



# RELATE: LEARNING AS IF CONNECTION MATTERS

Blog post about this deck: <http://wp.me/p8BF0-2Lv>

Musings from Nancy White  
<http://www.fullcirc.com> for the  
<http://www.issinstitute.org.au/>  
fellowship in Victoria State,  
Australia  
Hosted by Chisholm Institute

# SPECIAL THANKS TO MY FELLOWSHIP HOSTS

The Chisholm Professional Educator College.

- *The Professional Educator College "values educators who value learners" and was established to assist all educators within the VET sector to improve their skills and knowledge to be the best educators they can while maintaining their "Professional Currency".*

The Institute for Specialised Skills Fellowship <http://www.issinstitute.org.au/>

eWorks <http://eworks.edu.au/>

**PROFESSIONAL  
EDUCATOR  
COLLEGE**

VALUING EDUCATORS, WHO VALUE LEARNERS





# LEARNING IS LIBERATION

“If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.” Lilla Watson

Found via <http://interactioninstitute.org/moving-from-inclusion-to-collaborative-solidarity/>

[https://en.wikipedia.org/wiki/Lilla\\_Watson](https://en.wikipedia.org/wiki/Lilla_Watson)





## ONLINE IMPROMPTU NETWORKING: WHAT IS A CURRENT CHALLENGE YOU FACE IN YOUR TEACHING?

Share your challenge in the chat room. Then scan others' challenges. Who has a similar challenge? Who has a challenge that interests you? Make a note.

# ...A CURRENT CHALLENGE WE FACE IN OUR TEACHING...

What are the challenges  
that show up across our  
group here online today?



SIGNALS

Content

Relate

**MY WORKING HYPOTHESIS: THREE LEGS**

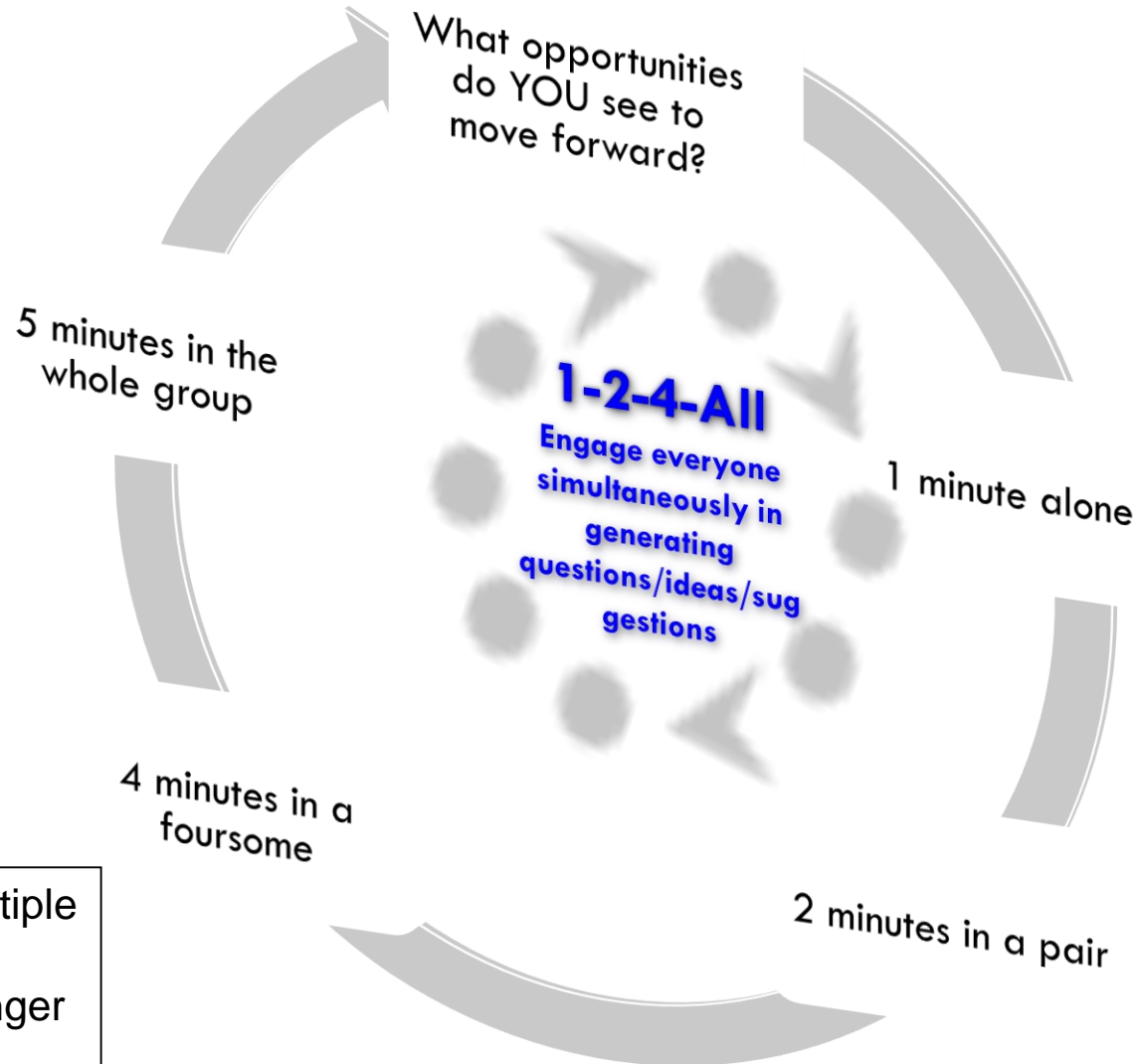
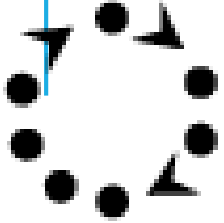




**IF IT IS JUST ABOUT CONTENT, JUST  
SEND ME THE LINK...**

Content matters, but there is  
more...

Exercise online: 1(-2) - All. Think about and then share a meaningful teaching moment that was NOT about or FAR BEYOND the content. What happened?



