12:03:27 From Mandy Andrew to Everyone:

Hi, Matthew / Maria can you please send the link for folk / non Q members to sign up for the Liberating monthly sessions. Thanks I have folk interested in joining

12:03:30 From Matthew Mezey to Maria, Q Community Convener(Direct Message):

Should we do intros in chat?

12:04:01 From Maria, Q Community Convener to Everyone:

Replying to "Hi, Matthew / Maria ..."

Yes we will

12:05:03 From Matthew Mezey to Everyone:

Hi Mandy, here's the next LS user group meet-up, and it has others too underneath: <https://q.health.org.uk/event/liberating-structures-user-group/>

12:05:30 From Katie Singer to Everyone:

I'm new! (and also eating lunch, sorry)

12:05:42 From Matthew Mezey to Everyone:

Reacted to "I'm new! (and also e..." with 👍

12:06:39 From Mary Conlon to Everyone:

Mary - New to the group - working in Galway, Ireland

12:06:57 From Michelle Cunningham to Everyone:

Hi, I am new also, i work near Greater Manchester

12:07:11 From Mandy Andrew to Everyone:

Thanks Matthew - much appreciated x

12:07:11 From Matthew Mezey to Everyone:

I'm Matthew Mezey, Community Manager for Q - I'm based in Ealing (Hanwell).

12:07:11 From Susan Tatsinkou to Everyone:

Hi - I'm new, working in Hampshire

12:07:16 From Cath Heaney to Everyone:

Witnessed a few a while back, in an OD setting. Curious what is similar and different.

12:07:16 From Hilda Campbell to Everyone:

Hi Hilda here from COPE Scotland in Scotland :-)

12:07:22 From Lyse Edwards to Everyone:

https://app.sli.do/event/c3SieEu2mMrG7KKC8FsH8s

12:07:24 From Sarah Ames to Everyone:

Hi everyone, Sarah Ames, improvement advisor, from Somerset NHS FT. Big fan of liberating structures and meeting up with all you lovely people!

12:07:53 From Cath Heaney to Everyone:

Reacted to "Hi - I'm new, workin..." with 👋

12:08:05 From Peter Derrington to Everyone:

Peter based in North Tyneside

12:08:28 From Matthew Mezey to Everyone:

The more she says, the lower I go ;-)

12:09:28 From Maria, Q Community Convener to Everyone:

Reacted to "The more she says, t..." with 😂

12:09:35 From Jo Murray to Everyone:

Jo Murray Associate Director Strategic Programmes and Patient Safety Lead Health Innovation Wessex (formerly AHSN). Love LS - have a few go-to that I use regularly. Would like to do more but rarely get time to attend and learn

12:09:36 From Clare Clark to Everyone:

Reacted to "Jo Murray Associate ..." with 😂

12:09:37 From Matthew Mezey to Everyone:

Reacted to "Hi everyone, Sarah A..." with 👍

12:09:52 From Clare Clark to Everyone:

Removed a 😂 reaction from "Jo Murray Associate ..."

12:09:52 From Maria, Q Community Convener to Everyone:

Links to register for upcoming sessions:

March 7th - Strcuture TBC: https://q.health.org.uk/event/liberating-structures-user-group/

April 11th - 15% Solution: https://q.health.org.uk/event/liberating-structures-user-group-2/

May 2nd - Structure TBC: https://q.health.org.uk/event/liberating-structures-user-group-3/

June 6th - Structure TBC: https://q.health.org.uk/event/liberating-structures-user-group-4/

July 4th - Planning session: https://q.health.org.uk/event/liberating-structures-user-group-5/

12:09:58 From Cath Heaney to Everyone:

Hi everyone, Cath Heaney, Associate Director at NHS Elect. Love LS and happy to be here today :)

12:10:20 From Matthew Mezey to Everyone:

Reacted to "Hi everyone, Cath He..." with 👍

12:10:37 From Gill Phillips to Everyone:

Hi everyone. Gill @WhoseShoes here - love how Lyse uses Liberating Structures so easily and naturally. Learning a lot through working closely with Lyse! :)

12:11:07 From Mandy Andrew to Everyone:

Hi, Mandy Andrew from the Health and Social Care Alliance Scotland

https://www.alliance-scotland.org.uk/

mandy.andrew@alliance-scotland.org.uk

Really like LS - openness and access.

