

Safely Taking Bigger Risks through Conference Connections and Self Reflections

Opening Plenary | March 27, 2019



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A Plan for Us

Welcome and Liftoff

Impromptu Networking

Our Tiny Conference Demons

What makes it difficult to be present?

Conference Connections

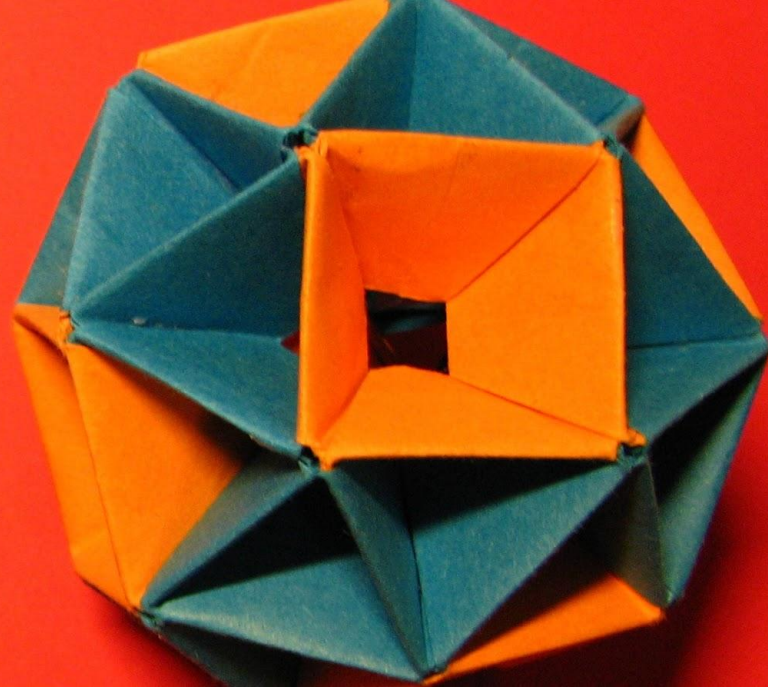
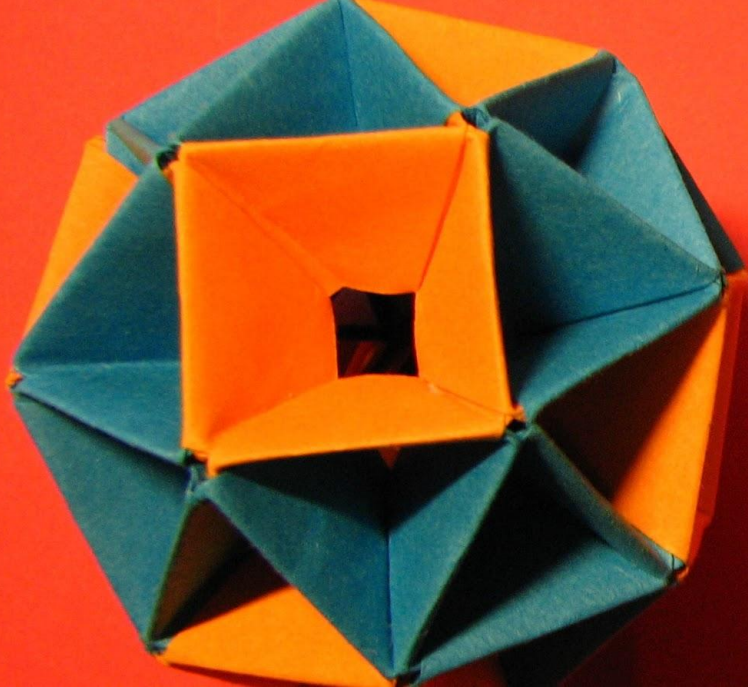
Back to Back Listening

Closing



So let's dive in...





Impromptu Networking

Rapidly share challenges and expectations while building new connections



Instructions & Steps

1. Find someone you don't know well. Each person responds to the question. (3 mins total to share)
2. Bells *DING*, Slide Changes
3. Switch partners & respond to the same question. (3 mins total to share)
4. Bells *DING*
5. Switch and repeat. (3 mins total to share)
6. 3 total rounds



What is a learning edge you're growing right now? Something you'd like to get out of the conference this week?

What is something you can contribute to bring to this experience for others?

Time to Find a New Partner!

Hint: If you're looking for a new person, raise your arm in the air...



So... why would we use Impromptu Networking?