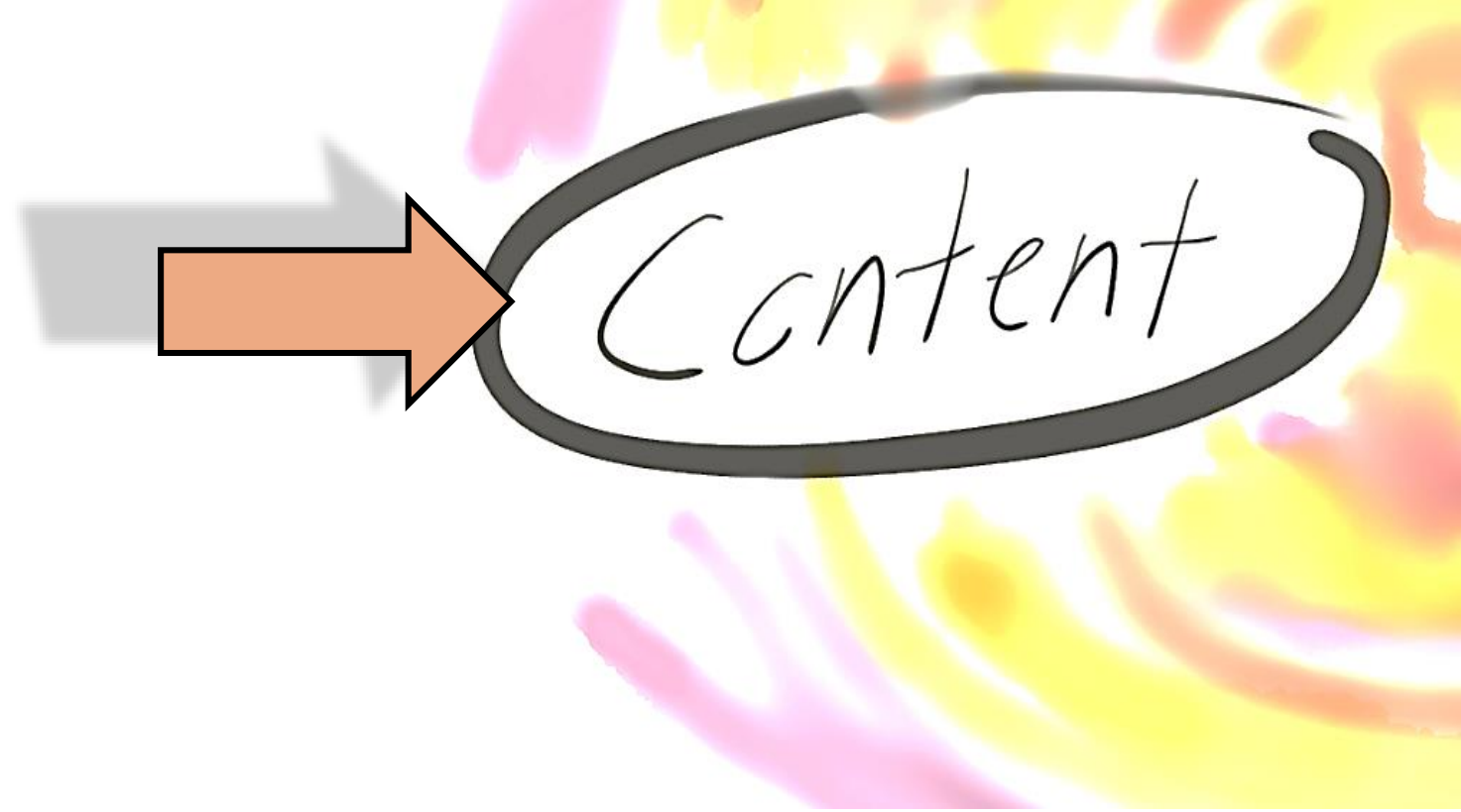
**1-2-4-All** in motion. Multiple short cycles are more productive than one longer session.





IF IT IS JUST ABOUT CONTENT, JUST  
SEND ME THE LINK...

What was behind your fabulous  
teaching/learning moment?



# JUST TO BE CLEAR, I DON'T DISMISS CONTENT...

<https://vimeo.com/146781934>

Credit: <http://eltplanning.com/2015/12/05/lesson-idea-introducing-dreams-and-ambitions/>



SIGNALS

Content

Relate

**MY WORKING HYPOTHESIS: THREE LEGS**





Relate

**TEACH LIKE A HUMAN BEING.  
BE A HUMAN BEING.**

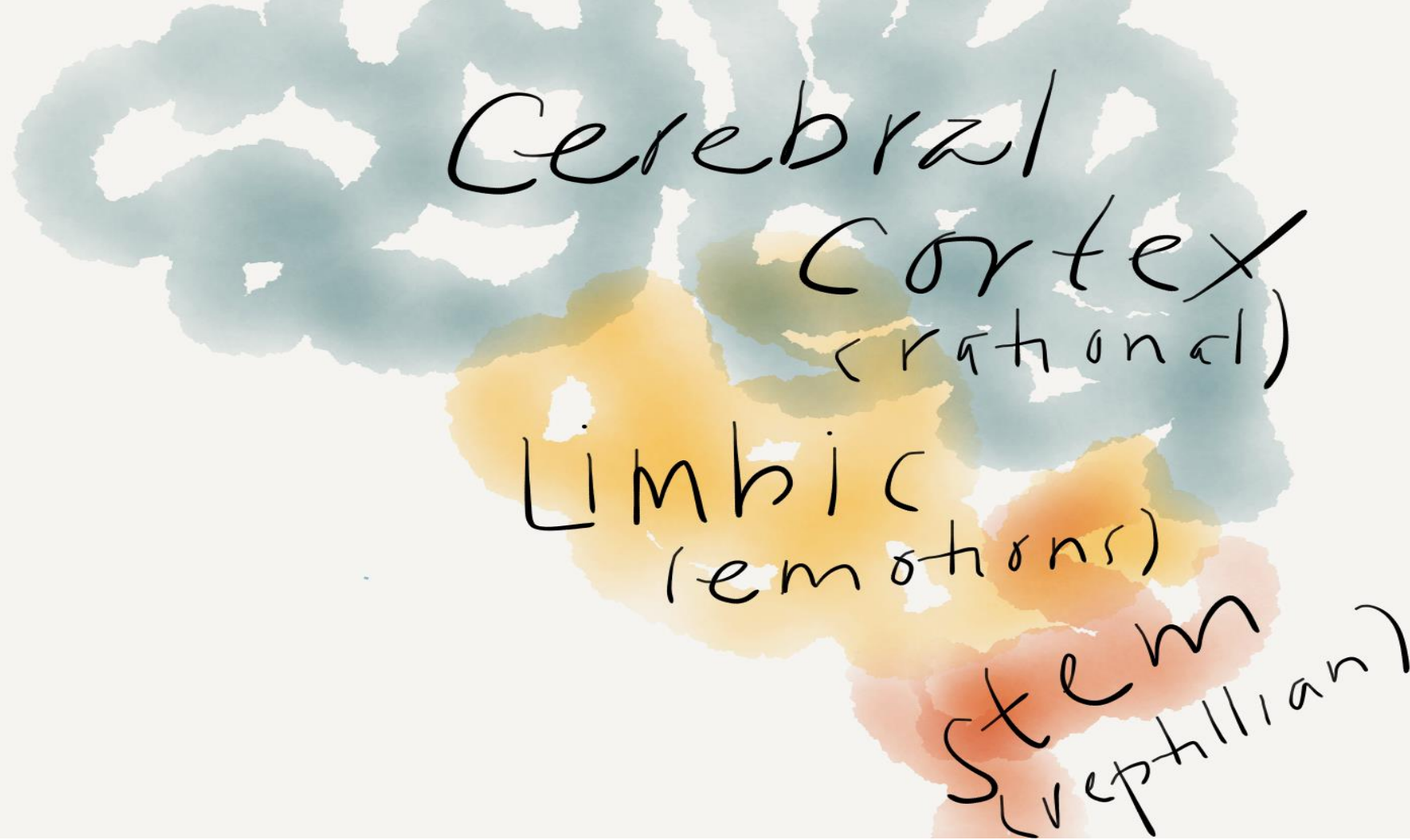
It starts with us as teachers  
and educators



# **“WHAT FIRES TOGETHER, WIRES TOGETHER.”**

<http://www.theatlantic.com/education/archive/2014/12/times-up-for-timeout/383897/>

Dan Siegel, Neurobiologist  
Talking about mirror neurons,  
interpersonal neurobiology, and  
“envisioning the brain as a social  
organ.”