And like these sessions as a safe place to try a tool.

12:11:21 From Maria, Q Community Convener to Everyone:

Reacted to "Hi, Mandy Andrew fro..." with ✨

12:12:28 From Gill Phillips to Everyone:

Yes, I have done this in person once. At a 'Helen Bevan event' in London a few years ago.

12:12:32 From Matthew Mezey to Everyone:

Jo, your virtual hand got lost in your wallpaper a bit... ;-)

12:12:32 From Peter Smith to Everyone:

Good afternoon everyone. Peter Smith, Improvement Advisor at CNWL in London, but soon to be moving to Royal National Orthopaedic Hospital, Stanmore. Wish me luck....

12:12:41 From Gill Phillips to Everyone:

Reacted to "Jo, your virtual han..." with 😂

12:13:05 From Maria, Q Community Convener to Everyone:

Replying to "Good afternoon every..."

Good luck Peter!

12:13:20 From Cath Heaney to Everyone:

Reacted to "Good afternoon every..." with 🍀

12:13:24 From Jo Murray to Everyone:

Well done for volunteering though Mary

12:13:25 From Peter Smith to Everyone:

Replying to "Good afternoon every..."

👍🏼thanks!

12:13:39 From Maria, Q Community Convener to Everyone:

Replying to "Well done for volunt..."

Yes! ✨

12:13:45 From Jo Murray to Everyone:

Reacted to "Jo, your virtual han..." with 😂

12:18:35 From Huw Griffiths to Everyone:

sorry all I am being pulled into clinical meeting

12:19:15 From Maria, Q Community Convener to Everyone:

Replying to "sorry all I am being..."

Thanks for coming Huw

12:22:34 From Maria, Q Community Convener to Everyone:

Love that Sarah, LS helps to enable the energy and potential already excitant in the room ✨

12:23:31 From Sarah Ames to Everyone:

Reacted to "Love that Sarah, L..." with ❤️

12:25:56 From Lyse Edwards to Maria, Q Community Convener(Direct Message):

Hi Maria - can you make the fish co-hosts so I can easily keep them out of the next bit?

12:26:13 From Maria, Q Community Convener to Lyse Edwards(Direct Message):

Yes

12:26:31 From Lyse Edwards to Maria, Q Community Convener(Direct Message):

Thank you - do you and Matthew want to be in the next bit?!

12:27:18 From Maria, Q Community Convener to Lyse Edwards(Direct Message):

Yes if not too difficult?

12:28:41 From Gill Phillips to Everyone:

I love the 'First follower' concept Jo was talking about. I think this is the video. We all need to be more confident in being that first person and that first follower. It takes courage but there are lots of these leaders in the Q Community network! https://youtu.be/fW8amMCVAJQ?si=YwBQmviwiuRhPuhK

12:28:48 From Matthew Mezey to Everyone:

A few upcoming Q Zooms to join:

Next week, there's one about 'Systems Convening' (with the authors of the book that features lots of Q member conveners!): https://q.health.org.uk/event/systems-convening-leading-social-learning-to-transform-your-system/

And there's a quick networking session for Q members. Always fun to chat with some other members! https://q.health.org.uk/event/dive-into-q-meaningful-connections/

Here's the next Liberating Structures meet-up again: https://q.health.org.uk/event/liberating-structures-user-group/ (with the rest of series down the bottom of that one).

