



Liberating Structures
quickly explained in
5 tiny booklets

**#5 Freedom &
Responsibility**

Learning Moments
ProcessChange





Liberating

At
first
glance,
that may

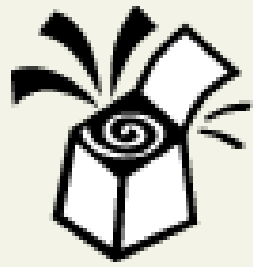
Structures

sound paradoxical:

Liberating and Structures.

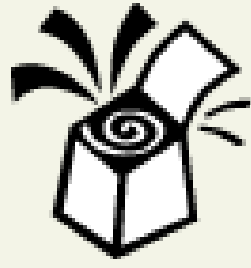
Yet, the magic lies in the combination
of these two opposing ideas.





The sweet spot.





Liberating [verb]: to set free from imposed, controlling structures

Structures [noun]: simple rules that specify how people are included and participate

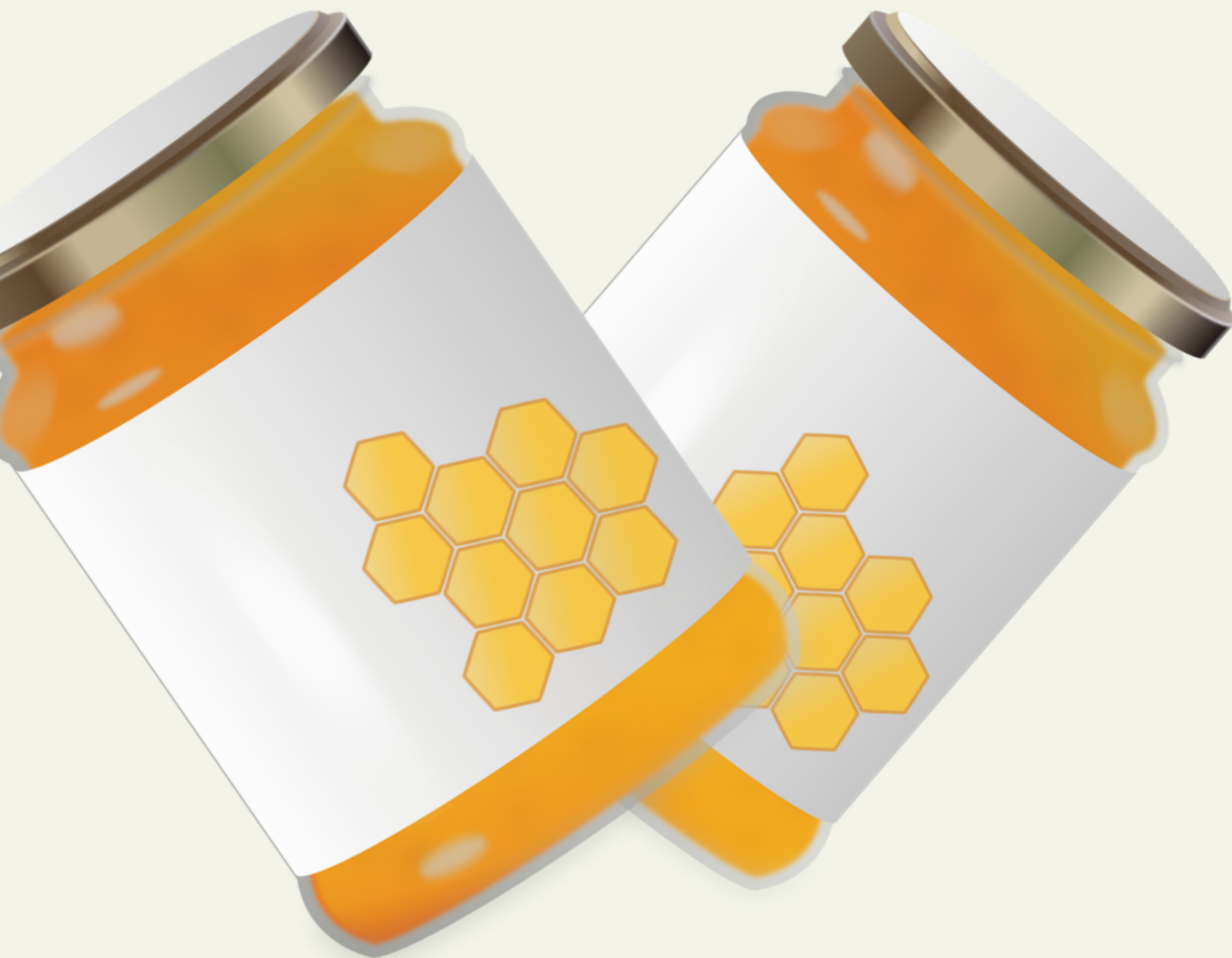
