A scenic landscape of rolling green hills and a dirt road, with a rocky foreground. The hills are covered in lush green grass, and a dirt road winds through the valley. In the foreground, there are large, dark rocks. The sky is a clear, pale blue.

Making Space for Innovation with Liberating Structures

Sage Vann
Charley Haley
Fisher Qua

BACK LOOP

www.back-loop.com

What makes continuous improvement (kaizen) difficult or impossible at your organization?



What can we do to reliably guarantee that lean wastes time and is a failure for our organization?



Which are we doing or are
in jeopardy of doing?



Which of these things must stop immediately?



What can YOU do today?

BACK LOOP



15% Solutions

What just happened?

So what is important about that?

Now, what next?



What, So What,
Now what?

What is your challenge?

What kind of help do you need?



Troika Consulting

BACK LOOP

Menu of 33 Liberating Structures

<p>LS Menu</p> 	<p>Wicked questions</p> 	<p>What's debrief</p> 	<p>Min specs</p> 	<p>Heard, seen respected</p> 	<p>What I need from you</p> 	<p>Integrated autonomy</p> 
<p>Design elements</p> 	<p>Appreciative interviews</p> 	<p>Discovery and action dialog</p> 	<p>Improv prototyping</p> 	<p>Drawing together</p> 	<p>Open space</p> 	<p>Critical uncertainties</p> 
<p>1-2-4-All</p> 	<p>TRIZ</p> 	<p>Shift & share</p> 	<p>Helping heuristics</p> 	<p>Design storyboards</p> 	<p>Generative relationships</p> 	<p>Ecocycle</p> 
<p>Impromptu networking</p> 	<p>15% solutions</p> 	<p>25 : 10 crowdsourcing</p> 	<p>Conversation café</p> 	<p>Celebrity interview</p> 	<p>Agree/certainty matrix</p> 	<p>Panarchy</p> 
<p>9-whys</p> 	<p>Troika consulting</p> 	<p>Wise crowds</p> 	<p>User experience fishbowl</p> 	<p>Social network webbing</p> 	<p>Simple ethnography</p> 	<p>Purpose to practice</p> 

