

2024 Schedule - Vancouver Island LS User Group

Possible ideas for meeting approaches:

- Sharing a recent example of LS facilitation(s) that have worked well (or not)
- Sharing multi-sector/multi-environment uses of LS
- Posing questions/curiosities about LS to invite open discussion
- Exploring “in development” LS structures that are rough and sketchy
- A tech exploration of tools and platforms that can be used with LS facilitation
- Critical analysis of any LS - try to “break” one or look at it in a different way
- Some other idea you have!

Date and Time (pick a date and time that work for you as the facilitator)	Facilitator(s)	Topic (anything related to practicing and facilitating LS, tech for LS, etc.)	Link (ask one of the organizers if you need access to a virtual meeting space)
June 25, 2024	Heather Gross, Toby Michaud	Deeper Insights and Interactions - using Impromptu Network and practicing Helping Heuristics	Join Zoom Meeting https://us02web.zoom.us/j/84943283211

JUNE 25, 2024 AGENDA

Date: June 25, 2024

Time: 12-1:00pm Pacific

Location: Join Zoom Meeting <https://us02web.zoom.us/j/84943283211>

Host: Vancouver Island LS Group for the “Canada combined” group (Vancouver Island, Vancouver and Toronto user group meetings)

Notes and slides are in this folder: https://drive.google.com/drive/folders/18LefLRA2gKpZN7MdmDIVzJGxVS6caScr?usp=drive_link.

JUNE 20, 2023 AGENDA

Date: Tues, June 20

Time: 12:00 -1:30 pm Pacific

Location: Zoom Link: <https://us02web.zoom.us/j/82838197458?pwd=eTVLZzB5UXVUb3Awc08vQVZmMmUxUT09>

Host: Anna McClean

Time	Dur	Agenda Item	Resources
12:00	3 min	Welcome <ul style="list-style-type: none">• Welcome• Land acknowledgement• Purpose<ul style="list-style-type: none">○ Use Critical Uncertainties to explore the latest developments in the field of facilitation and craft strategies to tackle any challenges that come our way○ I haven't seen this structure before	

		<ul style="list-style-type: none"> ○ We're in uncertain times in general so mapping out strategies to respond to even a tiny piece of that uncertainty may create a broader feeling of hope or resilience <ul style="list-style-type: none"> ■ "The context is not in your control, but your commitment is yours to make, and you can make the deepest commitment with a total detachment about where it will take you. You want it to lead to a better world, and you shape your actions and take full responsibility for them, but then you have detachment. And that combination of deep passion and deep detachment allows me to take on the next challenge." <ul style="list-style-type: none"> ● Vandana Shiva ○ Housekeeping ○ We're testing with locking the doors of this session after 10 minutes <ul style="list-style-type: none"> ■ We'll make a note of everyone who joins in the first 10 minutes ■ If you drop out and hit the waiting room and it says "doors are closed" just sit tight ■ Beth: after 10 minutes, change the waiting room message to say "Doors are now locked, we look forward to seeing you in a future VI LS User Group session." 	
12:03	2 min	Grounding Exercise Steps: <ul style="list-style-type: none"> ● Close your eyes, find your feet on the floor ● Take a big deep breath together ● Think of something that makes you feel good. Maybe it's a person you spend time with, a place you like to go to, an activity you enjoy doing, Anything that makes you feel centred and calm. ● Stay with that feeling for a few breaths, and then come back to the group ● Chatterfall what you thought of (to the extent you feel comfortable sharing) 	
12:05	2 min	Critical Uncertainties Invitation:	