# THE TRIUNE BRAIN: STEM, LIMBIC SYSTEM AND CEREBRAL CORTEX

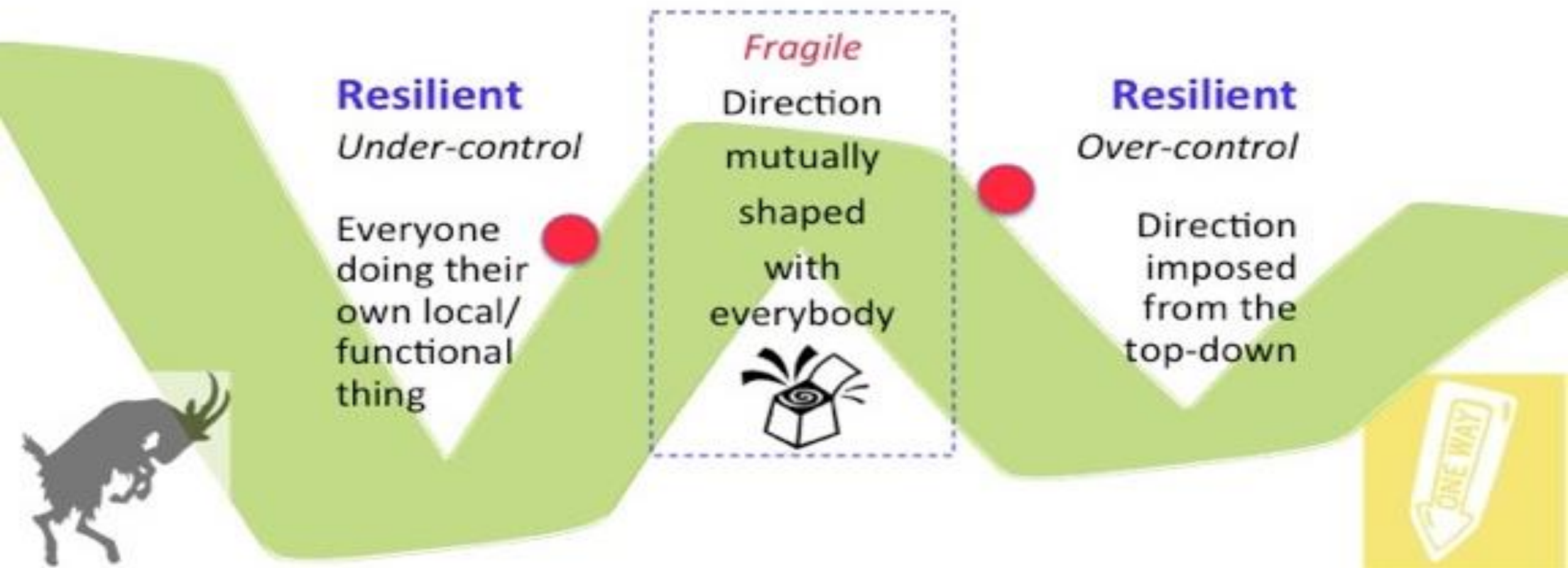
Dan Siegel, Neurobiologist  
“The emotional system that  
develops in relationship.”





# CONVERSATIONAL FACILITATION AS AN ESSENTIAL PRACTICE

Art of Hosting- 4 fold practice  
Liberating Structures

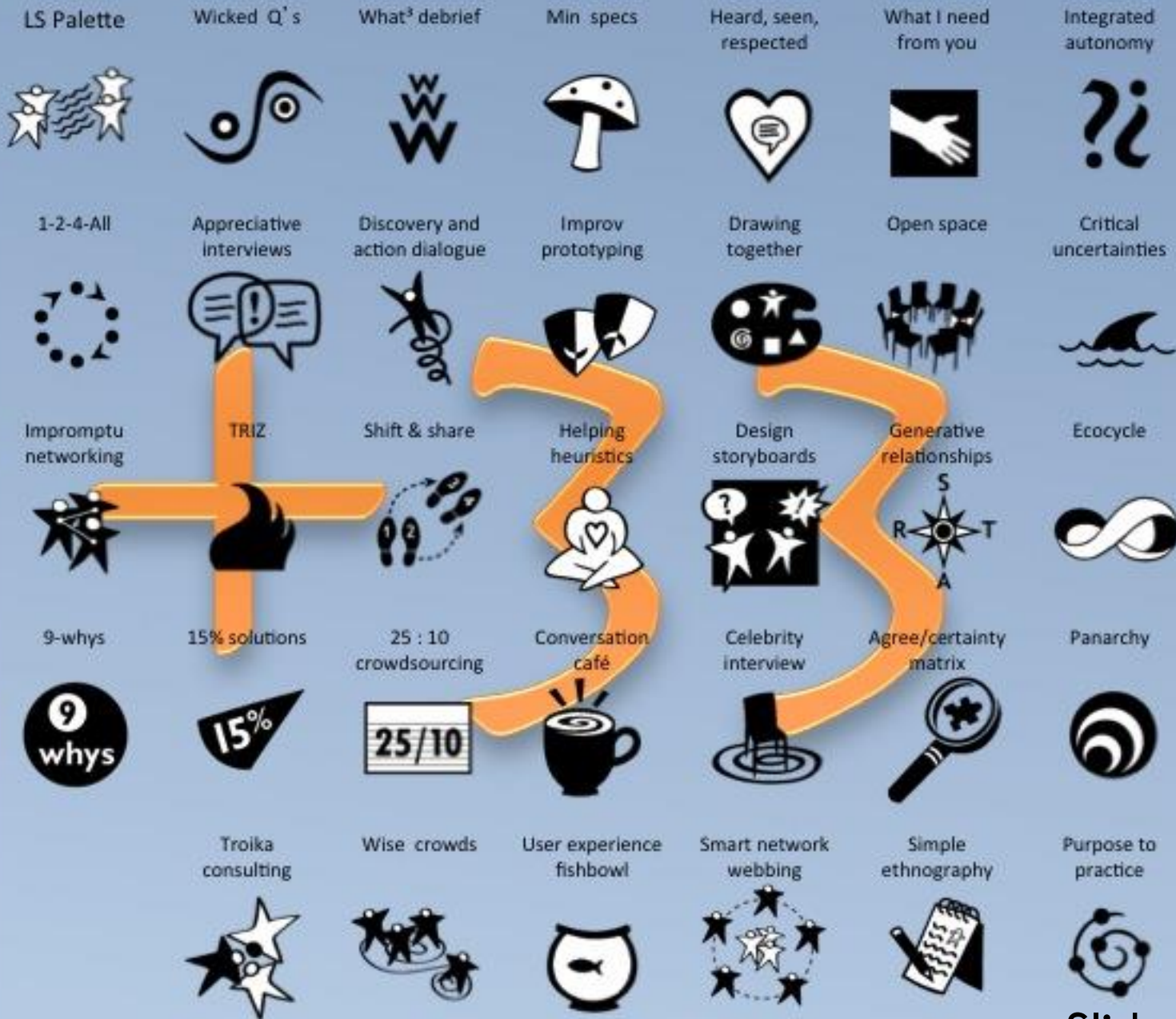


# SOCIAL LEARNING FINDS ITS GROOVE IN THE SPACE BETWEEN OVER AND UNDER CONTROL

This is the space where we as teachers and facilitators must be self-aware and watch for falling into old, unhelpful habits.