Keith McCandless and Henri Lipmanowicz

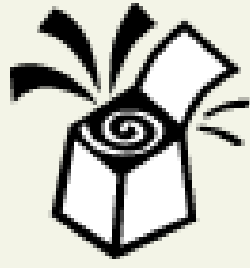
Founders and developers of Liberating Structures



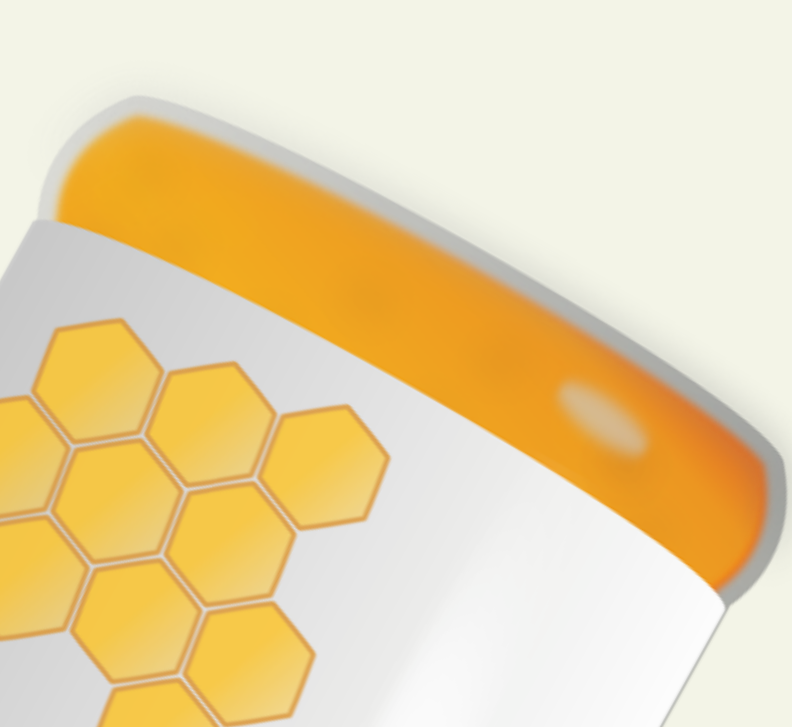


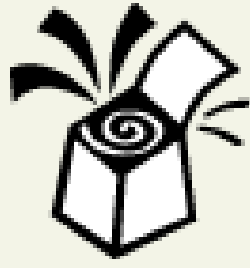
How is this possible?
What is the connection between
structure and freedom?





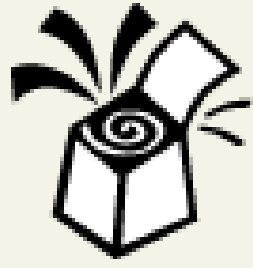
Scenario 1: When you do not structure a meeting, define rules, or set boundaries, you get an open discussion. The conversation will lead somewhere but only accidentally. Without any structure, the conversation lacks guidance. Most probably a few dominant voices will do all the talking.





