

Inviting Everyone: Tools to Engage Your Whole Organization in CQI (County Learning Exchange)

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A Plan for Us

Welcome and Liftoff

A Focus on Tools

A Toolkit: Liberating Structures

Mad Tea: A Lively Series of Conversations

Ecocycle: Bringing Everyone Together to Reflect

Debriefing ANYthing: What, So What, Now What

Idea Generation and Problem-Solving Together






25/10 Crowdsourcing OR Troika

Making Connections Visible: Social Network Webbing

Closing



LIBERATING STRUCTURES

LS Menu 	Wicked questions 	What ³ debrief 	Min specs 	Heard, seen respected 	What I need from you 	Integrated autonomy 
Design elements 	Appreciative interviews 	Discovery and action dialog 	Improv prototyping 	Drawing together 	Open space 	Critical uncertainties 
1-2-4-All 	TRIZ 	Shift & share 	Helping heuristics 	Design storyboards 	Generative relationships 	Ecocycle 
Impromptu networking 	15% solutions 	25 : 10 crowdsourcing 	Conversation café 	Celebrity interview 	Agree/certainty matrix 	Panarchy 
9-whys 	Troika consulting 	Wise crowds 	User experience fishbowl 	Social network webbing 	Simple ethnography 	Purpose to practice 

A repertoire, menu, toybox, or palette of 33+ options for organizing generative interactions



Mad Tea Party

Still-in-development





Mad Tea *Etiquette*

- 1) Stay curious, dig deep, have fun
- 2) Don't over think answers
- 3) Finish each of the open sentences **with a short phrase!**

Instructions & Steps

1. Evenly distribute participants between two groups. One group forms an inner circle and the second forms an outer circle. People should be facing each other (3-5 mins)
2. Put up an open ended sentence and invite everyone to complete the statement and elaborate with whatever time is available (30 seconds)
3. *DING* Bells
4. Groups both shift one person to the right and respond to a new statement (30 seconds)
5. *DING* Bells and repeat (3-10 mins total)



***Something I love
about this work...***



***An a-ha moment I've
had at the conference...***



***A barrier to engaging
our entire organization
in CQI has been..***



***I bet our county
could help others
with...***



***A practice we are letting
go of...***



***Something we're
starting to do more
of...***



***Someone I'd love to
learn more from...***





Ecocycle Planning

Analyze the Full Portfolio of Activities and Relationships to Identify Obstacles and Opportunities for Progress



Instructions & Steps

1. Generate a list of activities or relationships (5 – 20 mins)
2. Introduce the visual metaphor of the Ecocycle and explain using different language depending on context (5 – 10 mins)
3. Invite individuals to place listed activities & relationships on a personal Ecocycle worksheet (10 mins)
4. In pairs or quartets, share placements, discuss, and try to arrive at agreement (10 – 30 mins)