		<ul style="list-style-type: none"> ● Identify and explore the most critical <i>and</i> uncertain “realities” in their operating environment or market ● Invite them to formulate strategies that would help them operate successfully in those different situations ● At any point, return to that place of calm, that place of grounding <p>Steps:</p> <ul style="list-style-type: none"> ● Identify uncertainties ● Select the two most critical and most uncertain and place on X/Y axis ● Draft scenarios for each quadrant ● Create strategies to respond to the scenarios ● Debrief 	
12:07	20 min	<p>Round 1: Identifying Uncertainties</p> <ul style="list-style-type: none"> ● Invite participants to make a list of uncertainties they face by asking, “In your/our operating environment, what factors are impossible to predict or control their direction?” (5min) <ul style="list-style-type: none"> ○ Think on your own (2 min) ○ Add ideas to post-its (3 min) ● Prioritize the most critical factors by asking, “Which factors threaten your/our ability to operate successfully?” (10 min) <ul style="list-style-type: none"> ○ Group conversation ● Based on the group’s history and experience, select the two most critical <i>and</i> most uncertain (X and Y) (5 min) <ul style="list-style-type: none"> ○ Mural voting <ul style="list-style-type: none"> ■ Name of session: Critical and uncertain factors ■ 3 votes per person ■ Who can end voting: Just me and facilitators ■ What to vote on: Sticky notes ■ Where to vote: Selected Section <ul style="list-style-type: none"> ● Highlight Section 1 	<p>Chat post 1</p> <p>Mural board</p>

12:27	5 min	Round 2: Create Axes <ul style="list-style-type: none"> ● Create a grid with two axes with a “more of ← → less of” continuum for the factor to be represented on each axis. <ul style="list-style-type: none"> ○ For example, for the X axis, if the number of new products is a critically uncertain factor, one end of the X axis is a large number of new products and the other is no new products. ● Repeat for the Y factor and axis. <ul style="list-style-type: none"> ○ For instance, if patent protection is a critical factor, one end of the Y axis is strong patent protection and the other is no patent protection. ● Four quadrants are created 	
12:32	16 min	Round 3: Draft scenarios <ul style="list-style-type: none"> ● Assign a quadrant to each group ● Each of the groups creatively names and writes a thumbnail scenario for one of the quadrants (10 min) <ul style="list-style-type: none"> ○ Be creative! Song and book titles work well ● The four groups (or however many groups we have) share their scenarios briefly (2 min / group) 	Breakout groups <ul style="list-style-type: none"> ● 4 small groups or 2 large Chat post 2
12:48	16 min	Round 4: Create strategies <ul style="list-style-type: none"> ● Each group brainstorms three strategies that would help the group operate successfully in the scenario that it has described (10 min) ● The four groups share their strategies briefly (2 min / group) 	Same breakout groups Chat post 3
	10 min	Round 5: Identify Plausible Strategies <ul style="list-style-type: none"> ● The whole group sifts results to identify which strategies are robust (strategies that can succeed in multiple quadrants) and which are hedging (strategies that can succeed in only one scenario but protect you from a plausible calamity). The balance of strategies can succeed only in one scenario (10 min) 	Same breakout groups Chat post 4

		<ul style="list-style-type: none"> ○ Put a star on robust and a heart on hedging 	
	15 min	Round 6: Debrief <ul style="list-style-type: none"> ● Debrief with What, So What, Now What? (10 min) <ul style="list-style-type: none"> ○ Note: Full structure has each group do W3 on their own and then make first-steps decisions about their now what ● How might you see yourself using this structure? (5 min) 	
1:25	5 min	Closing <ul style="list-style-type: none"> ● Reminder of what makes you feel good ● Anyone have anything to share before we head out for the summer? ● Who's next? 	

Chat Posts

1

In your/our operating environment, what factors are impossible to predict or control their direction?

- Individual reflection (2 min)

2

- Add post-it notes to Mural (3 min)
- <https://app.mural.co/t/bethcouglerblom9869/m/bethcouglerblom9869/1686856027914/b6b59ea076bb6077865ff0024c1c29c95d2b5495?sender=u3ca233898cf16b1764e86483>

3

Creatively name and write a thumbnail scenario for your quadrant. Be creative! Song and book titles work well (10 min)

4

Brainstorm three strategies that would help the group operate successfully in the scenario that it has described. Be prepared to briefly report back to the full group (10min)

Liberating Structures – Vancouver Island User Group – April 18, 2023

Date: Tuesday April 18th, 2023

Time: 12:00-1:30pm PST

Location: Zoom

Co-Hosts: Jeanie Paterson and Toby Michaud

Join us for our April meet up. We will be exploring and unpacking the barriers we face as facilitators. Are there universal barriers we all face? How might our own thinking get in the way and create barriers in the work that we facilitate? We invite you to come and share in a safe, engaging space. [TM1] [JP2] [TM3] [JP4]

Purpose: Unpacking and exploring the barriers we experience as facilitators.

