

**WELCOME: Liberate Your Remote Team to High Performance**



**When you feel included and engaged, do you do a better job?**

**Do you think teams in which people work well together produce much better results?**


**Have you noticed the best ideas often come from unexpected sources?**

**Do you want to work at the top of your intelligence and give the same opportunity to others?**



2

**WELCOME: Liberate Your Remote Team to High Performance**



**What is one thing you wish you knew a year ago?**

➤ **Reflect individually – be prepared to introduce yourself and share in breakout room 4 min.**

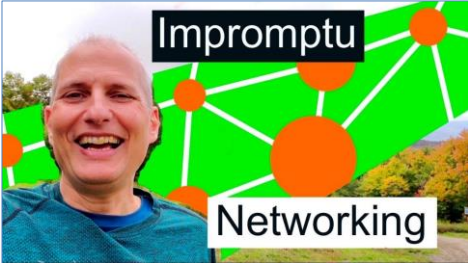


[www.sapir-cs.com](http://www.sapir-cs.com)

4



## Debrief: Remote Impromptu Networking




- Productive engagement is established if used at the beginning of a working session
- Loose yet powerful connections are formed by asking engaging questions
- <https://youtu.be/LJCgnw6kN5U>







[www.sapir-cs.com](http://www.sapir-cs.com)

5

## Where and How – Impromptu Networking



-  What was liberated? What was structured?
-  Where can you use this practice
-  How can you use this practice



[www.sapir-cs.com](http://www.sapir-cs.com)

6



## Michael Nir President @ Sapir Consulting US



### How I help clients:

- Do simple learn fast
- Liberate remote teams to happiness
- Assess, train coach – leadership, product and agile teams
- <https://youtu.be/vWmoy39pJlo>



[www.sapir-cs.com](http://www.sapir-cs.com)

7

## Why Liberating Structures?



- **Conventional structures are either**
  - too inhibiting (presentations, status reports and managed discussions)
  - or too loose and disorganized (open discussions and brainstorms) to creatively engage people in shaping their own future
- **Establishing a stagnant, ineffective, mind-numbing, slow, reactive, hierarchy-dependent, often miserable work environment and culture**




8




<https://youtu.be/vWmoy39pJlo>  
<https://amzn.to/2WycPyi>

## Why Liberating Structures?



- Liberating Structures introduce tiny shifts in the way we meet, plan, decide and relate to one another
- They put the innovative power once reserved for experts in hands of everyone
- They build trust based on genuine curiosity in human interaction
- And unleash spontaneity, flow, and disruptive innovation



9

## Unleashing Happiness in Remote Teams



### Why Remote Liberating Structures?


Because remote teams deserve to be happy, and Liberating Structures provide simple rules to succeed!







































10



## What are Liberating Structures?




LS Menu 	Wicked questions 	What* 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 cafe 	Celebrity interview 	Agree/certainty matrix 	Panarchy 
9-whys 	Troika consulting 	Wise crowds 	User experience fishbowl 	Social network webbing 	Simple ethnography 	Purpose to practice 



[www.sapir-cs.com](http://www.sapir-cs.com)

11

## LS has a GREAT structure figured out for you - Five Structural Elements



- 1. Structuring Invitation**
- 2. How Space Is Arranged and Materials Needed**
- 3. How Participation Is Distributed**
- 4. How Groups Are Configured**
- 5. Sequence of Steps and Time Allocation**

<https://www.liberatingstructures.com/design-elements/>

[www.sapir-cs.com](http://www.sapir-cs.com)

12



Let's Experiment  
5x5



<https://pollev.com/michaelnir>


**1. 5x5: My biggest  
challenge at work is**





www.sapir-cs.com

13

Let's Experiment  
5x5



**2. 5x5: One thing I  
can't get right is ...**



www.sapir-cs.com

14



Let's Experiment  
5x5




**3. 5x5: Something that  
keeps getting in my  
way is ...**





[www.sapir-cs.com](http://www.sapir-cs.com)

15

Let's Experiment  
5x5



**4. 5x5: I have to start  
saying 'No' to ...**



[www.sapir-cs.com](http://www.sapir-cs.com)

16



Let's Experiment  
5x5




# 5. 5x5: Beyond the horizon lies ...



[www.sapir-cs.com](http://www.sapir-cs.com)


17

LS has a GREAT structure figured out for you - Five Structural Elements



1. Structuring Invitation
2. How Space Is Arranged and Materials Needed
3. How Participation Is Distributed
4. How Groups Are Configured
5. Sequence of Steps and Time Allocation

<https://www.liberatingstructures.com/design-elements/>




[www.sapir-cs.com](http://www.sapir-cs.com)

18






Let's Experiment  
Remote 1:2:4:All




**If you could be 10 X  
BOLDER how would you  
change your project/team  
(or work culture)**



[www.sapir-cs.com](http://www.sapir-cs.com)

19

1:2:4:All



➤ Reflect individually. 1-2 min.