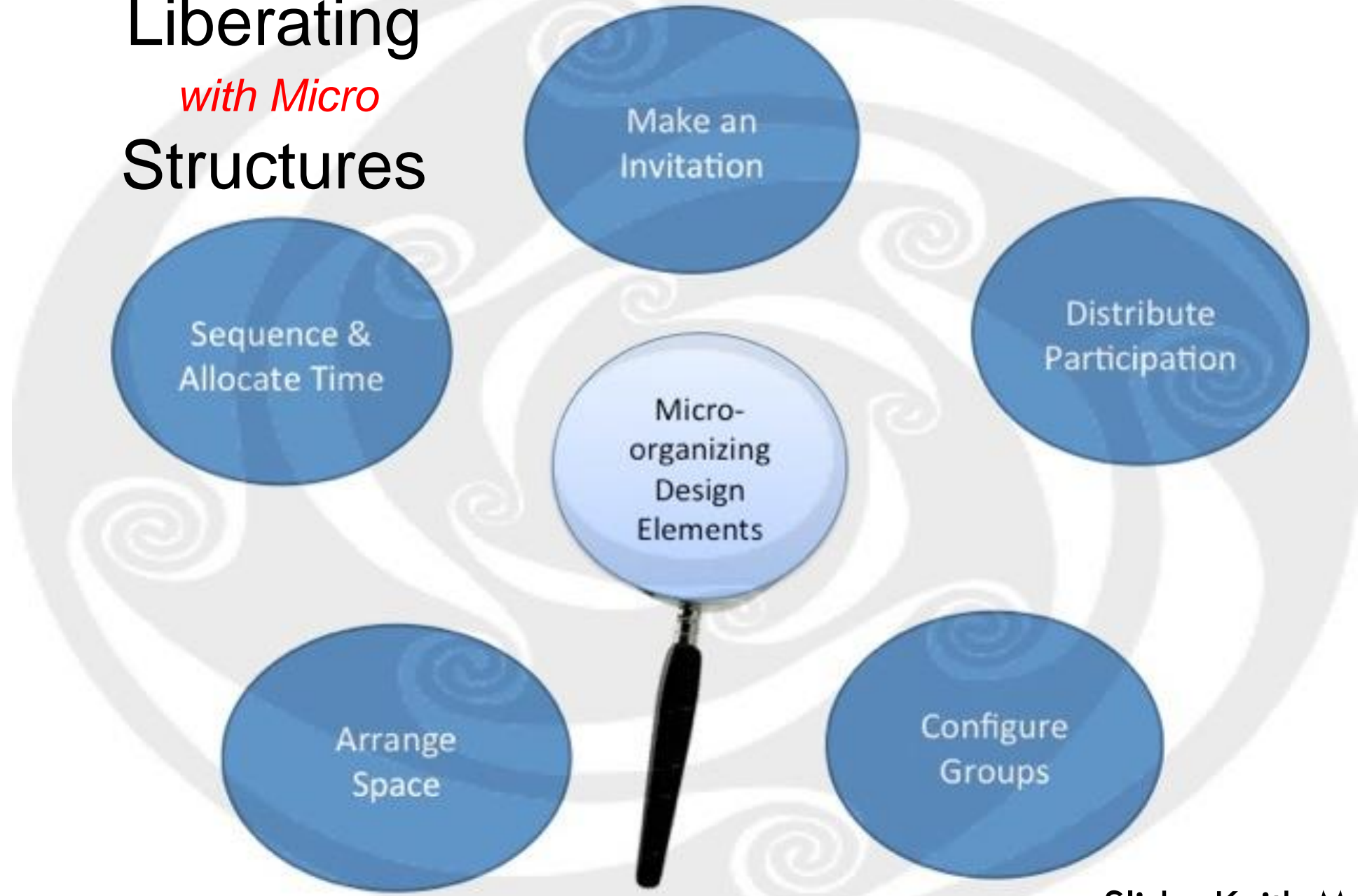
# LIBERATING STRUCTURES

V 2.1





# Liberating *with Micro* Structures





# Attributes of Liberating Structures

1. **Expert-less:** requires only a few minutes to introduce; novices can succeed after a first experience
2. **Results-focused:** likely to generate better-than-expected purposeful results
3. **Rapid cycling:** fast iterative rounds are very productive
4. **Seriously fun:** boosts joy, freedom & responsibility
5. **Inclusive:** together, everyone is invited to shape next steps
6. **Multi-scale:** works for everyday solutions, projects, strategy, movements
7. **Self-spreading:** simple to copy without formal training
8. **Modular:** the parts can be combined & recombined endlessly



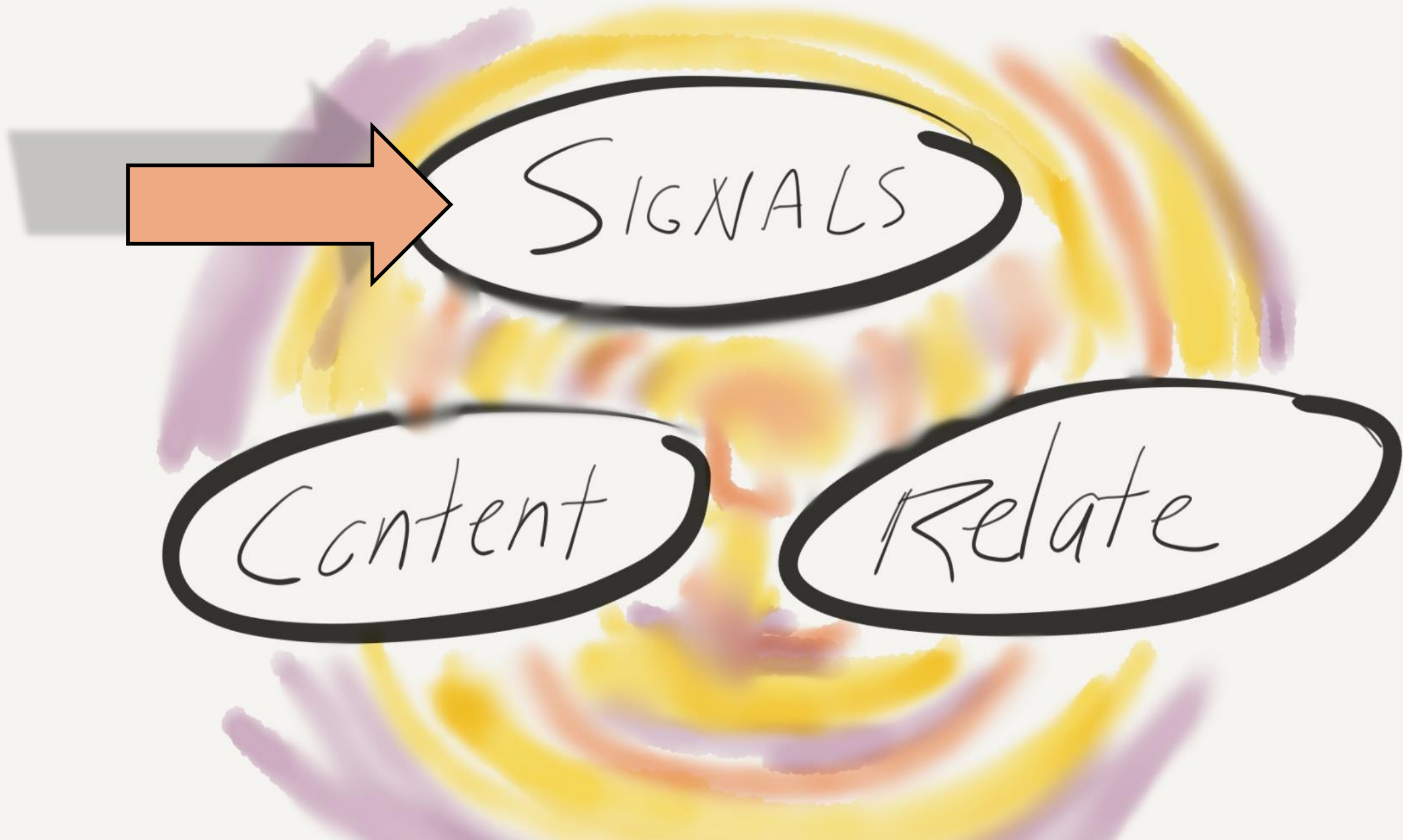
# STUFF WE MIGHT DO TOGETHER

- Look at LS used online  
<http://bit.ly/1IAeDn2>
- Try an LS (depends on size of group and what you are interested in...)

<http://www.liberatingstructures.com>

What have  
you got to  
LOSE?







# DATA ACROSS OUR EXPERIENCES

Online learning provides us a unique opportunity for new types of SIGNALS...





The background image shows the interior of a large, circular hall, likely a theater or a grand assembly room. It features several tall, fluted columns supporting a high, arched ceiling. The walls are covered in wood paneling, and rows of red seats are visible in the lower part of the frame. The lighting is warm and focused on the columns.