Time	Slide	Agenda Item	Person	Notes/tech/what to post in chat
	1 - barriers	Arrivals	Jeanie	What barrier have you faced in your facilitation?
5 min	2 and 3	Landing[JP5] Land acknowledgement	Jeanie	Post in Chat Please share the traditional territory that you are joining us from today. If you are unsure, you can find that here: https://www.bcafn.ca/first-nations-bc/interactive-map or https://maps.fpcc.ca/splashscreen

10 min	4	<p>Overview – chatterfall prompt:</p> <p>What barriers do you face in your facilitation or in your thinking?</p> <p>Instructions: give folks a moment to think of their response.</p> <p>Preface the safe space – share to the extent you are comfortable.</p> <p>Instruct them to add to the chat but NOT hit return. Count them down 3, 2, 1 then hit return.</p>	Toby	<p>Post in Chat</p> <p>What barriers do you face in your facilitation or in your thinking?</p> <p>Share to the extent you are comfortable.</p>
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15 min	5, 6	<p>Pair-Share</p> <p>Instruction:</p> <ul style="list-style-type: none"> ✓ Ask Invitation ✓ Individually reflect for 1 min ✓ Go into pairs or triad breakout groups for 4 min ✓ Share insights with broader group <p>As it pertains to your role as a facilitator, what comes up when you ponder the following phrase...</p> <p>You Don't Have to Believe Everything You Think.'</p>	Toby	<p>Post in chat:</p> <p>What comes up when you ponder the following phrase:</p> <p><i>'You Don't Have to Believe Everything You Think.'</i></p>
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40 mins	7	<p>4 x 4 sentence prompts...</p> <p>When I reflect on my own facilitation barriers:</p> <ol style="list-style-type: none"> 1) What I find challenging about facilitation... 2) What feelings emerge... 3) What I'm learning about myself as a facilitator... 4) What inspires me when facilitating... <p>Timing (40 mins):</p> <ul style="list-style-type: none"> ✓ Overview purpose & invitations - 5 mins ✓ Individually reflect/engage 	<p>Jeanie</p> <p>Toby will post questions one at a time in chat</p>	<p>Post in chat:</p> <p>When I reflect on my own facilitation barriers:</p> <ol style="list-style-type: none"> 1) What I find challenging about facilitation... 2) What feelings emerge... 3) What I'm learning about myself as a facilitator... 4) What inspires me when facilitating...
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		<p>in 4 rounds @ prompts; 2 mins x 4 = 10 mins</p> <p>✓ Circle written insights, nuggets etc. captured - 5 mins</p> <p>✓ Break into one round of pair-share key insights; 3 mins x 2 = 6 mins (Toby create Breakout Rooms)</p> <p>✓ Group Debrief – what emerged? – 10 mins</p>		
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15 min	8	<p>Sharing Prompt:</p> <p>What's one thought/action (thing) related being a facilitator you will bravely choose to risk or release?</p> <p>It may be a:</p> <ul style="list-style-type: none"> - Limiting Belief - Burden - Fear/Doubt - Sense of Feeling Like an Imposter - Or ????? <p>Please don't feel obliged to share.</p>	Toby	<p>Post in chat:</p> <p>What's one thought/action (thing) related being a facilitator you will bravely choose to risk or release?</p> <p>Share if you choose.</p> <p>It may be a:</p> <ul style="list-style-type: none"> - Limiting Belief - Burden - Fear/Doubt - Sense of Feeling Like an Imposter - Or ?????
TBD		<p>Invite folks to share their experiences of trying out or using LS _ we may not have time for this but we</p>		

		can have it ready if timing allows		
5 min	9	<p>The Liberating Structures we used today:</p> <ul style="list-style-type: none"> · Pair-Share · 4x4 <p>Closing, asking for who wants to step in and take a risk – sign-up to host or co-host an up-coming session</p> <p>Close With:</p> <p><i>'Intention Follows Thought ~ The Choice is Ours to Make.'</i></p>	<p>Jeanie</p> <p>Toby to post Jeanie's word document for 4x4</p>	<p>Post in chat:</p> <p>Click on file in chat</p> <p>Click save</p> <p>Then you can open it.</p> <p>Link to 2023 Google doc to sign-up to host or co-host a Liberating Structures session (anything related to practicing and facilitating LS!)</p> <p>https://docs.google.com/document/d/1YFO87O64mZnJYH5lCv5a8alzL3FRL5EdrJVdK9iX2xM/edit#heading=h.1p9n60pfh98h</p>

