

Liberating Structures



Groups of people who frequently interact often get stuck in the same old routine, and seldom question their current approach to meetings. These approaches usually resemble one of the following: presentations, managed discussions, status reports, open discussions, and brainstorms.

What are they?

“Liberating Structures,” as the name implies, are easy-to-learn methods for interacting and facilitating conversations that liberate us from less effective approaches and help us discover new ways to collaborate.



What situations can they help us with?

Liberating Structures are especially useful for conversations intended to:

- Identify, generate, or improve ideas or solutions
- Share ideas, know-how, or experiences
- Analyze, diagnose, or debrief
- Strategize and plan

How to get started?

The easiest way to choose a Liberating Structure the next time you facilitate a discussion is to check out the [Matching Matrix](#). Here are the strengths of each Liberating Structure arrayed to common goals that groups have:

- [Discovering everyday solutions](#) | problem solving + coordination
- [Noticing patterns together](#) | looking for ways to make sense of or explain changes
- [Unleashing local action](#) | getting each person engaged
- [Drawing out prototypes](#) | quickly developing small solutions for later refinement
- [Spreading innovation](#) | sharing and scaling ideas and services



Want more resources for working effectively?

[Learn More](#)