# WHY AGORA?

*A metaphor for this project.*

GO

## PUTTING IT TOGETHER: AN EXAMPLE

<http://udg.theagoraonline.net/opened15/>





# 15% Solutions

Discover and focus on what each person has the freedom and resources to do now.

- What can YOU do now?
- Where do you have freedom and discretion to act?
- Think quietly for a minute...
- Type your answer in the chat box...

*If I have your email, I'll send you a note in a month asking what you really did!*

# RESOURCES

Full Circle Associates <http://www.fullcirc.com>

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

The Art of Hosting <http://www.artofhosting.org/> and  
<https://www.youtube.com/watch?v=FWodPL9C1UI>

Clay Shirky “The Digital Revolution Has Already Happened”  
<https://medium.com/@cshirky/the-digital-revolution-in-higher-education-has-already-happened-no-one-noticed-78ec0fec16c7>

UdG Agora Project <http://udg.theagoraonline.net/> and a presentation  
online about the project from OpenEd15  
<http://udg.theagoraonline.net/opened15/>

Wenger- Trayner et. al. Value Creation Framework - <http://wenger-trayner.com/tag/value-creation/>



# MORE ABOUT LIBERATING STRUCTURES — POST EVENT NOTES

The following slides are materials we did not talk about, but which I mentioned or you may find useful.





# TROIKA CONSULTING

Get Practical and Imaginative Help from Colleagues Immediately

- Invite participants to reflect on the consulting question (the challenge and the help needed) they plan to ask when they are the clients. 1 min.
- Groups have first client share his or her question. 1-2 min.
- Consultants ask the client clarifying questions. 1-2 min.
- Client turns around with his or her back facing the consultants
- Together, the consultants generate ideas, suggestions, coaching advice. 4-5 min.
- Client turns around and shares what was most valuable about the experience. 1-2 min.
- Groups switch to next person and repeat steps.





# DISCOVERY AND ACTION DIALOGUE

Discover, spark and unleash local solutions to chronic problems

## Steps

1. Form a group of 6-8
2. Select a facilitator and recorder
3. Clarify purpose of the dialogue
4. Start asking the questions in order
5. Debrief what happens...





# CORE QUESTIONS & THEIR PURPOSE

How do you know when ____ <i>the problem</i> is present?	<ul style="list-style-type: none"><li>~ Affirm the participant's existing knowledge of the problem</li><li>~ Provide opportunities to get questions on the table</li></ul>
How do YOU contribute effectively to ____ <i>solving the problem</i> ?	<ul style="list-style-type: none"><li>~ Focus on personal practices, NOT on what other people don't do</li><li>~ Amplify/confirm the participant's knowledge of effective practices</li></ul>
What prevents you from doing this or taking these actions all the time?	<ul style="list-style-type: none"><li>~ Identify real barriers and constraints to the effective behavior</li><li>~ <i>What prevents you?</i> identifies barriers rather than <i>Why don't you?</i> which sounds judgmental</li></ul>
Is there anyone you know who is able to frequently ____ <i>solve the problem, overcoming barriers</i> ? How?	<ul style="list-style-type: none"><li>~ Establish that getting around barriers is possible</li><li>~ Identify the existing-but-uncommon successful strategies</li><li>~ Spark curiosity and inventiveness</li></ul>
Do you have any ideas?	<ul style="list-style-type: none"><li>~ Identify the supports that make the desired behavior more likely</li><li>~ Provide an opportunity for participants to generate and share new ideas for enabling the desired behavior</li></ul>
What needs to be done to make it happen? Any volunteers?	<ul style="list-style-type: none"><li>~ Identify action steps, target dates &amp; feedback loops for metrics</li><li>~ Invite volunteers for each action step (capture ideas that don't yet have an identified action plan or volunteer in your "butterfly" net.</li></ul>
Who else needs to be involved?	<ul style="list-style-type: none"><li>~ Widen the circle of people involved in discovering and inventing solutions, drawing in <i>unusual suspects</i></li></ul>



# FACILITATION TIPS

## Do not:

Answer questions that have not been asked directly to you

Miss opportunities to “catch butterflies” – record actions to be taken by participants (NOT YOU) as they pop up

Come away with a to-do list for yourself

*Decide about me without me...* instead invite “them” into the next dialogue

Respond positively or negatively to contributions, instead the group sift through their own assessments (e.g., ask, “How do others think or feel about this suggestion?”)

## Do:

Start with the purpose, We are here to stop/start \_\_\_\_\_!

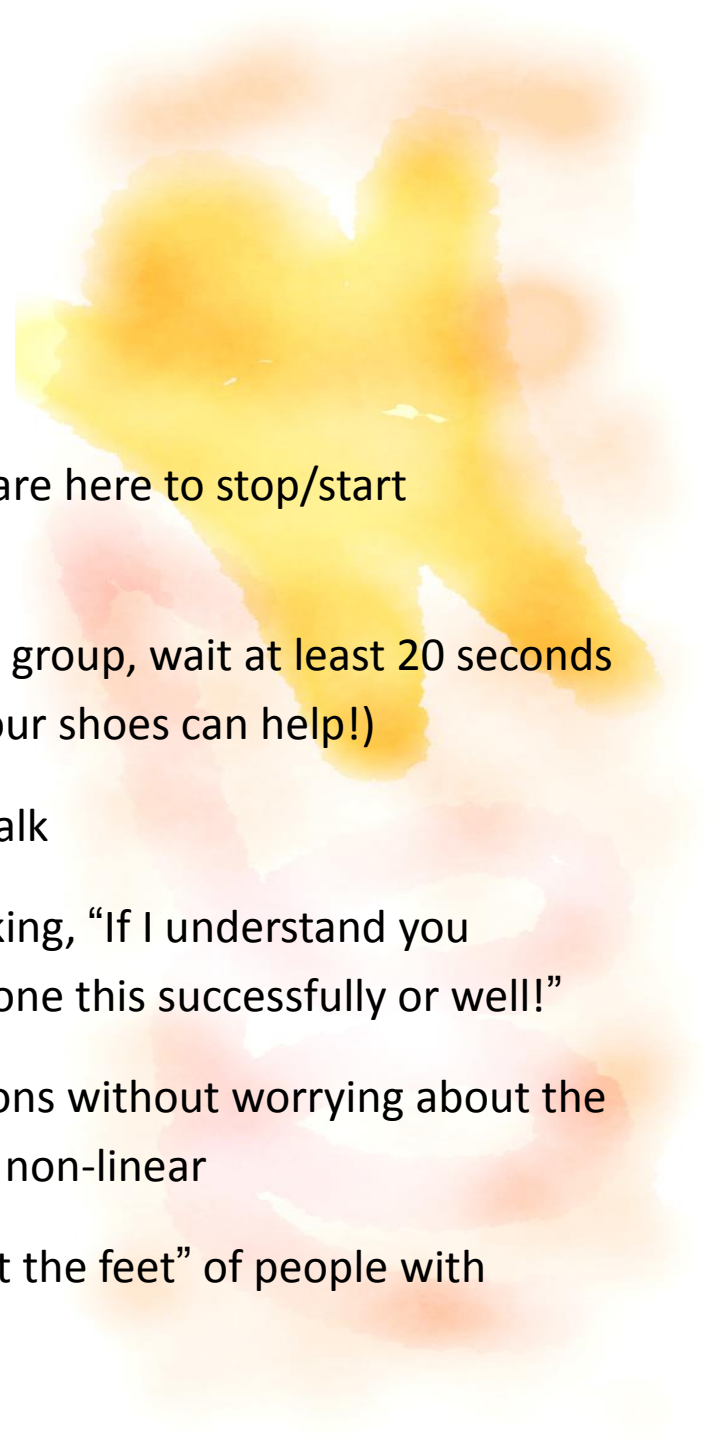
“Give” questions back to the group, wait at least 20 seconds for a response (looking at your shoes can help!)