Guide posts:

1. An opportunity to go within and get in touch with what we are feeling and experiencing
2. A safe space to share our experiences with others.
3. A sense of belonging, of not being alone in our work.

4. Creatively disrupting: what is one thing/thought you will risk or what can you choose to release (a limiting belief/thought)?

[TM1]Jeanie: my first crack at this. I don't think it needs to be much more than a few sentences for the initial placeholder event in FaceBook.

[JP2]Toby, I like what you've captured here...Here's my 2 cents worth pertaining to rejigging the 3 question? How might our own thinking get in the way and create barriers in the work that we facilitate?

[TM3]How's this? We've got two questions here. Both look good. Any other suggestions? Once we are good with this blurb, I'll create the FB event on the group page

[JP4]Looks ready to go Toby

[JP5]Let's use the chat box to share/acknowledge our the traditional territories before we get started

2022 Schedule - Vancouver Island LS User Group

Date and Time (pick a date and time that work for you as the facilitator)	Facilitator(s)	Topic (anything related to practicing and facilitating LS, tech for LS, etc.)	Link (ask one of the organizers if you need access to a virtual meeting space)
Sept 14, 2022	Jeanie and Beth	Practicing a string of two structures	See event in Facebook group for link
Oct 20, 2022 - 12-12:55pm	Toby	Inclusive facilitation	See event in Facebook group for link

November 15, 2022	Susana and Beth	Generative Relationships STAR and Innovations from the Future	
December 13, 2022, 10 - 11 am	Kylie Hutchinson	<p>An LS (TBA) for something Holiday-ish plus some ideas for using LS with boards</p> <p>*Note: We don't have the agenda that Kylie used for this session</p>	See event in Facebook group for link

November 15, 2022 AGENDA

Date: Tues, Nov 15

Time: 12:00 -1:30 pm Pacific

Location: Zoom ~ Link:

Co-Hosts: Susana Guardado and Beth Cougler Blom

Time	Dur	Agenda Item	Facilitated by...	Resources
10:00	5 min	Welcome and quick check in	Susana	

10:05	25 min	Generative Relationships STAR Including meta debrief	Susana	Google Slides
10:30	10 min	Meta debrief		
10:40	15 min	<p>Innovations from the Future (Regnosis)</p> <p>1-2-4-All structure with these invitations:</p> <p>Imagine you've been to the future and have come back to now. In the future you were much further and proud of what you have accomplished. Please describe:</p> <p>-What will be different in the future?</p> <p>-How did we get there? What obstacles did we have to overcome on the way there?</p> <p>-What do we have in common in our vision of the future, where do we have opposing approaches?</p> <p>-How will our work, processes and business models have changed for us, our clients and partners?</p>	Beth	
10:55	5 min	<p>Closing stuff:</p> <ul style="list-style-type: none"> Ask if anyone wants to facilitate December or January “somethings” 		
11:00				

SEPT 14, 2022 AGENDA

Date: Wednesday, Sept 14 2022

Time: 12:00 -1:30 pm Pacific

Location: Zoom ~ Link:

Co-Hosts: Jeanie Paterson and Beth Cougler Blom

Our intention for the day/session: “Show up messy and share generously”

Time	Dur	Agenda Item	Facilitated by...	Resources
12:00	10 min	Welcome, land acknowledgement - Jeanie -Reconnecting stuff/what is this group about -chat based check in/catch up	Jeanie	