- **Invite participation of everyone, provided the questions are engaging**
- **Attract iterative, exploratory engagement around complex topics**
- **Help people warm up**
- **Emphasize the power of loose and new connections**
- **Suggest that little things can make a big difference**



Tiny Demons (Uhuglettes)

Face down fears in a playful way | Inspired by Lynda Barry's *One Hundred Demons*



Write down a list of 6 fears, anxieties, or uncertainties on your mind in this moment. What's making it difficult to be present? (Little irritants, but probably not your deepest fears.)

For example:

Am I contributing enough?

Divide your page into 4 boxes

***In separate boxes, draw a round shape,
squiggly line, boxy shape, and a shape of
your choosing***

Turn the shapes in each box into monsters or demons by adding teeth, hair, wings, claws, etc. You can also choose to leave them abstract.

TEETH?



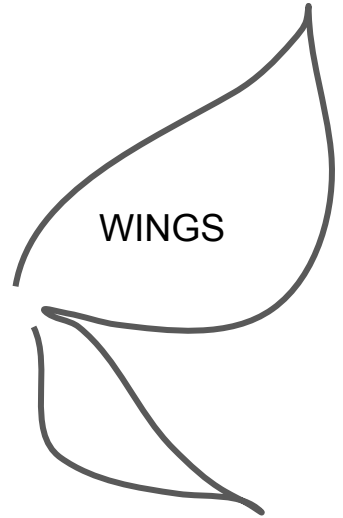
HAIR?