Encourage quiet people to talk

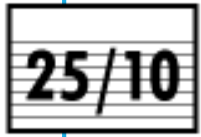
Flip cynical assertions by asking, “If I understand you correctly, no one has ever done this successfully or well!”

Work through all the questions without worrying about the order: the dialogue WILL be non-linear

Maintain humility, you “sit at the feet” of people with solutions







## 25/10 CROWD SOURCING

Rapidly generate and sift a group's most powerful actionable ideas

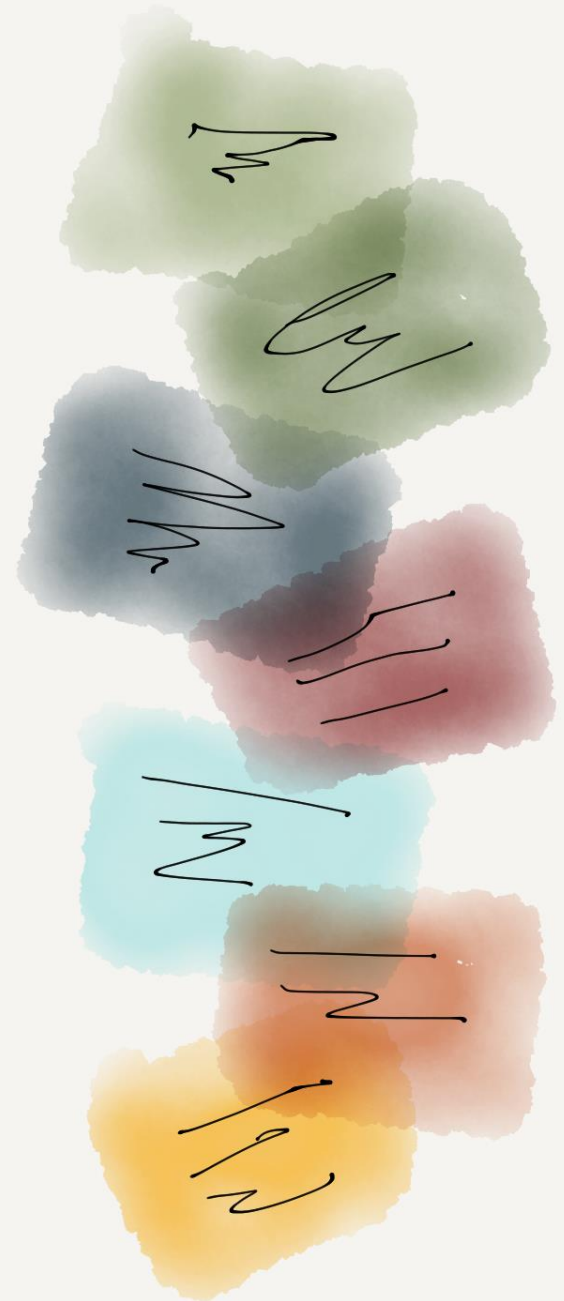
(We did not do this one – FYI)

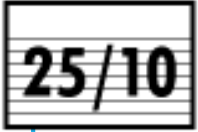
On index cards, each participant writes:

- If you were 10 times bolder, what would you do to advance your work and unleash more innovation?
- What is your first move to get started?

No names

Write legibly





# 25/10 CROWDSOURCING

Rapidly generate and sift a group's most powerful actionable ideas

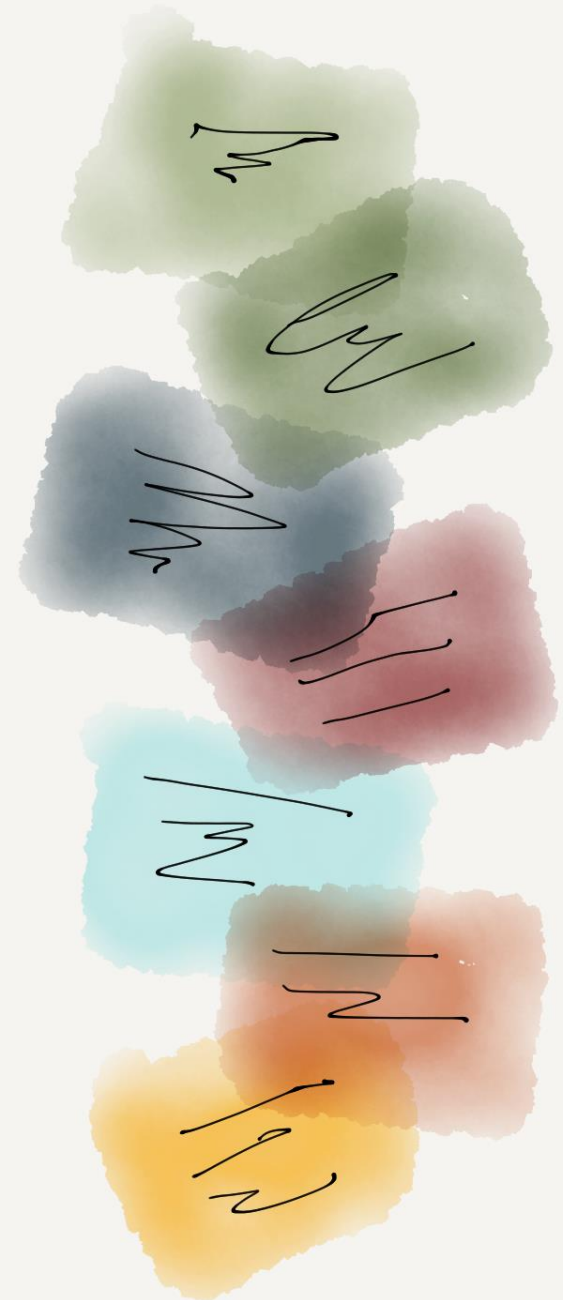
Pass cards around while milling

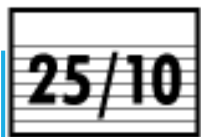
5 rounds

Rate each card: 1 = ho-hum to 5 = fabulous, "I'm in!" [adjust scale to the challenge]

Decide\* before looking at other scores Put rating on the back of the card

\* Option: before you score your card, confer with one other person for 2 minutes





## FINAL STEPS

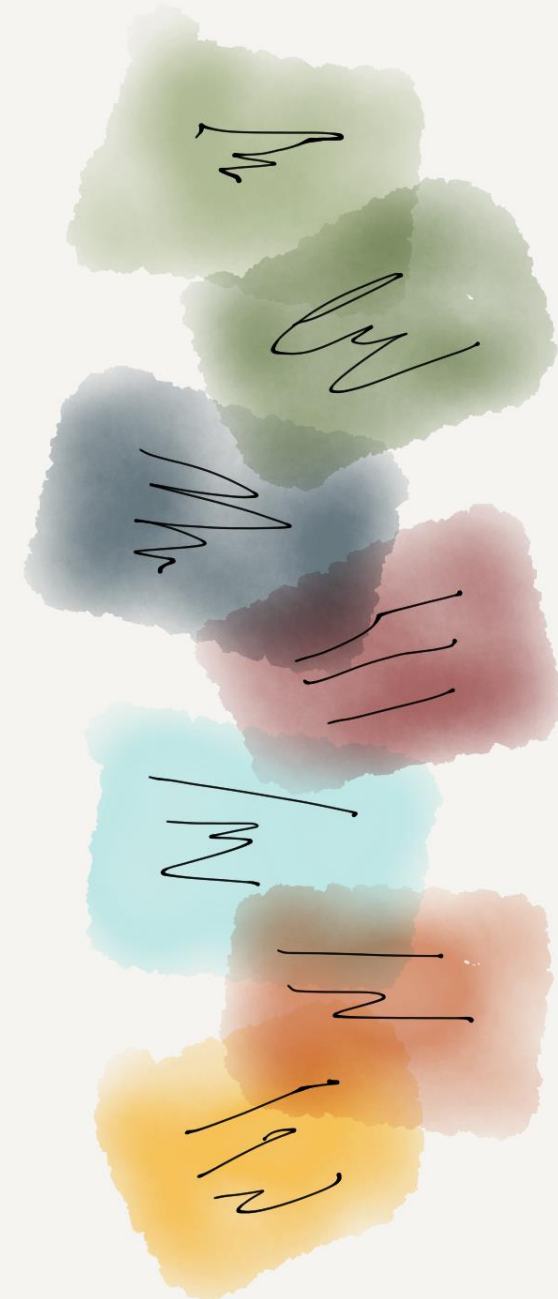
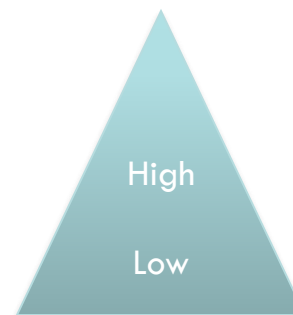
Rapidly generate and sift a group's most powerful actionable ideas