12:29:07 From Jo Murray to Everyone:

Reacted to "I love the 'First fo..." with 👍

12:29:45 From Matthew Mezey to Everyone:

Great one about Sustainable Healthcare too: https://q.health.org.uk/event/how-can-we-do-environmentally-sustainable-health-care/

12:30:21 From Maria, Q Community Convener to Everyone:

Yes, second that Hilda!

12:31:41 From Lyse Edwards to Everyone:

https://app.sli.do/event/c3SieEu2mMrG7KKC8FsH8s

12:32:20 From Sarah Ames to Everyone:

Reacted to "Good afternoon eve..." with 🍀

12:35:59 From Lyse Edwards to Everyone:

LS Q Community | Present mode (sli.do)

12:38:32 From Cath Heaney to Everyone:

I can't hear Lyse?

12:39:14 From Maria, Q Community Convener to Everyone:

Oh no, I can. Maybe check you mic / speaker session?

12:39:16 From Rob Cunney to Everyone:

Replying to "I can't hear Lyse?"

I'm hearing her ok: might be delay in audio reconnecting coming out of the breakout rooms

12:39:27 From Cath Heaney to Everyone:

Maybe it's my sound, I'll fiddle. It was all fine in breakouts!

12:39:38 From Lyse Edwards to Everyone:

Which structures are more successful for smaller groups

Anonymous

Whats the best way to record peoples responses? (if they're not inclined to write or speak up)

Any different outputs dependent on virtual or face to face?

Anonymous

Has there ever been a time when an LS has bombed mid-meeting, and how did you pull it back?

Anonymous

How helpful would it be if we had a good introductory video about Liberating Structures, how they can help improvers to energise their projects etc?

Would it help us 'sell' LS to our orgs? (Do we even need to do that?)

Anonymous

Has there been any experience of using LS with Patients, Service Users, Carers?

Are there any other examples of 'failing forward' where we can learn from where LS has not worked so well?

What are the good ideas (example or two) of good experiences of using this Fishbowl LS?

Are there ideal numbers/minimum numbers for LS sessions?

12:39:53 From Lyse Edwards to Everyone:

Do you have any tips/ preferences for managing power imbalances in groups?\

Anonymous

What liberating structures would you recommend for someone who is new to LS? (with the understanding that it depends on the type of group, purpose etc)

Anonymous

Because we are using fishbowl, whats one or 2 examples of how this one works well

Anonymous

Do you have a go-to structure for enable to energy/imagination in groups/teams eg. when conversations get a bit stuck or seems to be going in circles?

12:40:00 From Maria, Q Community Convener to Everyone:

Replying to "Maybe it's my sound,..."

Very odd.

12:40:16 From Cath Heaney to Everyone:

Replying to "Maybe it's my sound,..."

I know! My settings had switched somehow. Sorted it now.

12:40:42 From Katie Singer to Everyone:

Liberating Structures - Matching Matrix

12:40:50 From Maria, Q Community Convener to Everyone:

Reacted to "Liberating Structure..." with 🙏

12:42:17 From Jo Murray to Everyone:

Use a short one as an icebreaker. Example of sentence starters "if only..."; "it makes me..." "I have to..." "when all is said and done..."

12:43:00 From Matthew Mezey to Everyone:

Replying to "Liberating Structure..."

There's a slightly more detailed Excel doc that helps you choose the right structures. Not sure where a hosted version of it is though...

(I think David Heath made it).

12:43:15 From Peter Smith to Everyone:

I like using finish the sentence as a intro to get people into thinking mode.

12:43:48 From Maria, Q Community Convener to Everyone:

Reacted to "Use a short one as a..." with ✨

12:43:50 From Lyse Edwards to Everyone:

Replying to "Liberating Structure..."

LS Matchmaker - Google Sheets

12:43:52 From Maria, Q Community Convener to Everyone:

Reacted to "I like using finish..." with ✨

12:43:58 From Lyse Edwards to Everyone:

Replying to "Liberating Structure..."