CLAWS/ FEET



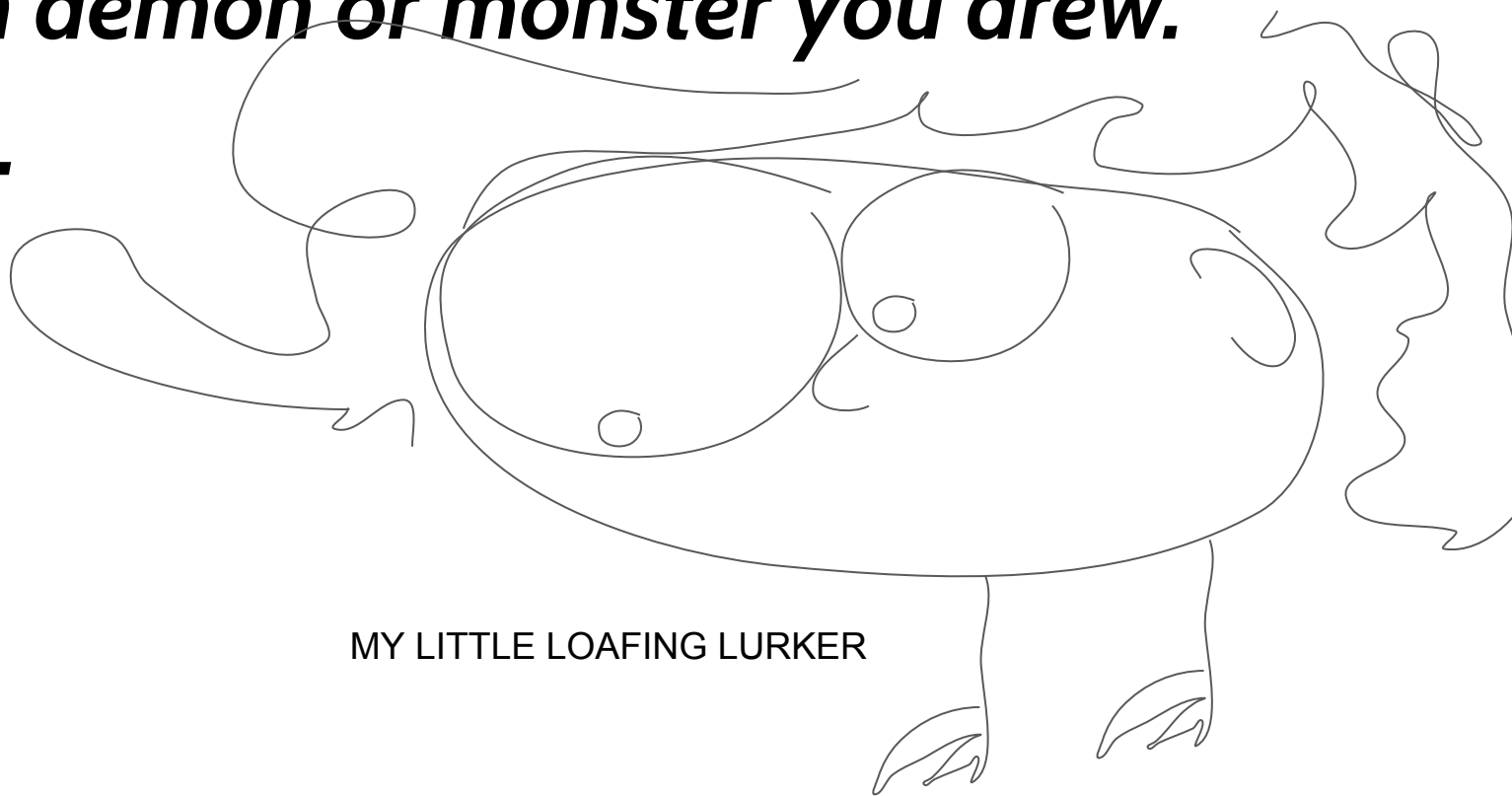
WINGS



***Review your list. Pick which item corresponds
to which demon or monster you drew.***

Name it.

***Review your list. Pick which item corresponds
to which demon or monster you drew.
Name it.***



MY LITTLE LOAFING LURKER

***Select the demon that you want to see
differently, that you think you can have a bit
of humor about.***

Get a fresh piece of your paper OR build on your original image. Draw the demon D A N C I N G. Play with a name change or a reframe, if you can.

***Get a fresh piece of paper. Draw the demon
a second time. In this version, illustrate it
DANCING.***



MY LITTLE LISTENING LOVELY

***Discuss your experience with your demons
with a partner. Did anything interesting
happen there?***

Share your drawing, if you like.

So... why would we use Tiny Demons/ Dancers?

- **Externalize often unnamed anxieties or uncertainties--it may reduce some of their power and unearth options**
- **Move (mostly) from verbal to nonverbal, accessing new pathways forward**
- **With a shared experience, reduce isolation and increases a sense of connection around shared challenges--we are not alone, even if our challenges are different**



Back-to-Back Listening



Find a partner. Stand next to them, back to back, or shoulder to shoulder.

No need to touch, but ask for permission if you would like to.

As the piece of music plays, listen. Pay attention to your own experience--your thoughts, the ideas, the physical sensations. It can be helpful to close your eyes.

***You are invited to share your experience
with your partner, in as much detail as you
can muster. Just two minutes for both
partners to share.***

Now...

You will listen to the SAME piece of music again. This time, however, you will listen to the music as though you are your partner. You will aim to have the experience that they had the first time around.

***You are now invited to discuss your
experience with your partner.***

***What happened when you tried to evoke
their experience?***

You have a total of 3 minutes to discuss.

So... why would we use Back to Back Listening?

- **Spark possibility through imagination and empathy**
- **Develop a closer connection with one other person**
- **Explore the complexity and nonlinearity of being with others**
- **Deeply orient to a specifically different experience than one's own**

So now it's time to REALLY dive in!



Say Hi!

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Lifting Up and Out: Taking Conference Home

Closing Plenary | March 28, 2019



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15% Solutions

Discover And Focus On What Each Person Has The Freedom And Responsibility To Do Now



A 15% Solution is something you can do right away without needing any more freedom, resources, permission, authority, or control.

Where you have discretion to act right now?

***Choose a challenge within your own
15%--something you could change or
influence--to share with your colleagues.***



Troika Consultations

Get Practical and Imaginative Help from Colleagues Immediately



Instructions & Steps

1. Form trios (1 min)
2. First 'client':
 - a) Describe challenge (2 mins)
 - b) Consultants ask clarifying questions (2 mins)
 - c) Client *turns back* on consultants and listens as they *talk to each other* about suggestions, ideas or ways to reframe the challenge (4 mins)
 - d) Client faces consultants and thanks them or follows-up on key items (1 min)
3. Repeat with each person getting a consultation (7-10 mins per round)



Select a challenge or situation that you would like to get imaginative help around.

This can be personal or professional.

***This will be a chance to tap into the
imagination of your colleagues, so be
bold!***

So... why would we use Troika Consulting?

- **Makes evident the inherent wisdom in any group.**
- **Makes it possible to make progress on challenges very quickly--shockingly fast, event.**
- **Builds our muscles for giving and receiving help.**
- **Makes consultation a core skill of any team.**
- **Often for the first time, we can really feel that our peers have our back. What a simple, powerful thing.**

Learn More about Liberating Structures

Tools and Resources



Tools and Resources

- Central Texas Liberating Structures User Group
 - Meets monthly, free of charge. Every other month is virtual.
 - <http://www.meetup.com/Central-TX-Liberating-Structures-User-Group/>
- Liberating Structures Website
 - Summary of every LS, videos, stories, TONS of information.
 - www.liberatingstructures.com
- Book, *The Surprising Power of Liberating Structures*
- Liberating Structures App
- Slack: <https://goo.gl/u5YTWq>

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