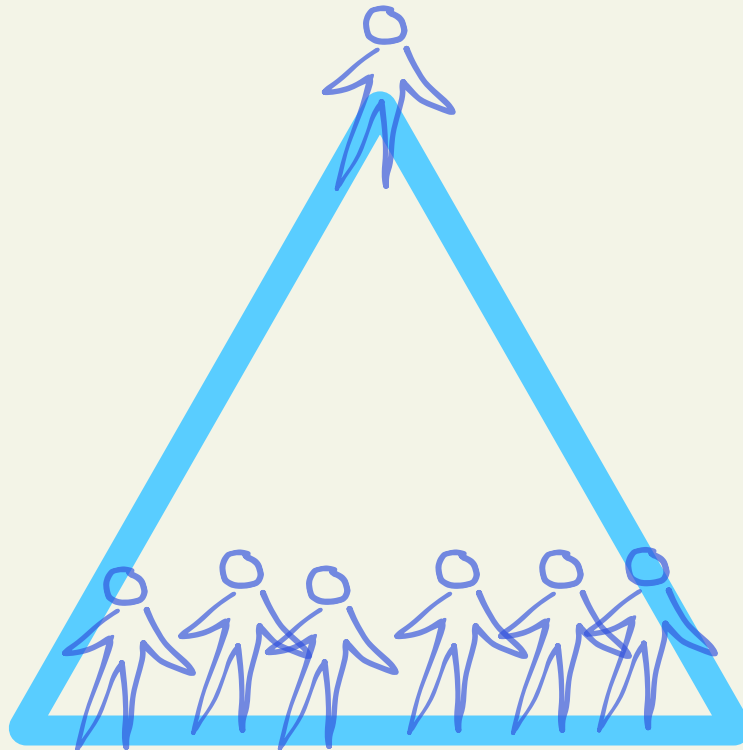
Holger Scholz* illustrated this beautifully with a triangle and a circle.

*Kommunikationslotsen

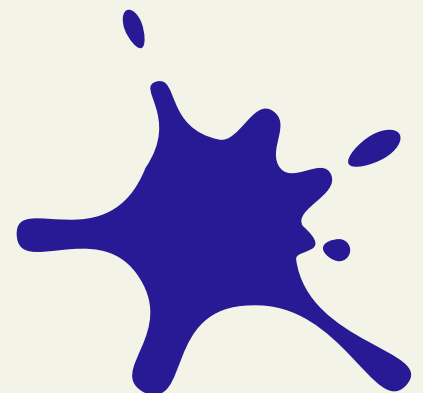




The triangle represents the
a centralised organisational model.