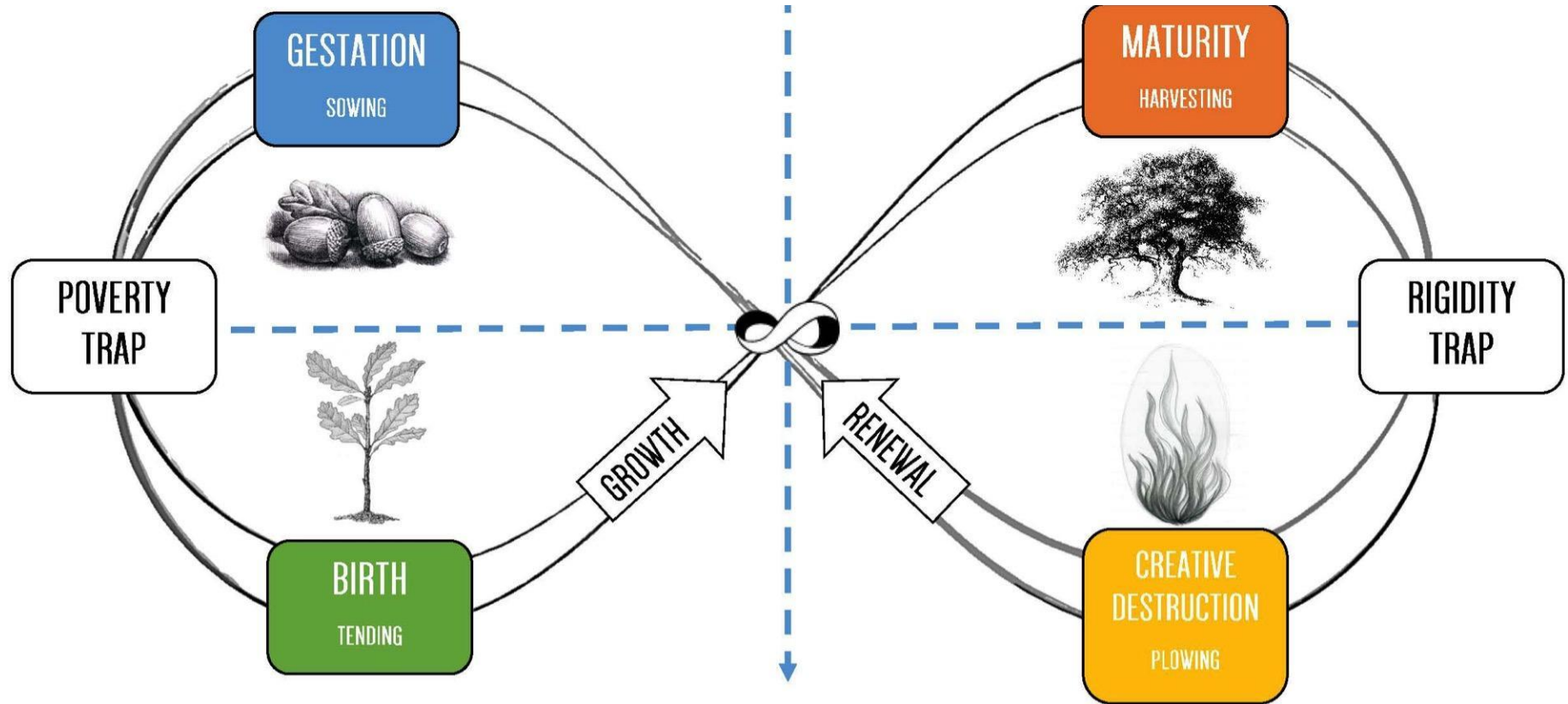


Instructions & Steps

5. Pairs or quartets bring their placements to a shared Ecocycle diagram (10 – 50 mins)
6. Debrief as you go about each activity:
 - What do you notice about how each group placed the activity? Discuss discrepancies.
7. Once all activities are placed, debrief the full Ecocycle and move into action planning:
 - What do you notice about the balance of the entire portfolio?
 - What are the implications for our work moving forward?
 - What is needed to advance any individual activity AND maintain flow across the full portfolio?



Draw a small ecocycle and label it as follows:



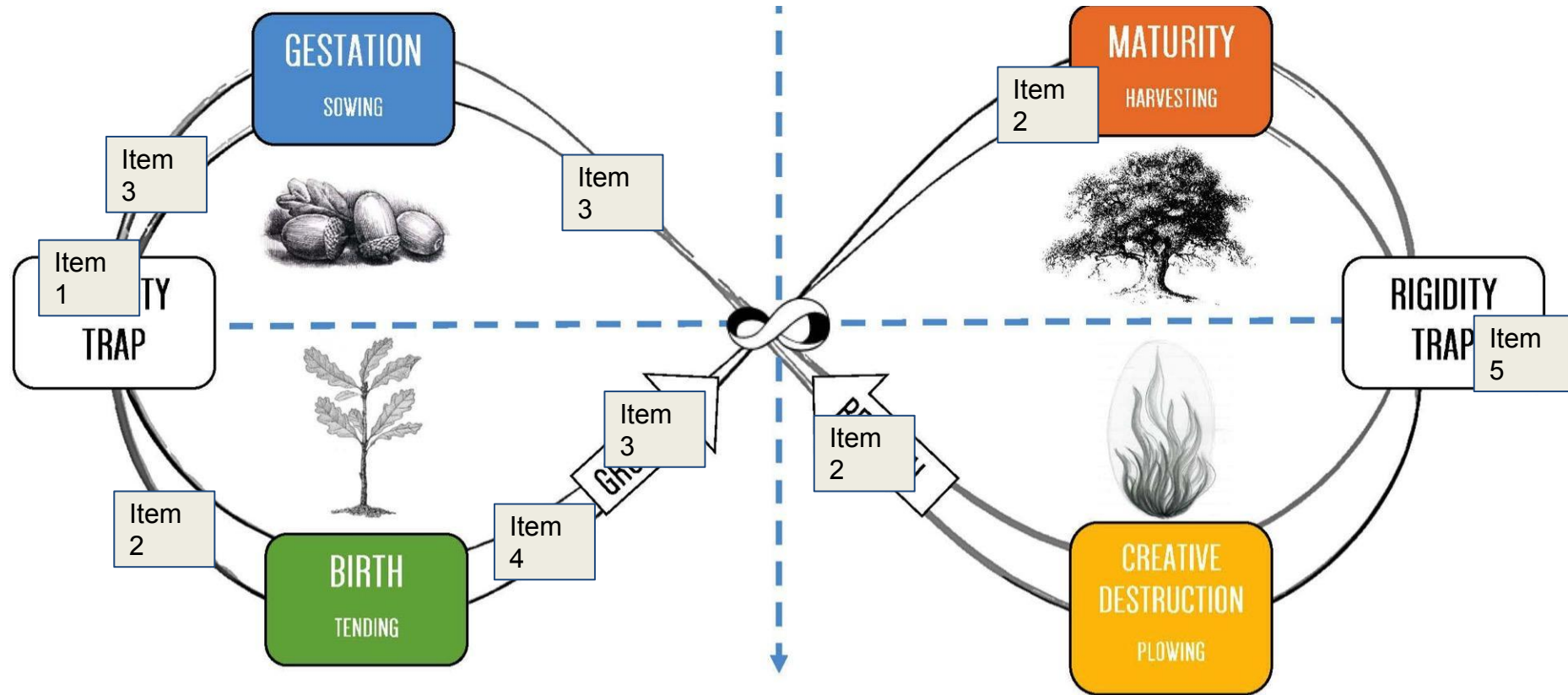
Generate a numbered list of CQI activities/projects you're currently working on in your organization

and/ or a list of departments or partners that should be or are engaged in CQI activities

***You can choose to work within your team
or on your own***

Place the items on your list where you think they are in the ecocycle.

Draw a small ecocycle and label it as follows:



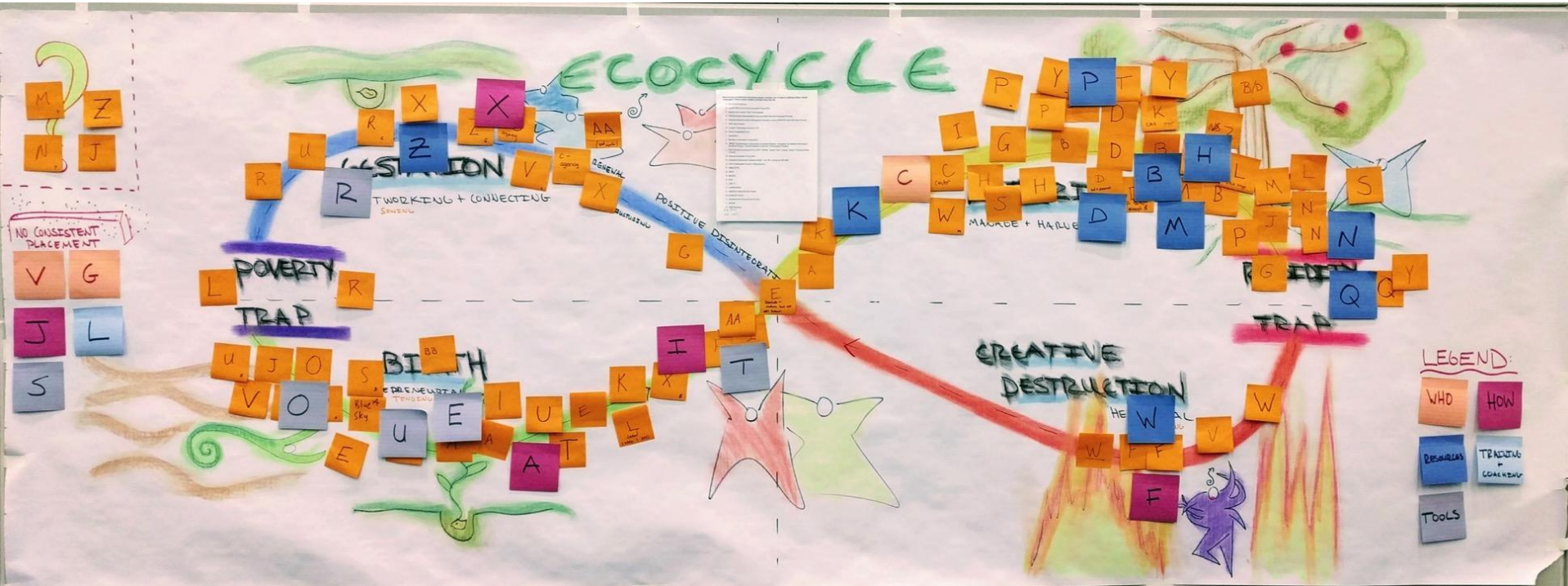
***What do you notice about the placement
of the individual activities or relationships?
Are any patterns are emerging?***

Take a step back: What do you notice about the balance of your activities or relationships across the ecocycle?

Are there specific obstacles or opportunities you need to make progress on?

Now, what do you need to do next based on the Ecocycle results?

Ecocycle Planning in Action





What, So What, Now What (W3)

Together, Look Back on Progress to Date and Decide What Adjustments Are Needed

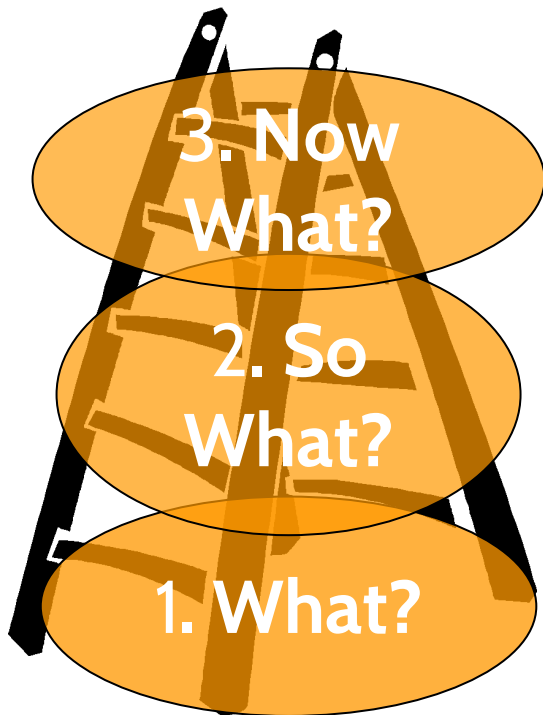




Ladder of Inference

Emphasizes the value of a step-by-step progression in debriefing or after-action conversations. The value of staying LOW on the ladder is visually reinforced.