12:10	25 min	<p>Back to Back Listening - Beth</p> <p>Preface the playing of the song with comments about how it's likely to evoke emotion.</p> <p>Step 1 - listen/watch media - Sara Bareilles' Brave video: https://youtu.be/QUQsqBqxoR4 . Invite to turn off video and audio during this. (4 min)</p> <p>Step 2 - discuss in pairs in breakout room - what did you see/hear/experience? Go into detail. (open and give quiet room option) (4 min)</p> <p>Step 3 - whole group listen/watch media again - as if through the other person's eyes/ears/experience (4 min)</p> <p>Step 4 - second discussion in pairs in breakout room. What was the experience like the second time through? Share your experiences. (again, give quiet room option) (4 min)</p>	Beth	Breakout rooms
12:35	15 min	<p>Spiral Journal - Jeanie</p> <ul style="list-style-type: none"> ● Find a piece of paper and something to write with. Divide page into four – fold or draw lines (1 min) ● Draw a slow, careful, perfectly spaced tight small spiral in the crosshairs (1.5 min) ● Writing prompts – one in each quadrant (6 min) <ul style="list-style-type: none"> ● What I'm noticing/learning about myself... ● What helps me show up/move forward... ● To let more light in/to further embrace life, I... ● I want to see me be brave by... <p>Tap into different senses - show some lyrics in this part? Album cover? Context of where it came from?</p>	Jeanie	

		How might this be relevant to your experience now?		
12:50	15 min or more	<p>Whole group debrief of both structures (B2B and Spiral Journal) - (both a content and meta level debrief)</p> <p>Consider the experience of doing these two activities. Applications? Opportunities/barriers/concerns etc?</p> <p>Can share Beth's blog post that she wrote after receiving negative feedback about this activity: https://bethcouglerblom.com/how-negative-feedback-can-lead-us-towards-more-inclusive-learning-design/ </p>	Both	<p>Lyrics to song available at https://docs.google.com/document/d/1LPnj_M8jTICKWAtKKxqnuEj0JN5J-jqW/edit?usp=sharing&ouid=103931359388787657014&rtpof=true&sd=true </p>
1:05		<p>Announcements/Next Meeting topic recommendations etc etc. until end</p> <p>Round robin check out?</p> <p>Remind people about how to sign up to facilitate something/access the agenda and so on. Actively looking for people!</p> <p>This is an edit link to the agenda: https://docs.google.com/document/d/1YFO87O64mZnJYH5ICv5a8alzL3FRL5EdrJVdK9iX2xM/edit?usp=sharing </p>		
1:30		End		

APRIL 25, 2022 AGENDA

Date: Monday April 25, 2022

Time: 12:00 -1:00 pm Pacific

Location: Zoom ~ Link:

<https://us02web.zoom.us/j/81218051205?pwd=eXBiQjM4d0VPMzFZV2t1dEtzN3FmUT09>

Co-Hosts: Beth Cougler Blom and Toby Michaud

Purposes of this particular meeting:

- Reconnect with the group after a long hiatus
- Ask the group what they want from the group for the rest of this year
- Plant the seed/ask the group about their interest in exploring decolonizing LS over one or more meetings this year

Time	Dur	Agenda Item	Facilitated by...	Resources
12:00	5 min	Arrivals/Landing Land acknowledgement	Beth	

		<p>Who's who in the zoo - annotation activity</p> <p>[Instructions: Drop down View Options menu at top of screen and choose Annotate. Then choose the text tool.]</p>		
12:05	30 min	<p>What, So What, Now What?</p> <p>Step 1: Impromptu Networking</p> <p>Invitation:</p> <p>-What has been happening in your facilitation practice this past year?</p> <p>-What, if anything, has stood out for you about this group over this time?</p> <ul style="list-style-type: none"> • 3 pairs conversations x 4 min each <ul style="list-style-type: none"> ○ Can post in Mural while having these convos, if desired • W3 Step 2: Group debrief - So what? <ul style="list-style-type: none"> ○ What did you discuss? (invite to post in Mural; some to verbalize) ○ "SO WHAT? Why is that important? What patterns or conclusions are emerging? What hypotheses can you make?" What themes are arising? 	Toby	<p>Mural</p> <p>https://app.mural.co/t/bethcouglerblom9869/m/bethcouglerblom9869/1650570843461/dfb85f79da41420ccb05420ebb457d41a513018?sender=beth3396</p>
12:35	20 min	<p>Now what? What actions make sense for our group now? What do we want to focus on this year? What questions do we have about what we should do?</p> <p>Decide at the moment - stay in large group or move to 1-2-4-All if larger number of people</p> <ul style="list-style-type: none"> • How might we use this group to better our practice/problem solve what needs to be solved? • Other? 	Susana	Mural

