

# Q LS User Group- virtual meetup #9

‘Zoom in the time of Liberating Structures’



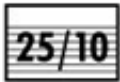






# Welcome & purpose

- Introductions
- Meetup principles
- To trial structures
- To share approaches to virtual workshops
- To develop a network of Q LS folk

# What are Liberating Structures?

- Simple social workshop designs that **distribute participation** more widely, while drawing out **greater difference and variation** within groups
- A repertoire of techniques that reliably **generate novelty**
- A collection for organising groups to **collaborate and mutually shape** their work together
- Tools & facilitation techniques that share a similar **logic or organising structure**
- Tiny methods that make it possible to **benefit from complexity** instead of flattening, ignoring, and pushing it away

Impromptu networking	15% solutions	25 : 10 crowdsourcing	Conversation café	Celebrity interview	Agree/certainty matrix	Panarchy
						

# Plan for today



- ID Goals 2021
- Talking to Pixies
- 1-2-4-All debrief and next steps
- Optional 30mins networking

Impromptu  
networking



# ID Goals

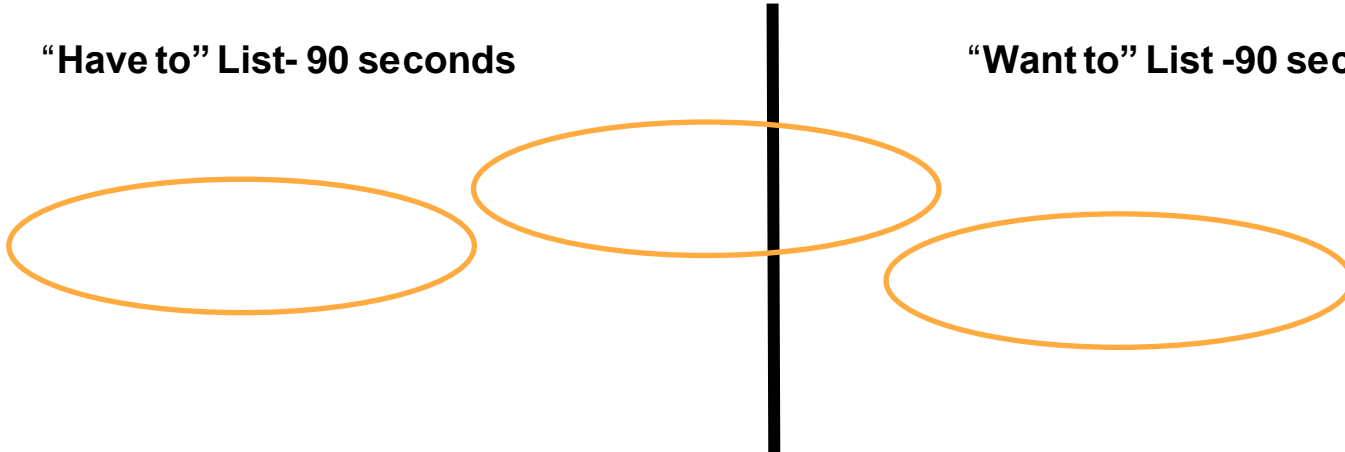


Identify Competing Commitments goals and ambitions for 2021

By yourself, think of something you want to make happen or something you have resolved to do this year  
Ask yourself, “What is a **vital yet elusive goal** I hold dear?”

“Have to” List- 90 seconds

“Want to” List -90 seconds



# Talking to Pixies



## Talking with Pixies

*To get through blockages  
identify beliefs &  
assumptions that may limit  
your progress*



# Steps and Instructions

## Talking with Pixies

### Identify beliefs & assumptions that may limit your progress

1. Group of four (1 listener, 1 interviewer, 2 pixies with camera off)
2. Listener shares worthy-yet-elusive goal [2 mins]
3. Interviewer ask questions [4 mins] Interviewer switches camera off
4. Pixies chatter alternatively [6 mins]
5. Takeaway for the Listener [1 mins] about the goal

# Roles |

## Listener

Identified goal – what is a **vital yet elusive goal** I hold dear?” 2 minutes

Interviewer asks about your goal and your barriers while *Pixies* listen in. 4 minutes

Now “Listen to your *Pixies*” 6 minutes without responding.

The *Pixies* job is to chatter about your competing commitments. They represent your inner voices, the *raucous committee* in your head. Don’t expect them to agree or offer practical advice.

Your takeaways about your goal 1 minute

## Interviewer

Dig for tangible examples and stories not concepts. Give attention to an action or behavior that undermines

*Why is the goal important to you? Why are you bothering? How will others around you benefit? What actions have you taken to **advance/undermine** progress toward the goal? Why were you attracted to the actions that undermine? What will happen if you stop the behaviors that **advance** your goal? What might people say or what will happen to those around you?*



**The Pixies Role** has three elements:

1. Explore playfully hidden assumptions that may lurk unexamined (use “Yes, and..” mischievous build on each other’s thoughts)
2. Imagine out loud what would be possible if an assumption was partially or wholly wrong
3. Chatter as if you were *walking in the shoes or sitting on the shoulder* of the Listener

# Steps and Instructions

Volunteer for a role (1 listener, 1 interviewer, 2 pixies with camera off)