Scenario 2: When you over-structure and over-burden a meeting it can feel like a corset. When you fall into a teacher trance, you miss out on the group's creative thinking power and what they can co-create. Over-control kills natural human interaction.





”

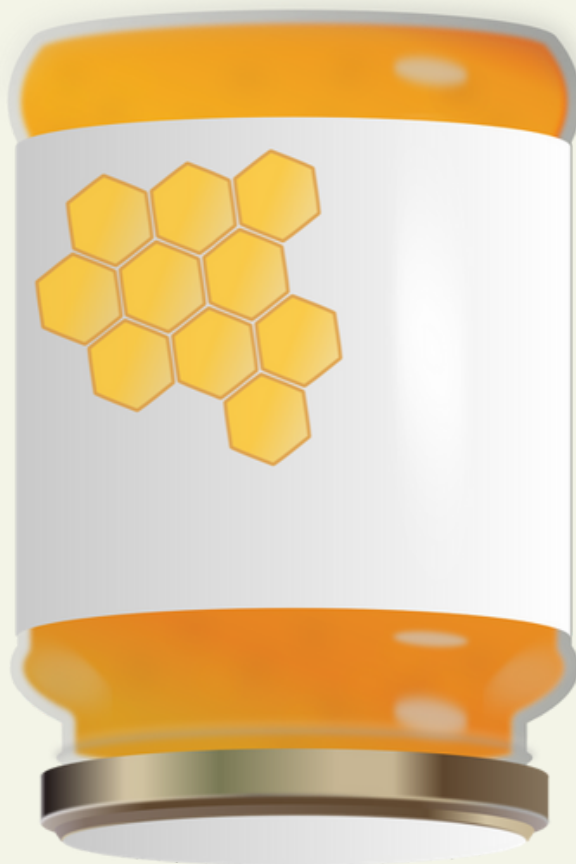
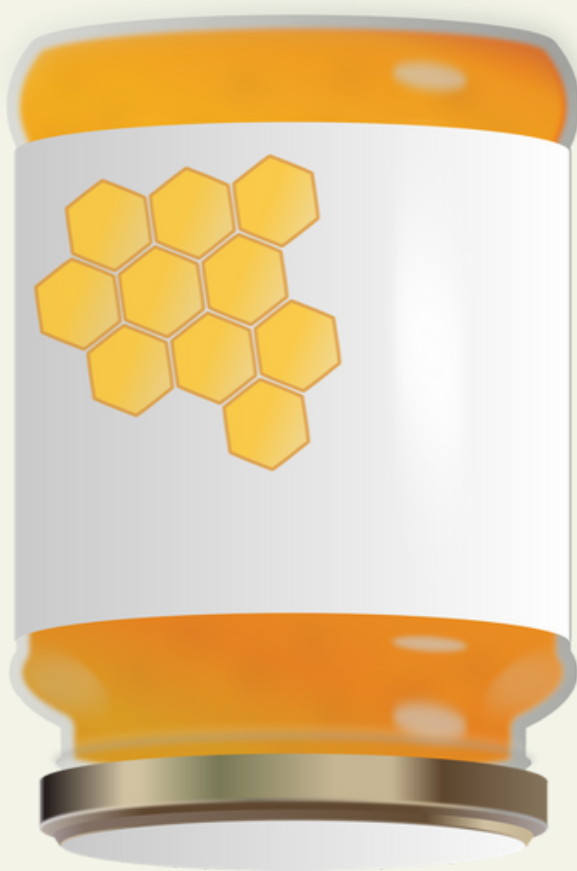
If you want involvement and creative solution finding, the group must be able to express their ideas. There has to be room for the unexpected, for interpretation.