	5min	Wrap-Up	Beth	
1:00				

APRIL 12, 2021 AGENDA

Date: Monday April 12/21

Time: 12:00 -1:30 pm Pacific

Location: Zoom ~ Link:

<https://us02web.zoom.us/j/87672523449?pwd=NXNoV0FrRII1THNXaHBkNUJMTjBjUT09>

Co-Hosts: Jeanie Paterson & Susana Guardado

Time	Agenda Item	Facilitated by...	Resource/Tech
5 min	Arrivals/Landing	Susana & Jeanie	
35 - 40 min	Facilitating/Sharing Liberating Structure #1:		

35 - 40 min	Facilitating/Sharing Liberating Structure #2:		
5 min	Wrap-Up	Susana & Jeanie	

PAST AGENDAS

Date: January 19, 2021

Time: 12:00 -1:30pm Pacific

Location: ONLINE - <https://ca01web.zoom.us/j/2508868787> with Special Guest: Keith McCandless!!

Time	Notes	Facilitated by...	Resources
	We are using this google slide deck: https://docs.google.com/presentation/d/1mMUQiq_Pfleldcc4rbyuiFwJN7dWDizLh4Z_mj1TTal/edit#slide=id.gb6469d706d_0_553		
30 min	Networking & Sharing: Celebrity Interview with Keith McCandless (modified to fit this time/format)	Tracy	Breakout rooms

	<ul style="list-style-type: none"> ● 5 min: facilitator introduces Celebrity and asks “easier” or “obvious” Qs, e.g.,: <ul style="list-style-type: none"> ○ What first inspired you in this work? ○ How has the pandemic impacted YOUR work with and about LS? ○ What variety do you see in how LS users are developing their practice? ● 5 min: breakout rooms of 4 - generate questions in groups: what do YOU <i>really</i> want to ask Keith? Have 1-2 Qs ready. Put in the chat. ● 10 min: facilitator asks reps from groups to share questions arising... ● User Group Members: If you already have “juicier” question, feel free to jot it here... <ul style="list-style-type: none"> ○ Given the rise of LS from traditionally male, white structures (business, health care), how is LS evolving to include a range of voices and perspectives? ○ another question ○ another question 		
35 min	Learning Something New Together - 1 <ul style="list-style-type: none"> ● Principles Move Around 	Keith w help from Tracy	
25 min	Learning Something New Together - 2 <ul style="list-style-type: none"> ● Panarchy [e.g., applied to deeper-and-enduring social innovations] This is work and an article in-development. Far from fully formed. ;^) 	Keith and Tracy	

Date: November 24, 2020

Time: 12:00-1:30 Pacific

Location: ONLINE

Time	Notes	Facilitated by...	Resources
10 min	Arrivals/landing		
20 min	Networking & Sharing: Impromptu Networking	Jeanie	
25 min	Spiral Journal	Jeanie	
35 min	Learning Something New Together: Wicked Questions	Cheryl	

Date: October 20, 2020

Time: 12:00 - 1:30 Pacific time

Online

Time	Notes	Facilitated by...	Resources
10 min	Arrivals/landing	All	
20 min	Networking & Sharing: Positive Gossip	Charlene	http://www.iberatingstruct

			ures.com/positive-gossip/
30 min	Getting & Giving Help:	All	
30 min	Learning Something New Together: Heard, Seen and Respected	Beth	http://www.libertarianstructures.com/19-heard-seen-respected-hsr/

Date: Sep 17, 2020

Time: 10:30 - 12 Pacific

Location: ONLINE (it was in Zoom)

Time	Notes	Facilitated by...	Resources
10 min	Arrivals/landing		
20 min	Networking & Sharing: <i>Super Powers Promenade (LS in Development)</i>	Tracy	
30 min	Getting & Giving Help: <i>Talking with Pixies (LS in Development)</i>	Beth	