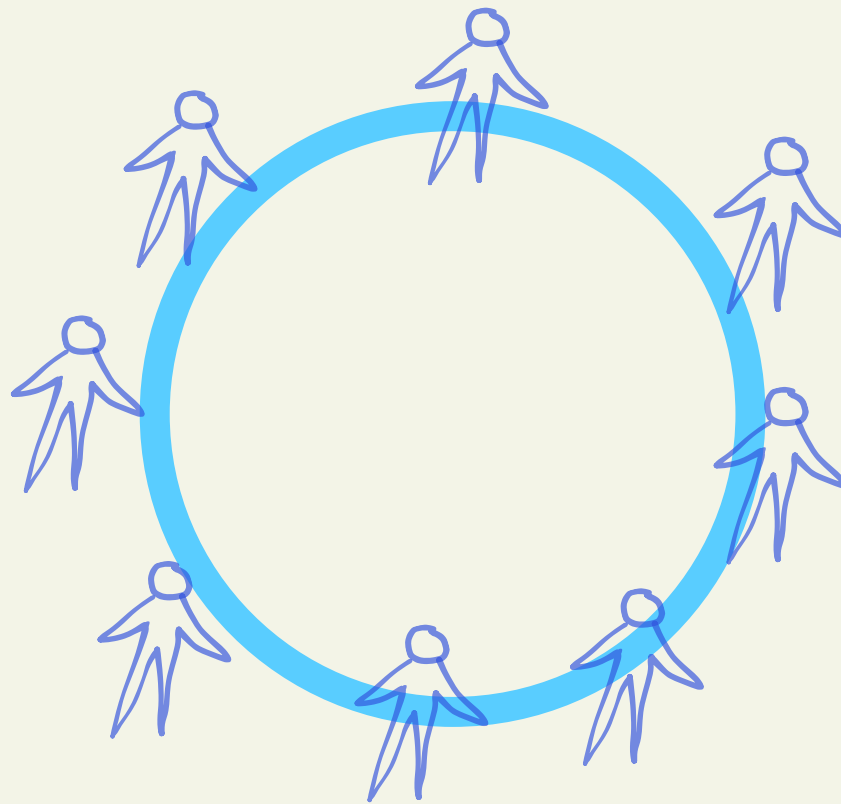


Someone is teaching, telling, and
instructing, creating a division within the
group between those who know and those
who don't. You typically find this triangle
in formats like 'input + Q&A'.

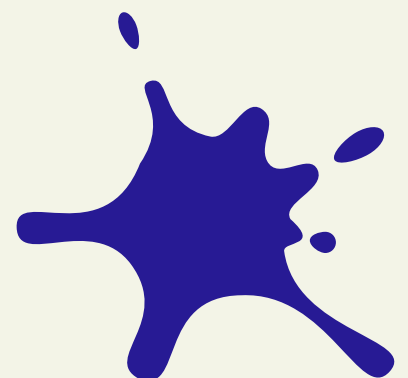


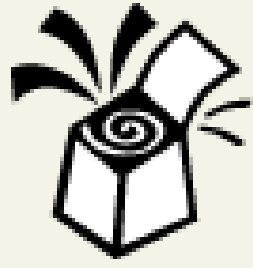


The circle stands for the
a distributed organisational model.



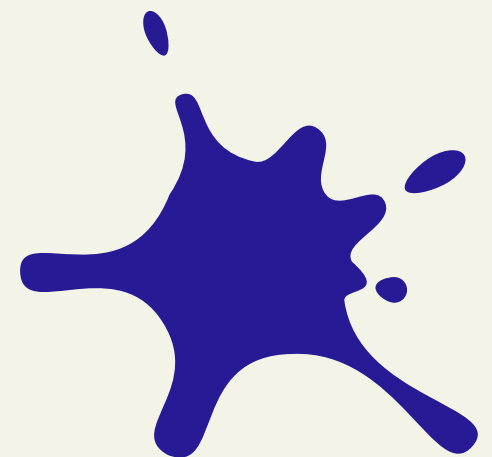
Knowledge is generated in collaboration.
To tap into the collective intelligence, each
group member actively participates. You
typically find the circle in conversational
formats.





*By design, Liberating Structures
distribute control and unleash
all voices so that participants
can shape direction as the
action unfolds.*