- *If you could be 10 X BOLDER How would you change your team*

➤ Generate ideas in pairs, building on ideas from self-reflection. 5 min.

➤ Share and develop ideas from your pair in groups of four (notice similarities and differences). 7 min. {specifically share what your pair said when you met with them}

Have someone take notes

➤ Each group shares one important idea with all (repeat cycle as needed). 4 min.



[www.sapir-cs.com](http://www.sapir-cs.com)

20



## Debrief: Remote 1:2:4:All What is made possible?



- You can immediately include everyone regardless of how large the group is.
- You can generate better ideas and more of them faster than ever before.
- You can tap the know-how and imagination that is distributed widely in places not known in advance.


<https://youtu.be/kJbneF3COcc>





www.sapir-cs.com

21

## Where and How – 1:2:4:All



- What was liberated what was structured
- Where can you use this practice
- How can you use this practice



www.sapir-cs.com

22



## Remote Conversation Café



- Opt in Breakouts – discuss our Liberating Structures workshop:
  - What I found useful today
  - What will I start using immediately – from the event
  - What else do I need now to be successful
  - Chill out room
- Leader for breakout – takes notes, on slide
- Select the topic that interests you
- Move between the breakouts
- Leaders share their notes with the group



[www.sapir-cs.com](http://www.sapir-cs.com)

26

## Debrief: Conversation Café



- You can include and engage any number of people in making sense of confusing or shocking events and laying the ground for new strategies to emerge.
- The format of the Conversation Café helps people have calm and profound conversations in which there is less debating and arguing, and more listening.  
<https://youtu.be/RvwtqYQFAE>



[www.sapir-cs.com](http://www.sapir-cs.com)

27



Let's Invest Time to prepare wicked questions



**How is it that we are committed to working as a team and we are reporting individual progress simultaneously?**

How is it that we are responding to urgent requests during the sprint and we are completing the sprint commitment/goal simultaneously ?



[www.sapir-cs.com](http://www.sapir-cs.com)

28

Let's Invest Time to prepare wicked questions



**Share your wicked question on the poll**



How is it that we are responding to urgent requests during the sprint and we are completing the sprint commitment/goal simultaneously ?



[www.sapir-cs.com](http://www.sapir-cs.com)

29



## Debrief: Wicked Questions



- **Articulate the Paradoxical Challenges That a Group Must Confront to Succeed**
- **Wicked Questions make it possible to expose safely the tension between espoused strategies and on-the-ground circumstances**
- <https://youtu.be/Bv1nmZRhUuw>




[www.sapir-cs.com](http://www.sapir-cs.com)


31

## TRIZ with your team

### Sequence of Steps and Time Allocation



- **After introduction, three segments, 10 minutes for each segment:**
  - **Introduce the idea of TRIZ and identify an unwanted result. If needed, have the groups brainstorm and pick the most unwanted result. 5 min.**
  - **Each group uses 1-2-4-All to make a first list of all it can do to make sure that it achieves this most unwanted result. 10 min.**
  - **Each group uses 1-2-4-All to make a second list of all that it is currently doing that resembles items on their first list. 10 min.**
  - **Each group uses 1-2-4-All to determine for each item on its second list what first steps will help it stop this unwanted activity/program/procedure. 10 min.**



[www.sapir-cs.com](http://www.sapir-cs.com)

32



## What's Next?



- We experienced 2 structures
- Be BOLD – practice today – get my help – connect on LinkedIn: Michael Nir
- Join our next micro workshop to immerse yourself in more exciting remote liberating structures
- Check out: <https://www.youtube.com/c/MichaelNir>
- Check out: <https://www.liberatingstructures.com/>



33

## Where and How – Conversation Café



- Where can you use this practice
- How can you use this practice



[www.sapir-cs.com](http://www.sapir-cs.com)

36