30 min	Learning Something New Together: (we did a bit of discussing/problem solving on things like “how to get unwilling Troika participants to play along?”)	All	
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Date: APRIL 28, 2020

Time: 12:30 - 2:00pm, Pacific

Location: ONLINE -

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing Impromptu Networking	Hilary and Beth	
(30 min)	Getting & Giving Help Stephen Twynstra - 15% Solutions	Stephen T	
(30 min)	Learning Something New Together		

Date: FEB 25, 2020

Time: 12-1:30

Location: Camosun Interurban, Interaction Lab, Room 102, Jack White building

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing		
(30 min)	Getting & Giving Help		
(30 min)	Learning Something New Together		

Date: JAN 30, 2020

Time: 12-1:30

Location: Royal Roads University, Castle 121

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing		

(30 min)	Getting & Giving Help		
(30 min)	Learning Something New Together	Charlene	Agreement-&- Certainty Matrix

Date: NOV 26, 2019

Time: 12-1:30

Location: Ready to Rent office, 611 Discovery Street

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing		
(30 min)	Getting & Giving Help		
(30 min)	Learning Something New Together		

Date: OCT 30, 2019

Time: 12:00-1:30

Location: Sedgewick B125 at University of Victoria

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing Liquid Courage (a variant of Impromptu Networking) Exercise people filling in the following sentences one at a time in groups of two. 1. If only 2. Not being part of a team makes me 3. I really have to 4.that's just the way it is. 5. If the team would then I could!	Matt Greeno	
(30 min)	Getting & Giving Help		
(30 min)	Learning Something New Together Improv Prototyping	Val Cortes and Beth Cougler Blom	

Date: Sep 24, 2019

Time: 12:00 - 1:30 pm

Location: Downtown Victoria, BCcampus Boardroom, Room 127 (2nd floor), 645 Fort Street

Guiding Questions (to help shape our choices about structures, invitations, etc):

- How do we practice diversity, equity, and inclusion?
- How are we taking care of the earth?

Time	Notes	Facilitated by...	Resources
(30 min)	<p>Networking & Sharing</p> <p>LS In Development: Thick Greetings</p> <p>Purpose: To respect the dignity of each person by providing a slower, thicker, and more deliberate opportunity for everyone to introduce themselves</p> <p>Instructions:</p> <ol style="list-style-type: none">1. Form groups of three2. Each person has 6 mins uninterrupted to greet the other two by responding to 3 prompts3. Each person is entitled to the full 6 mins. Even if you finish early, you will not switch to another person until the full duration of time is completed. You cannot gift your time to another participant.4. In your groups decide who will go first. Initial greeter, select 3 prompts from the following list of options* <p>Invitation/Prompts:</p>	Tracy	

	<p>1. Everyone please start with this one:</p> <ul style="list-style-type: none"> • Why was it important for you to be here today? <p>2. And then choose one of these:</p> <ul style="list-style-type: none"> • How do you practice or support or ensure diversity, equity, and inclusion in your life/work? • How are you taking care of the earth? <p>3. And finally choose one from this list...</p> <ul style="list-style-type: none"> • Culture list: What was read, watched, seen, listened to? • Adjust: What are you amid that is almost (but not quite) right? a draft, a relationship, an injury...what needs refinement and attention? • Disintegration: What are you like when you're messy? How do you fall apart? • Pare back: Did you simplify something? • Collapse: What's let you down or become unreliable? • Positive gossip: You have a memory of someone who has made a difference for you. Who are they and what did they contribute to your experience? 		
(30 min)	Getting & Giving Help		
(30 min)	<p>Learning Something New Together</p> <p>Drawing Together</p>	Rachelle McElroy	

Date: June 24, 2019

Time: 12:00 - 1:30 pm

Location: Royal Roads University, Boathouse Classroom

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing Impromptu Networking		
(30 min)	Getting & Giving Help		
(30 min)	Learning Something New Together Critical Uncertainties		

Date: April 9, 2019

Time: 12:00 - 1:30 pm

Location: Online, through Blackboard Collaborate Ultra; combined meeting of both Victoria and Vancouver User Groups