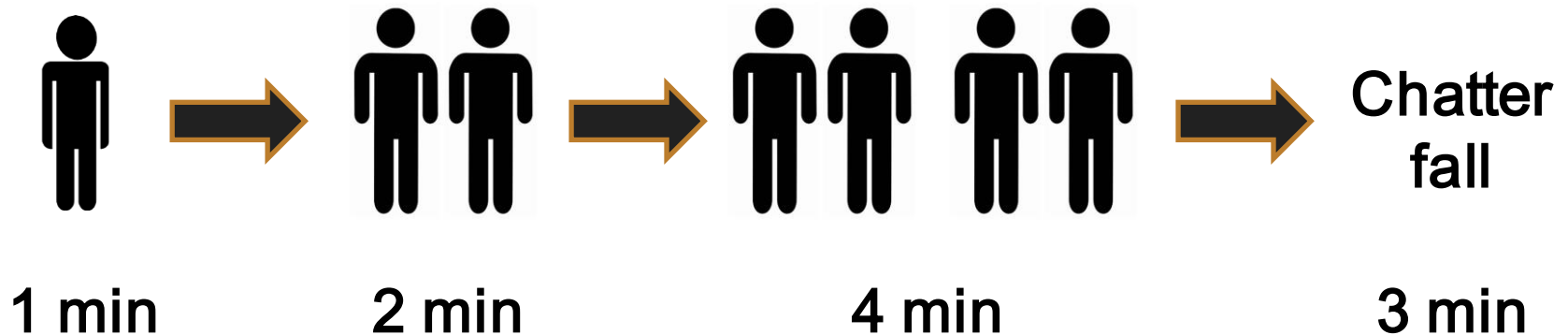
1. Listener shares worthy-yet-elusive goal [2 mins]
2. Interviewer ask questions [4 mins] Interviewer switches camera off
3. Pixies chatter alternatively [6 mins]
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# Debrief (1-2-4-All)

1-2-4-all allows you include everyone in your group, no matter how large

You can generate better ideas and feedback, faster

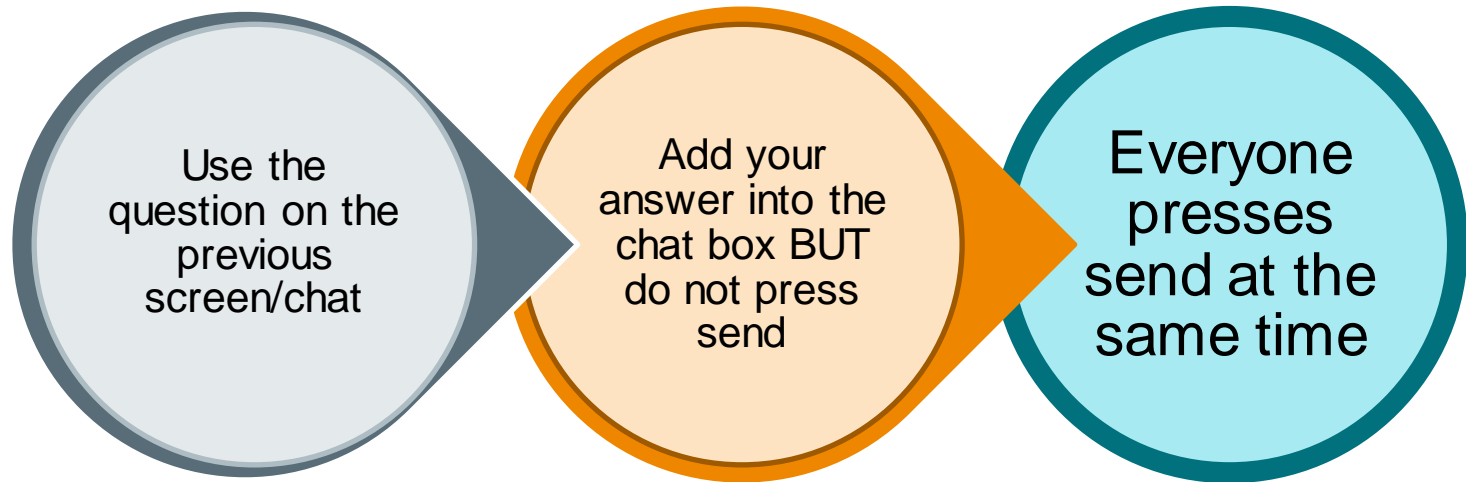
Move from raw, individual ideas or feedback to group themes



Debrief (1-2-4-All) 

“What did talking to pixies do for you?”

# Chatter Fall...



# Wrap and thanks

- Please share your feedback on this session:  
[https://survey.eu.qualtrics.com/jfe/form/SV\\_bPg17hlx3a9Lhno](https://survey.eu.qualtrics.com/jfe/form/SV_bPg17hlx3a9Lhno)
- More dates: 6 May: <https://q.health.org.uk/event/q-liberating-structures-user-group-9th-meet-up-zoom/>
- Get involved – help facilitate a future session
- Join Q's 'Liberating Structures in Healthcare' group:  
<https://q.health.org.uk/community/groups/liberating-structures-in-healthcare/>
- Find the right LS to use with [LS Matchmaker](#) tool; LS cards pack; LS App



# Impromptu Networking

Rapidly share challenges and expectations while building new connections



# Impromptu networking (20 mins)

Three rounds of 4 mins, in pairs

**Introduce yourselves** and discuss the question:

- What do you hope to get from this group? What can you give?