Make sure you download or saved a copy

12:44:05 From Matthew Mezey to Everyone:

Replying to "Use a short one as a..."

@Jo - that newer one has a name, but I've forgotten it right now.

12:44:21 From Matthew Mezey to Everyone:

Reacted to "LS Matchmaker - Goog..." with 👍

12:44:46 From Lyse Edwards to Everyone:

Replying to "Use a short one as a..."

In a written format this is sometimes called 10x10 writing (or 5x5) F2F it's mad tea or sometimes called 'wild tea'

12:45:40 From Peter Smith to Everyone:

I would echo the comments about using a plant in the room; I did 'dancing man' (not LS, but an energising video) in person - I had a friendly OT who was definitely ok to get up and dance with me. Dancing Man Video: https://www.youtube.com/watch?v=fW8amMCVAJQ

12:45:56 From Lyse Edwards to Everyone:

Reacted to "I would echo the com..." with ❤️

12:45:56 From Jo Murray to Everyone:

Reacted to "I would echo the com..." with 👍

12:46:16 From Lyse Edwards to Everyone:

Punctuations

12:46:22 From Clare Clark to Everyone:

Reacted to "I would echo the com..." with ❤️

12:46:32 From Maria, Q Community Convener to Everyone:

Reacted to "Punctuations" with 👍

12:46:52 From Maria, Q Community Convener to Everyone:

Reacted to "I would echo the com..." with 👀

12:46:59 From Katie Singer to Everyone:

How have you all managed LS in hybrid meetings? Is 1-2-4 all quite complex if you have 10 people in a room and 10 people online?

12:47:04 From Sarah Ames to Everyone:

Reacted to "Punctuations" with 👍

12:47:24 From Matthew Mezey to Everyone:

Replying to "Use a short one as a..."

@Lyse, aren't those the 'Liquid Courage' sentences....?

12:47:53 From Matthew Mezey to Everyone:

Reacted to "I would echo the com..." with 👏

12:48:20 From Maria, Q Community Convener to Everyone:

Replying to "How have you all man..."

Good question..

12:48:33 From Lyse Edwards to Everyone:

Replying to "Use a short one as a..."

Liquid Courage v 1.2 pdf.doc (live.com)

12:48:43 From Matthew Mezey to Everyone:

Replying to "How have you all man..."

Cripes! 😉

12:48:45 From Rob Cunney to Everyone:

Replying to "How have you all man..."

Tricky. I think you need to have at least two people facilitating in hybrid situation: one manging the in-person room and the other managing the virtual room.

12:49:01 From Lyse Edwards to Everyone:

Replying to "How have you all man..."

Would agree with Rob

12:49:08 From Katie Singer to Everyone:

Reacted to "Tricky. I think you ..." with 👍

12:49:09 From kelly Anderson to Everyone:

Reacted to "Tricky. I think you ..." with 👍

12:49:11 From Katie Singer to Everyone:

Reacted to "Would agree with Rob" with 👍

12:49:12 From Lyse Edwards to Everyone:

Replying to "How have you all man..."

Judy Rees would advise same and she's an expert on Hybrid!

12:49:25 From Clare Clark to Everyone:

Replying to "How have you all man..."

I would agree with this too

12:49:52 From Katie Singer to Everyone:

Reacted to "I would agree with t..." with 👍

12:49:57 From Katie Singer to Everyone:

Reacted to "Judy Rees would advi..." with 👍

12:50:00 From Katie Singer to Everyone:

Replying to "How have you all man..."

Thank you!

12:50:09 From Lyse Edwards to Everyone:

A good principle of liberating structures 'never start without a clear purpose in mind'

12:50:17 From Clare Clark to Everyone:

Reacted to "A good principle of ..." with 👍

12:50:39 From Cath Heaney to Everyone:

Got to dash, apologies. Thank you for today, very interesting to see another LS in action.