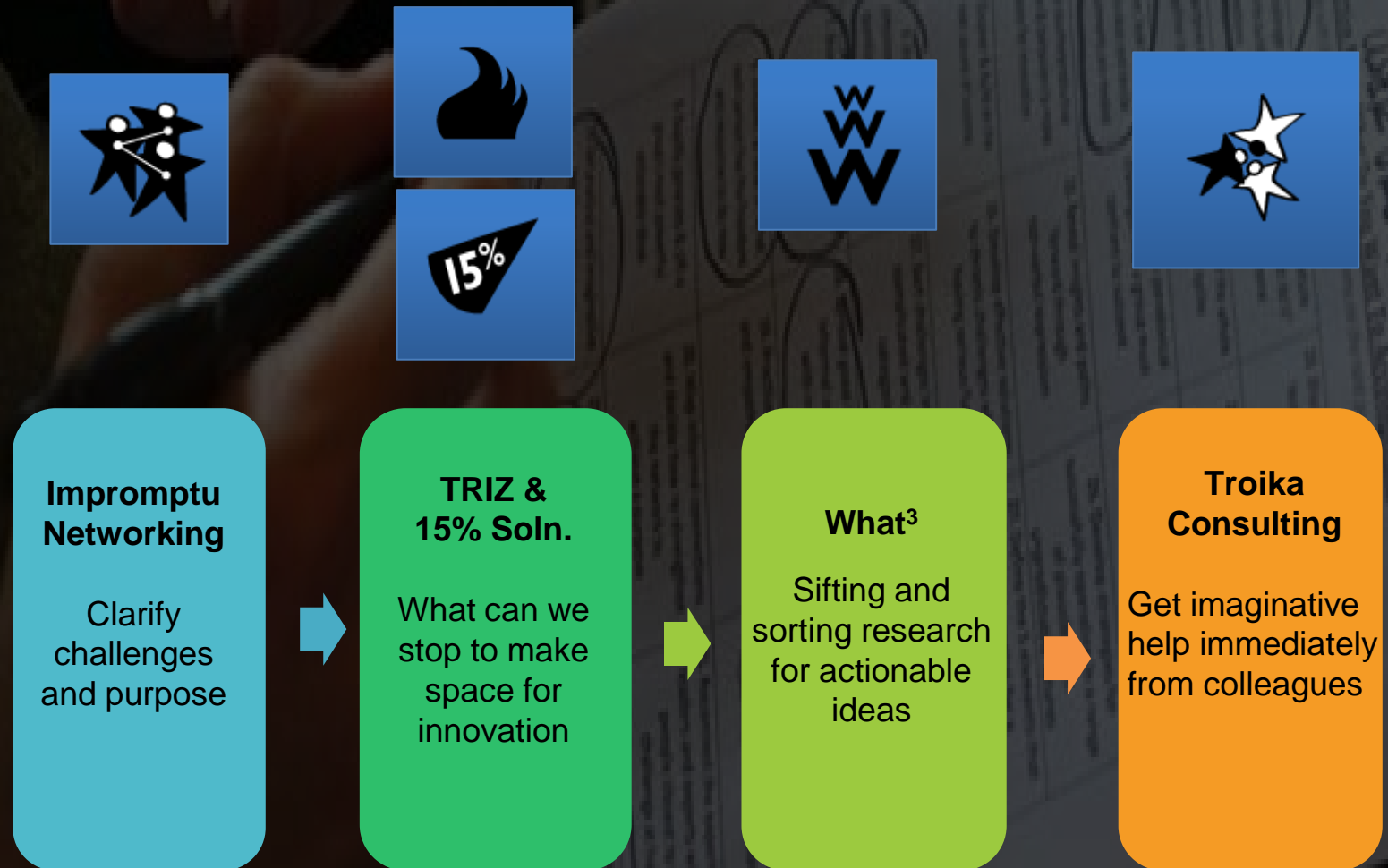
LS Selection Matchmaker

What objectives serve your purpose?



<http://www.liberatingstructures.com/matching-matrix/>

Reinvent Your Kaizen Meeting



Discover and Spread Continuous Improvement (Gemba Walk)



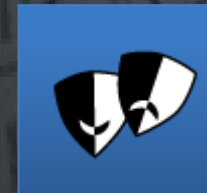
Discovery & Action Dialogue (DAD)

Discovering & sparking local solutions w/ field research



Simple Ethnography

Digging deeper into observations arising from DAD findings



Improv Prototyping

Rehearse a seriously fun way to tackle a chronic challenge....)

Launching a Lean Transformation Initiative Across Units



Celebrity Interview

with expert innovator



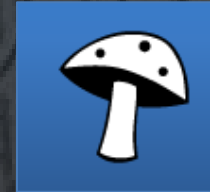
Purpose to Practice (P2P)

Design 5 essential elements for a resilient and enduring initiative



TRIZ

What can we stop to make space for innovation

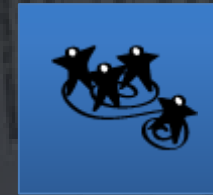


Troika Consulting

Get imaginative help immediately from colleagues



Sharing Lean Practices and Giving/Getting Imaginative Help Overcoming Chronic Challenges



Impromptu Networking

Clarify challenges and purpose



Shift & Share

Spread good ideas and make informal connections w/ innovators



What³

Sifting and sorting research for actionable ideas



Troika Consulting/ Wise Crowds

Get imaginative help immediately from colleagues

Liberating Structures

<http://www.liberatingstructures.com/>

- Birthed from studies of complexity science
- Created by Keith McCandless and Henri Lipmanowicz