Sem Langendijk





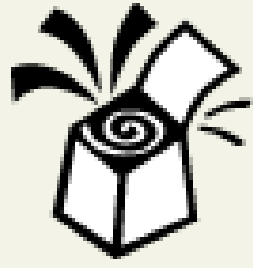
What might a liberated
Scenario 3 look like?





Scenario 3: You structure a conversation creatively. Setting boundaries and following simple rules allows everyone to contribute their perspectives to the discussion. Once everyone understands when and why to talk and when to listen, and what the group jointly wants to achieve, you can step back and let the people handle the exploration.





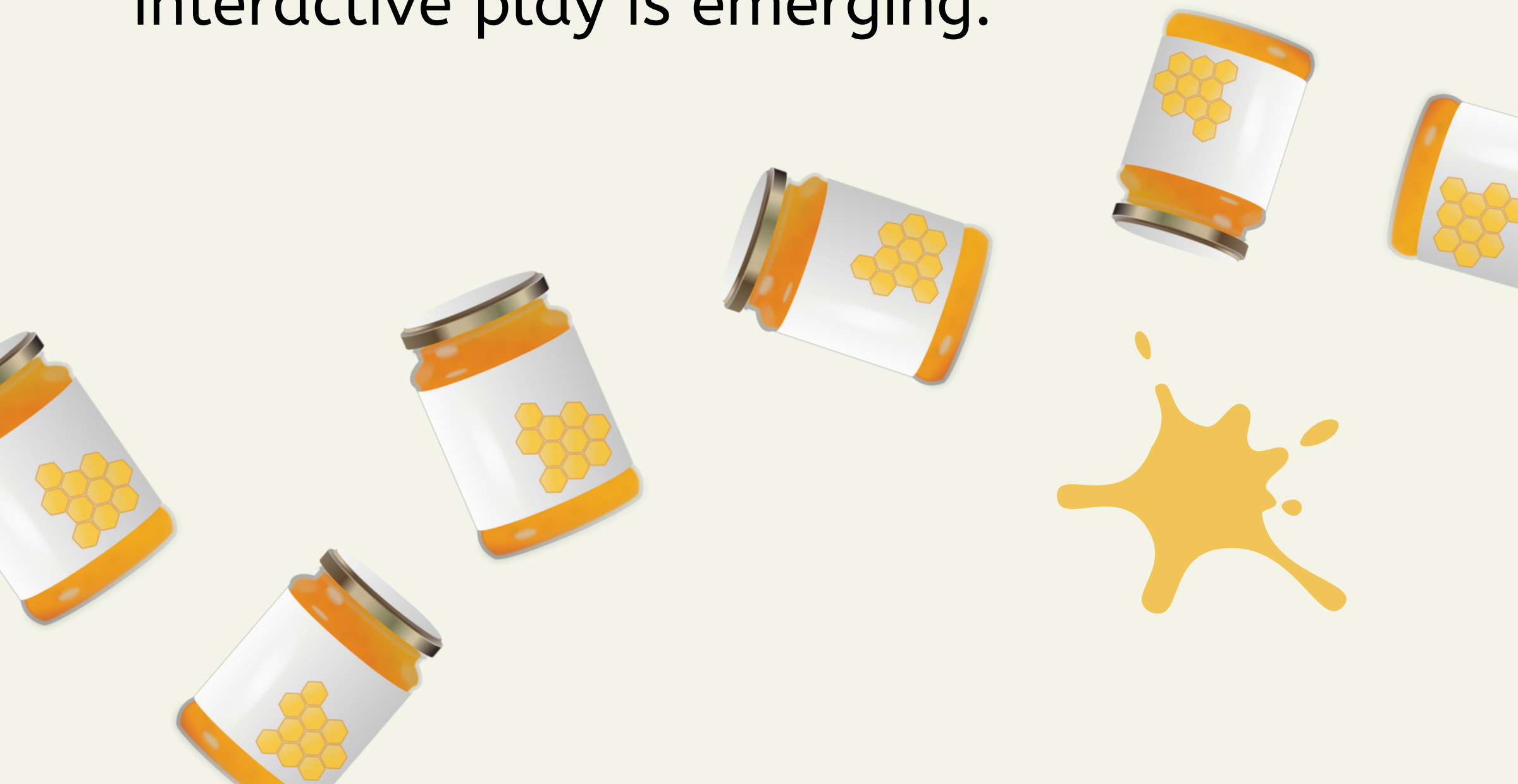
”