12:51:09 From Matthew Mezey to Everyone:

Replying to "How have you all man..."

Oh, I thought it said 25/10 hybrid - 1-2-4-All feels a bit easier to do hybrid...

12:51:26 From Matthew Mezey to Everyone:

Reacted to "Got to dash, apologi..." with 👍

12:51:51 From Jo Murray to Everyone:

Virtual meetings - make use of whiteboards and templates to help, breakout rooms where appropriate, have a person managing the tech bit if you can so that you can focus on facilitating although Lyse has manged both brilliantly today!

12:52:05 From Rob Cunney to Everyone:

Replying to "How have you all man..."

Other option, if you only have a few people joining on line, is to have a mobile device (laptop, phone, tablet) for each of the online participants. Each of the virtual participants is allocated to one of the groups (for 1-2-4-all) and gets "passed around" the group

12:52:25 From Katie Singer to Everyone:

Reacted to "Other option, if you..." with 👍

12:52:33 From Katie Singer to Everyone:

Replying to "How have you all man..."

@Rob Cunney Great idea!

12:52:40 From Matthew Mezey to Everyone:

Please can you all complete this quick survey about today's Zoom, to help us improve them etc: https://survey.eu.qualtrics.com/jfe/form/SV\_bqg43gxvJ0ir9FY

12:53:13 From kelly Anderson to Everyone:

really sorry I have to leave thanks so much really good

12:53:29 From Maria, Q Community Convener to Everyone:

Replying to "really sorry I have ..."

Thanks for coming Kelly

12:53:39 From Michelle Cunningham to Everyone:

Sorry I have to leave, thank you all

12:53:51 From Jo Murray to Everyone:

🐡🐟🐠 as a fish it felt a very positive experience to "chat with other fish" and collectively answer questions

12:53:53 From Maria, Q Community Convener to Everyone:

Reacted to "Sorry I have to leav..." with 👋

12:54:00 From Matthew Mezey to Everyone:

Reacted to "🐡🐟🐠 as a fish it ..." with 👍

12:54:00 From Maria, Q Community Convener to Everyone:

Reacted to "🐡🐟🐠 as a fish it ..." with 🙏

12:54:23 From Sarah Ames to Everyone:

Replying to "🐡🐟🐠 as a ..."

Yes, I loved it! Thank you all

12:54:29 From Katie Singer to Everyone:

Sorry all I have to go to another meeting, but thank you, it was great !

13:01:02 From Matthew Mezey to Everyone:

Please can you all complete this quick survey about today's Zoom, to help us improve them etc: https://survey.eu.qualtrics.com/jfe/form/SV\_bqg43gxvJ0ir9FY

13:01:22 From Susan Tatsinkou to Everyone:

definitely ready to give a fish bowl ago - thank you

13:01:22 From Maria, Q Community Convener to Everyone:

Or share in the online group Online Group:

https://q.health.org.uk/community/groups/liberating-structures-in-healthcare/

13:01:24 From Jo Kitchen to Everyone:

Thanks, found that really useful!

13:01:35 From Peter Derrington to Everyone:

Fantastic session, thank you so much, informative and friendly as always

13:01:45 From Jo Murray to Everyone:

Great session. Not used this before - will definitely put this in my LS tool box thanks for the invitation 🎣

13:02:00 From Chioma Obasi to Everyone:

Reacted to "Great session. Not..." with 👍

13:02:17 From Gill Phillips to Everyone:

Thanks for that fishy session - very good! 🐠 X

13:02:19 From Rob Cunney to Everyone:

Some great ideas from Jo and Chioma around how fishbowl can be used to break down perceived barriers between groups. We also discussed how it can be tweaked/combined with other LS (e.g. "celebrity fish" and "wise fish")

13:02:31 From Jo Kitchen to Everyone:

Reacted to "Some great ideas fro..." with 👍