Misunderstandings and arguments can be avoided.



Actions	I take based on beliefs
Beliefs	I adopt about the world
Conclusions	I draw from assumptions
Assumptions	I make based on meanings
Meanings	I add (cultural & personal)
Data	I select from observations

Observable data and experiences



What

So, what

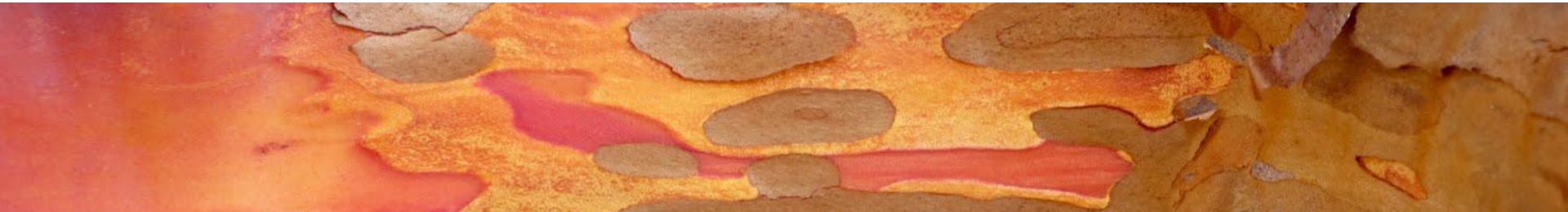
Now, what

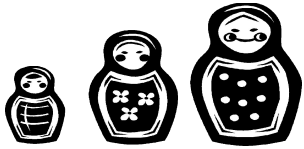
Debrief

What did W3 accomplish or make possible? What seemed important about it?
What were the distinguishing micro-organizing elements?

Where else could it be useful? How else could you use it? What would you focus W3 on?

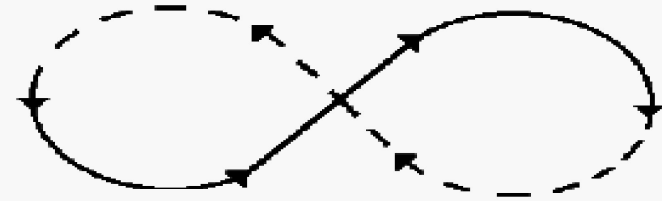
Other ways to do W3: 1-2-4-All, MindMeld with sticky notes, Conversation Cafe, Troika Consulting, Spiral Journal



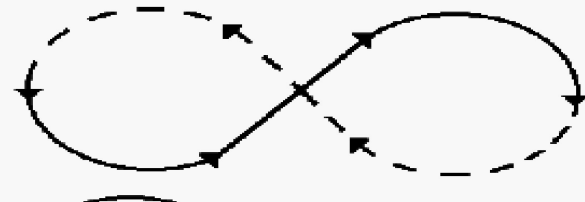


Perception or “Myth” ...