What we bring is structure that happens to be liberating. They are very well-defined and very specific, in detail. How many minutes, how many people together doing what. Because there is this structure it makes it possible to let go of control without having an absolute mess, a chaos. -Henri Lipmanowicz



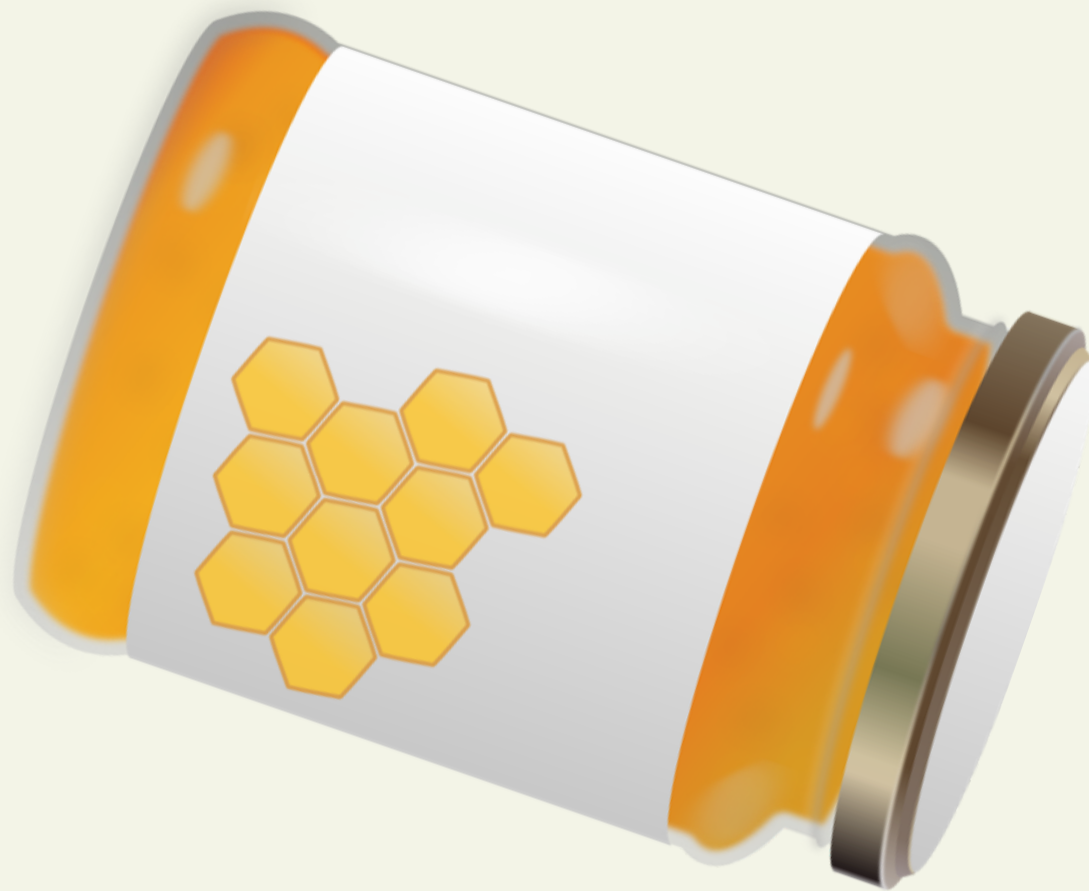


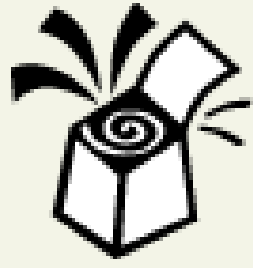
It's a bit like Theatersports, a form of improvisation. As a team, you develop a scene while interacting spontaneously with each other. You improvise. You make things up on the spot without any preparation but within boundaries and rules. These boundaries provide a creative safe space, in which your interactive play is emerging.