Add all the scores\* after the last round

Call out the score on your card (max score 25)

Post high-to-low scoring ideas on a wall tapestry

\* If you have more than 5 scores, add them together, divide by the total number of scores, then multiply by 5





## What Serves Your Purpose?

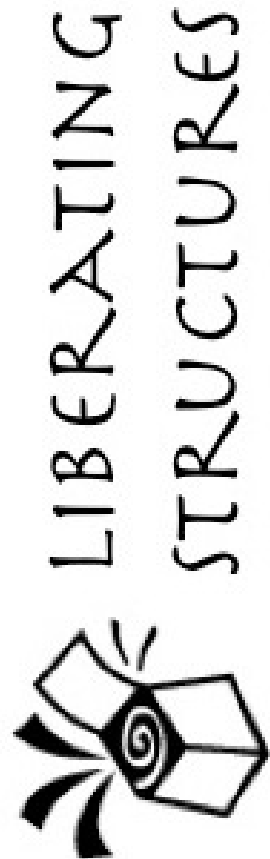
Take a few minutes to think about a chronic challenge you face.

Then circle 3-4 objectives from this list that may help you move forward toward your purpose.

*Your selections help you pick and string structures together...*

1. Rapidly share challenges and expectations while building new connections	12. Specify only the absolute “Must do’s” & “Must not do’s” for achieving a purpose	23. Discover, spark and unleash local solutions to chronic problems
2. Make the purpose of your work together clear	13. Tap the wisdom of the whole group in rapid cycles	24. Move from either-or to robust both-and solutions
3. Together, look back on progress to-date and decide what adjustments are needed	14. Articulate the paradoxical challenges that a group must confront to succeed	25. Reveal and understand relationship patterns that create value or dysfunctions
4. Stop counterproductive activities & behaviors to make space for innovation	15. Reveal insights and paths forward through non-verbal expression	26. Develop strategies for successfully operating in a range of plausible yet unpredictable futures
5. Discover & build on the root causes of success	16. Develop effective solutions to chronic challenges while having serious fun	27. Define the 5 elements that are essential for a resilient & enduring initiative
6. Engage everyone simultaneously in generating questions/ideas/suggestions	17. Sort challenges into simple, complicated and complex categories	28. Analyze the full portfolio of activities & relationships to identify obstacles & opportunities for progress
7. Share know-how gained from experience with a larger community	18. Spread good ideas and make informal connections with innovators	29. Understand how embedded systems interact, evolve, influence the spread of innovation, and transform
8. Discover & focus on what each person has the freedom and resources to do now	19. Practice deeper listening and empathy with colleagues	30. Surface most essential needs across functions and accept or reject requests for support
9. Rapidly generate & sift a group’s most powerful actionable ideas	20. Map informal connections and decide how to strengthen the network to achieve a purpose	31. Reconnect the experience of leaders and experts with the people closest to the challenge at hand
10. Get practical and imaginative help from colleagues immediately	21. Define the step-by-step design elements for bringing initiatives or meetings to productive endpoints	32. Practice progressive methods for helping others, receiving help and asking for help
11. Engage everyone in making sense of profound challenges	22. Liberate inherent action and leadership in large groups	33. Observe and record actual behaviors of users in the field

# Liberating Structures + Timing Requirements



1. <b>Impromptu Networking</b> 5-20 min.	12. <b>Min Specs</b> 20-50 min.	23. <b>Discovery &amp; Action Dialogue</b> 25-70 min.
2. <b>9Whys</b> 5-20 min.	13. <b>Wise Crowds</b> 10-60min. per person	24. <b>Integrated~Autonomy</b> 60-80 min.
3. <b>What, So What, Now What</b> 15-45 min.	14. <b>Wicked Questions</b> 20 min.	25. <b>Generative Relationships</b> 25 min.
4. <b>TRIZ</b> 30-45 min.	15. <b>Drawing Together</b> 30-40 min.	26. <b>Critical Uncertainties</b> 60-100 min.
5. <b>Appreciative Interviews</b> 30-60 min.	16. <b>Improv Prototyping</b> 15-20 min. per round	27. <b>Purpose-to-Practice</b> 25-120 min.
6. <b>1-2-4-All</b> 10-12 min.	17. <b>Agreement-Certainty Matrix</b> 30-45 min.	28. <b>Ecocycle Planning</b> 60-95 min.
7. <b>User Experience Fishbowl</b> 25-70 min.	18. <b>Shift &amp; Share</b> 35-90 min.	29. <b>Panarchy</b> 1-2 hr.
8. <b>15% Solutions</b> 15-20 min.	19. <b>Heard, Seen, Respected</b> 35 min.	30. <b>What I Need From You</b> 45-70 min.
9. <b>25-to-10 Crowd Sourcing</b> 20-30 min.	20. <b>Social Network Webbing</b> 45-60 min.	31. <b>Celebrity Interview</b> 25-60 min.
10. <b>Troika Consulting</b> 15-30 min.	21. <b>Design Storyboards</b> 25- 70 min.	32. <b>Helping Heuristics</b> 15 min.
11. <b>Conversation Café</b> 35-60 min.	22. <b>Open Space</b> 90 min. to 3 days	33. <b>Simple Ethnography</b> 1-6 hr.

# EXAMPLE LIBERATING STRUCTURE “STRINGS”

The following slides are examples of strings, some of which I've used, some of which are examples we've used with other groups.



