LUNCH

Keith's Stop Doing List: *when leading and facilitating, what I have stopped doing*

- WHAT? What have you noticed is missing from this workshop? What would you expect but is not present here?
  - Make a short list. Compare with your neighbor.
- SO WHAT? How do you explain your learning experience without these elements?
- NOW WHAT? What might you stop in your own practice?

Keith's Stop Doing List

for Leading and Facilitating

What I have stopped doing :

i. Generating visions
ii. Inviting detailed report outs
iii. Over-helping via summarizing
iv. Inviting *Open Discussions*
v. Controlling or re-directing flow
vi. Rendering definitive judgments
vii. Documenting data exhaustively
viii. Using flip charts
ix. Making ground rules
x. Seeking consensus on *A solution*
xi. Answering questions *first*
xii. Avoiding differences
xiii. Inviting experts only
xiv. Facilitating (aka over-helping)
xv. Using "Parking Lots"

What I have started or substituted:

i. Focus on making purpose clear
ii. Invite fabulous insights only
iii. Focus on self-discovery in groups
iv. 1-2-4-All or What^3
v. Participatory *out-loud whispering*
vi. Adapt creatively as new evidence arrives
vii. Reliance on social proof & storytelling
viii. Graphic templates for proceedings
ix. Tight microstructure via *min specs*
x. Launch multiple action experiments
xi. Give questions back to group
xii. Productively work *with* difference
xiii. Include unusual suspects
xiv. Micro-structuring & improvising
xv. Relying on surprise to deepen next steps

LS Development Phases |… ||… |||… ||||

# LS In use	USER		MAESTRO	GROWTH FOCUS	TIPS & FEARS
0	Despairing Cynic *Unconscious Incompetence*		Authority, Expert	Guide exploration & self-discovery toward practical results. *LS as tools that play well with other change efforts.*	Focus on noticing what how structure liberates & confident first steps. Fear: *will I look foolish or unprepared?*
5	Cautious Optimist *Conscious Novice*		Facilitator, Teacher	Focus on clarifying purpose, including unusual suspects, and design skills (stringing & inviting). *LS as inclusive & engaging alternatives to conventional methods in use.*	Design effective meetings + find LS co-leaders. Fear: *can we generate better-than-expected results w/o pre-cooked goals/agendas/visions?*
15+	Rapturous Super-User *Conscious Competence*		Coach, Co-Designer	Focus on expanding your repertoire & use in diverse settings + messy challenges. *LS as generating innovative results while shifting relational patterns & habits.*	Focus on spreading LS & 5 micro-design elements. Expand to action research & strategy. Fear: *is it possible to prevent snapback to old habits?*
33…	Maestro Minimalist *Unconscious Competence*		Self-Authoring Participant	Transfer design expertise to the group. Enter new domains & reach across multiple scales. *LS as pattern for simultaneously & mutually shaping next steps and the future.*	Connect users & challenges across domains. Invent new LS. Fear: *as LS becomes the routine way we work together, have I designed my own obsolescence?*

Post-Workshop Recommendations

- **LEARN and get comfortable by** practicing with a few versatile LS (e.g., 1-2-4-All, 9 Whys, & What^{3x})
- Use routinely for many small opportunities
- Find a partner to give you honest feedback as you develop skills
- Invite curious colleagues to join in co-leading
- Demonstrate value on select challenges

- Learn more at the Bay Area LS immersion workshop, December 12-13, 2016
- LS website: www.liberatingstructures.com
- Check out the LS Book
- Join or start a AHA LS user group