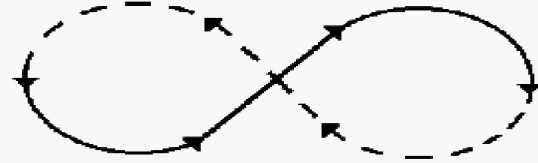
A Panarchy Lens



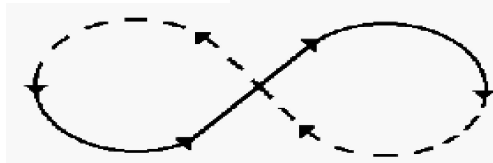
Policy



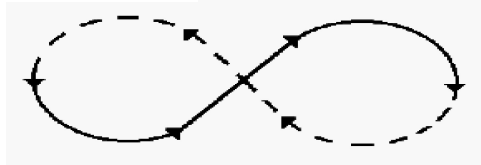
Industry or Sector



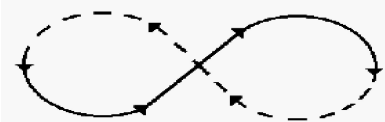
Organization



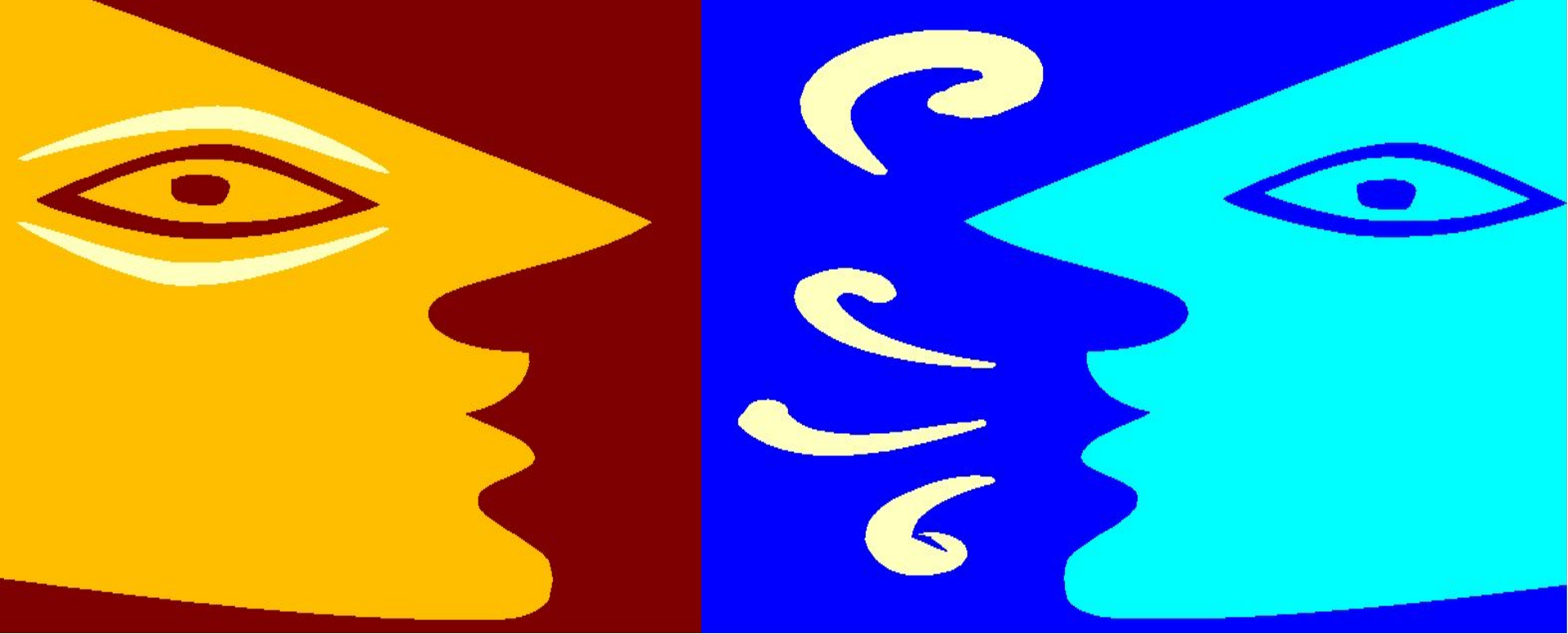
Individual Leaders
or Teams



Micro Scale or
Environmental Context



Label each level of your work
– from the social myths to
the scale smaller than an
individual human being



Troika Consultation

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 (9 mins per round)



Select a challenge or situation that you would like to get imaginative help around. It might be something from the conference, or something else you've been chewing on.