Keith McCandless



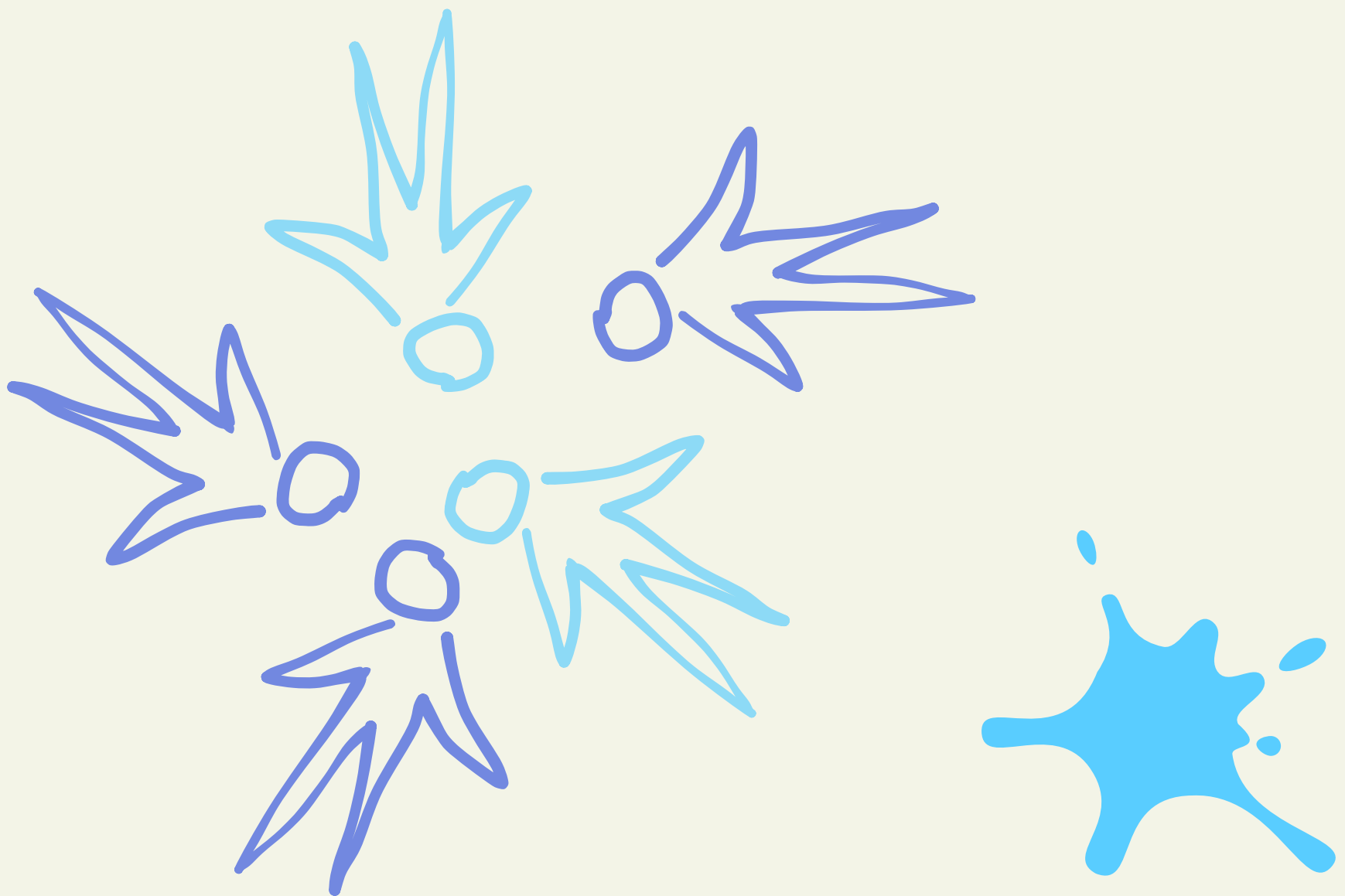


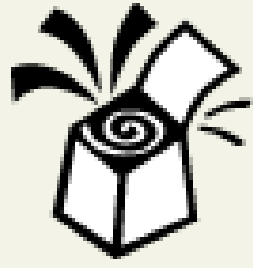
Liberating Structures create the conditions for people to collaborate with ease and energy.





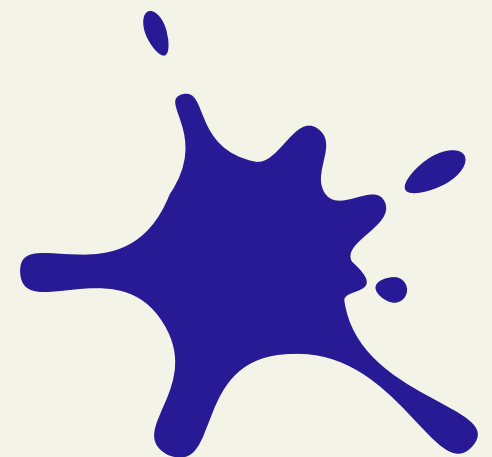
Because the most
important expert in the
meeting is the group.