# AGENDA

## Session 2 – Crossing Boundaries

### 1. Human Spectrogram/ Intro



### 2. Appreciative Interviews



### 3 . 15% Solution



### 4. User Experience Fishbowl



### 5. Stringing Structures

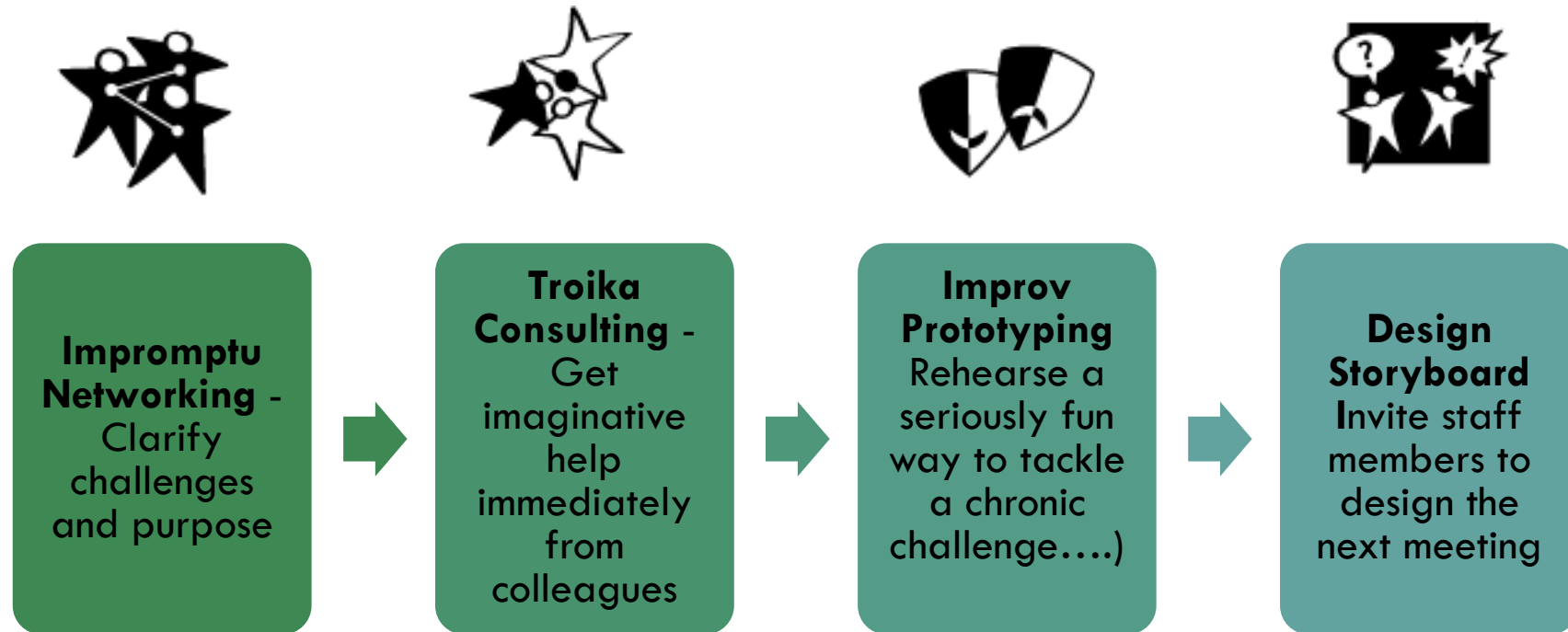


### 6 What, So What, Now What? – How did things go this time. What for next time?



- a) Learn lessons from our first gathering
- b) Play with a LS that focus on paired conversations in an online environment (this may have technical risks!) to discern how we have reached across boundaries in the past.
- c) Identify one thing to do next
- d) Share experiences via a Fishbowl or Celebrity Interview.
- e) Explore some simple LS strings.

# Reinvent Your Staff Meeting




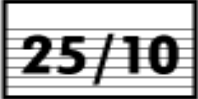


<http://www.liberatingstructures.com/2-impromptu-networking/>  
<http://www.liberatingstructures.com/8-troika-consulting/>  
<http://www.liberatingstructures.com/15-improv-prototyping/>  
<http://www.liberatingstructures.com/21-design-storyboards/>



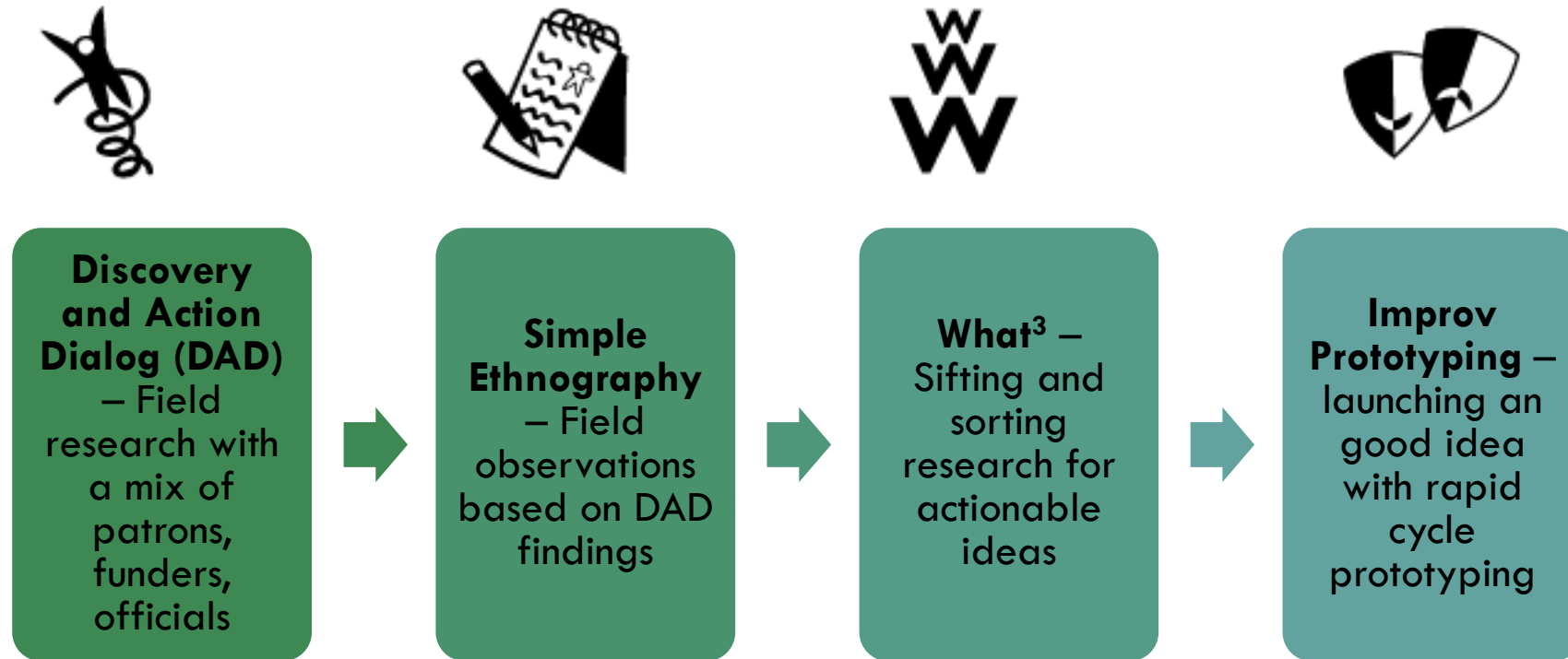
# DESIGN STORYBOARDS

DEFINE STEP-BY-STEP ELEMENTS FOR BRINGING PROJECTS & MEETING TO PRODUCTIVE ENDPOINTS

Agenda Item	Goal	LS Micro-Structure	Why this LS?	Steps / Timing	Facilitator / Participants
Welcome	Form working group, get acquainted	 Impromptu Networking	Demonstrates respect for each person & discipline included	3 rounds in pairs, 5 minutes each	Carlos, all
Preparing to Launch Project	Make space for innovation	 TRIZ, 1-2-4-All	Some of our successful practices have become overly mature (rigid) over time	3 steps, 10 minutes each	Jenny, groups of 4 then whole group
Attracting Broad Participation	Define and sharpen purpose	 Nine Whys	We want to attract broad participation, innovating in many settings without formal controls	One rounds of 1-2-4, 30 minutes total	Katie, then groups of four
Action Planning	Identify action, get started now	 25-to-10 Crowdsourcing	We have a <i>do-er</i> culture that benefits from self-discovery in a group	25 minutes for 5 rounds + action group formation	Carlos, all



# Action Research



<http://www.liberatingstructures.com/10-discovery-action-dialogue/>

<http://www.liberatingstructures.com/28-simple-ethnography/>

<http://www.liberatingstructures.com/9-what-so-what-now-what-w/>

<http://www.liberatingstructures.com/15-improv-prototyping/>

# Launch Party With Your Community of Practice