**Share
your
challenge.
2 minutes.**



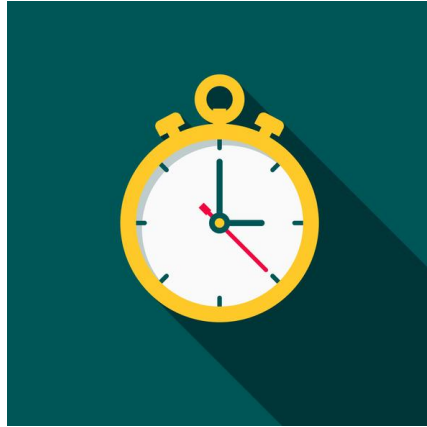
2 minutes to share a challenge.

2 minutes to ask clarifying questions.

4 minutes to generate solutions (your consultants have your back).

1 minute to reflect and debrief.

**Time to ask
questions,
consultants!
2 minutes.**



2 minutes to share a challenge.
2 minutes to ask clarifying
questions.
4 minutes to generate
solutions (your consultants
have your back).
1 minute to reflect and debrief.

**Time to turn
around and
listen in if
you're
receiving
consultation.
4 minutes.**



2 minutes to share a challenge.
2 minutes to ask clarifying
questions.
4 minutes for your consultants
to generate solutions (they
have your back).
1 minute to reflect and debrief.

**1 minute to
reflect and
thank your
consultants.**

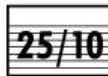


2 minutes to share a challenge.
2 minutes to ask clarifying
questions.
4 minutes to generate
solutions (your consultants
have your back).
1 minute to reflect and debrief.



25/10 Crowdsourcing

Sift-and-Sort a Group's Most Powerful Actionable Ideas



Instructions & Steps

1. Write down your idea
2. Pass cards around while milling
3. 5 rounds
4. Rate each card: 1 = I like it, but am not going to make it happen to 5 = Yes, and I'm in! [adjust scale for each invitation]
5. Decide before looking at other scores. Put rating on the back of the card.



Instructions & Steps (Contd)

6. Add all the scores after the last round
7. Call out the score on your card (max score 25)
8. Post high-to-low scoring ideas on a wall tapestry



***Does someone have a particular CQI
challenge they would like some help with?***

Write down your top idea on an index card.

Try to include a first step if one comes to mind.

Scoring:

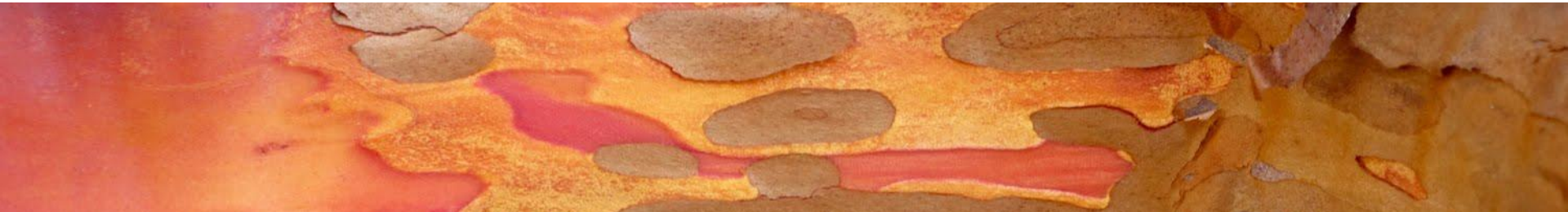
5 = Wow, cool! I would implement this idea.

1= It's an ok idea, but unlikely to be implemented.

Debrief

What did you notice about 25/10? How was it organized? What were the steps?
What did it make possible?

Where could you use it? Where could it be useful?





Social Network Webbing

Make visible the different connections formed across the organisation



***Go to the person you work with
most closely***

Go to the person who said or did something during the conference you want to acknowledge, thank, or express gratitude for

***Go to the person that inspired
you or that you want to
follow-up with after the
conference***

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>