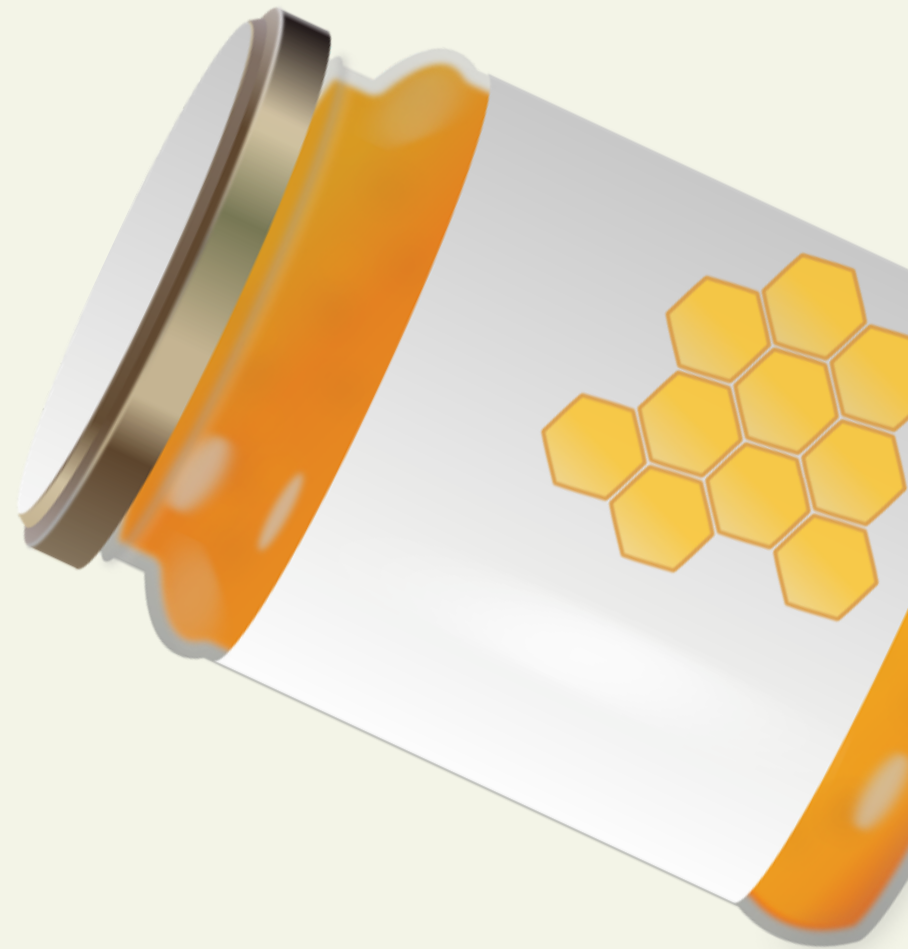


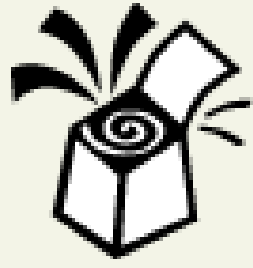
Creativity flows with
simple structures.





Having space and liberty
to be involved as equal
discussion partners is
energising.





Liberating Structures
'amplify freedom and
responsibility'.

Liberating Structures principles





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





Liberating Structures Immersion Workshop

June 5-6 and 19-20, 2024, online



<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
Creative space for renewal