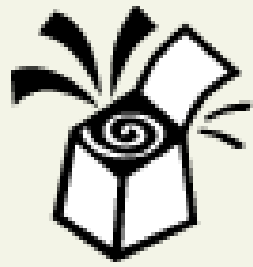




A network mindset means trusting the group rather than trying to control it, embracing emergence, inspiring self-organization, and naming dynamic tensions as they arise.

David Ehrlichman



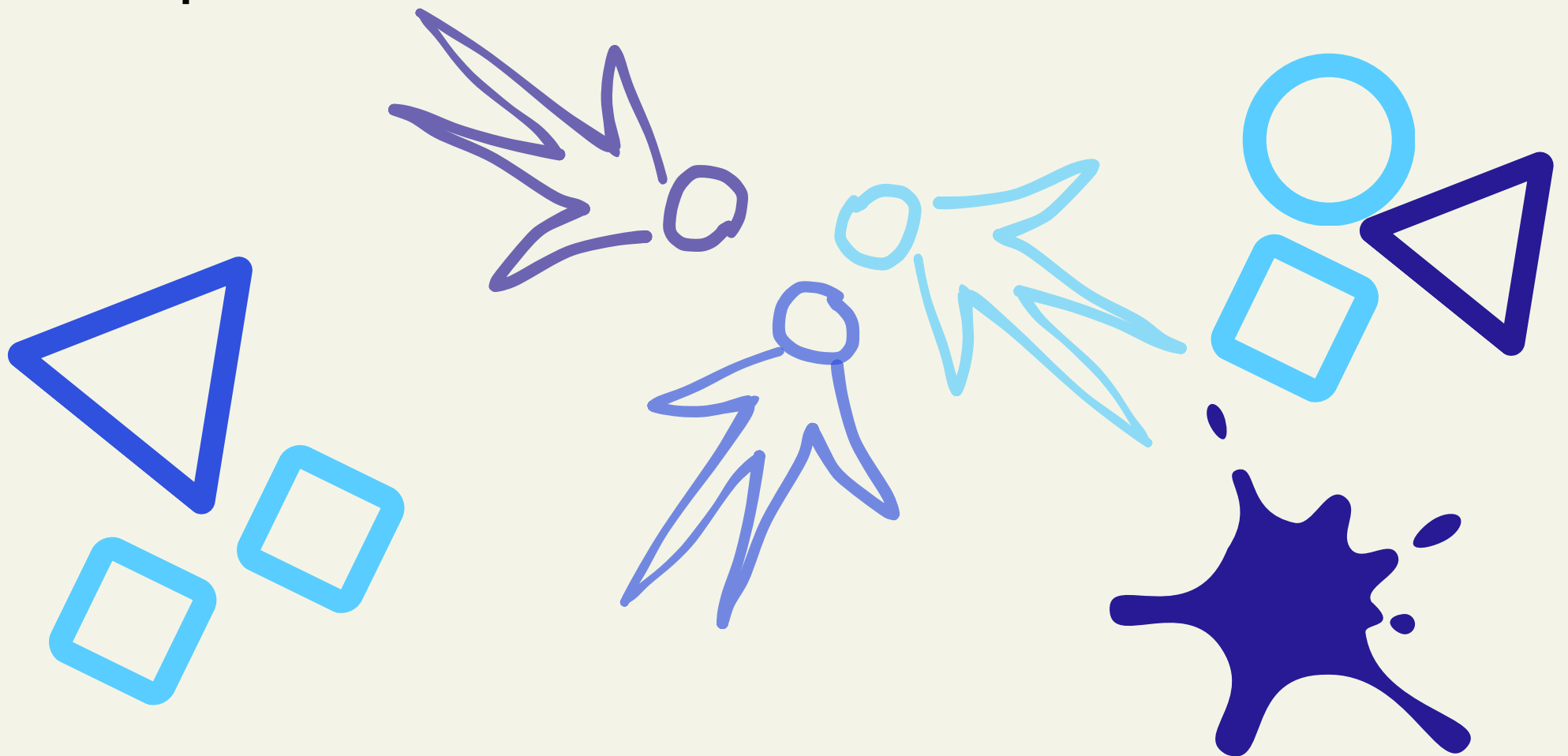


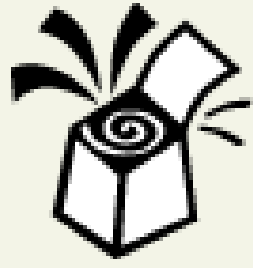
Liberating Structures invite
simultaneously:

Structure
Rules
Constraints
Purpose

&

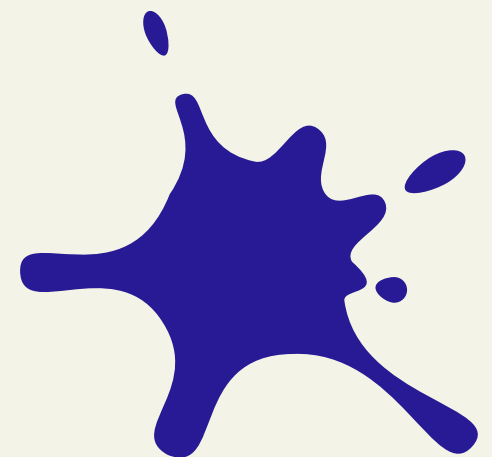
Openness
Freedom
Creativity
Playfulness





*Practice
self-discovery
within a group.*

Liberating Structures principle





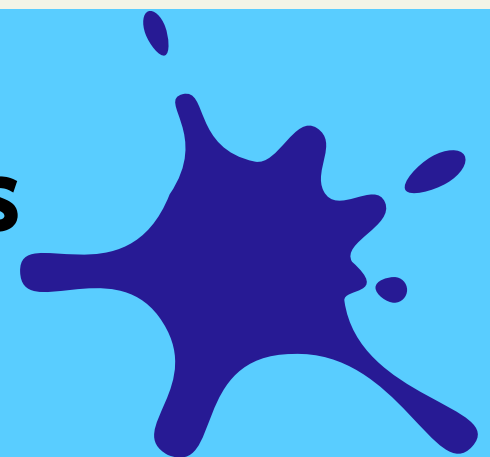
Transform your meetings and workshops with Liberating Structures.

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

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

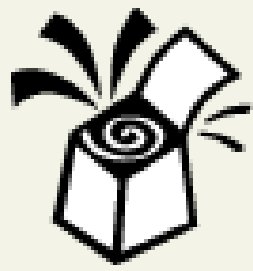
Learning Moments

Creative space for renewal





A promotional image for the 'Liberating Structures Immersion Workshop'. At the top, the title 'Liberating Structures Immersion Workshop' is written in a large, bold, black sans-serif font. Below the title, the dates 'June 5-6 and 19-20, 2024, online' are displayed in a slightly smaller, bold, black sans-serif font. The background is a soft-focus image of two people, a woman with short grey hair and glasses on the left, and a man with a beard and glasses on the right, both smiling. The background behind them is a mix of light blue and orange. Scattered around the people are various black and white icons: a circle with a star and geometric shapes, an infinity symbol, a circle with the number 9 and the word 'whys', a speech bubble with an exclamation mark, a central box with a spiral inside and lines radiating outwards, a mushroom, a circular arrow with numbers 1, 2, 3, 4, a circular arrangement of stars, and a flame. There are also some pinkish-red splashes or smoke-like shapes around the central box icon.



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](#)

The logo for 'Process Change' features the text 'Process Change' in a bold, sans-serif font. The word 'Process' is black, and 'Change' is white. The text is set against a background of vibrant, multi-colored paint splatters and brushstrokes in shades of blue, green, yellow, and red.

Process Change

The logo for 'Learning Moments' is set against a solid light blue background. It features the text 'Learning Moments' in a bold, black, sans-serif font, with 'Creative space for renewal' in a smaller, black, sans-serif font below it. To the right of the text is a dark blue, stylized splash or starburst graphic.

Learning Moments
Creative space for renewal