Guest Link to Join Ultra Session: <https://ca.bbcollab.com/guest/851b4f6d4e144970bc6d35cf9ea8d2e5>

Slide deck: <https://docs.google.com/presentation/d/1xcV-Stp2gJkg2TltDu6oVAtD5a7ZCjqXe5TZKYwR2NI/edit#slide=id.p1>

Time	Notes	Facilitated by...	Technical work by...	Resources
11:45	Informally welcome people etc. Show them how to get into Collaborate panel with slide, say hi in chat etc.	All		Slide about how to get into Collaborate panel/say hi in the chat etc.
12:00	Welcome <ul style="list-style-type: none"> ● Territory Acknowledgement <ul style="list-style-type: none"> ○ Speaker to do the acknowledgement from where they are and invite others to post in chat where they are ● Invite participants to circle or make a mark on the map of where they are joining us from ● Thank RRU Professional and Continuing Studies for allowing us to use their technology. 	Tracy		Slide with map/image
(30 min)	Networking & Sharing <ul style="list-style-type: none"> ● Impromptu Networking <ul style="list-style-type: none"> ○ Invitation: What do you find challenging about attending/facilitating live online sessions? ○ What do you hope to get from and contribute to this conversation about meeting online? ● Instructions: <ul style="list-style-type: none"> ○ Three rounds of 4 min each using private chat. Give instruction on how to use private chat ○ First round: ask participants to sign up by typing on the screen (whiteboard) 		Leva & Zsuzi?	Tool: Private chat One slide with invitation and steps One slide with spectrums for debrief

	<ul style="list-style-type: none"> ○ Second round: Facilitator moves names into new pairings on screen (change to pointer tool; drag the names around on the whiteboard) ○ Third round: Facilitator moves names into last pairing on whiteboard ● Set the timer for 4 min each time <p>Debrief</p> <ul style="list-style-type: none"> ● Make a mark on the “spectrums of comfort/engagement” slide - how was that for you? Invite to type in chat or pick up mic to say more 			
(30 min)	<p>Getting & Giving Help</p> <ul style="list-style-type: none"> ● Troika Consulting <ul style="list-style-type: none"> ○ Invitation: What is your challenge? What kind of help do you need? ○ Instructions: <ul style="list-style-type: none"> ■ Two rounds of Troika in small triad breakout rooms <p>Experiment: try 1 round with MORE structure and 1 round with less - ask participants what was more helpful/better experience</p> <p>Intro/Instructions</p> <ul style="list-style-type: none"> ● Introduce Troika - quick overview of steps (slide) ● Offer the invitation (slide) ● 1 min silent, think of a challenge ● Then send to breakout rooms - random assignment to triads 	Tracy	Beth (set timers, create breakout rooms with random trios)	<p>Tool: Breakout Rooms</p> <p>Slide: With invitation and steps</p> <p>One slide with spectrums for debrief</p>

	<p>Round 1: More structure (timers at each step)</p> <ul style="list-style-type: none"> • 1 min - client share challenge • 2 min - clarifying questions • 4 min - consulting round • >1 min - thank consultants <p>Round 2: Less structure (“everyone” chat prompts for each step)</p> <ul style="list-style-type: none"> • Set 8 min timer (don’t put text in the timer) • Offer prompts in everyone chat (no timer = no dings, no banner notices) <ul style="list-style-type: none"> ○ 1 min - client share challenge ○ 2 min - clarifying questions ○ 4 min - consulting round ○ >1 min - thank consultants <p>Debrief</p> <ul style="list-style-type: none"> • Make a mark on the “spectrums of comfort/engagement” slide - how was that for you? Invite to type in chat or pick up mic to say more • Poll: which did you like better: more or less structure? (Choose multiple choice poll - put meaningful names in for first answer choice and second answer choice) 			
(20 min)	<p>Learning Something New Together</p> <ul style="list-style-type: none"> • User Experience Fishbowl <ul style="list-style-type: none"> ○ Invitation: <ul style="list-style-type: none"> ■ What is the good, the bad, and the ugly of facilitating online sessions with LS? ■ Can talk about our experience preparing for this session - the 	Donna		<p>Tool: Main Room using Video Slide</p> <ul style="list-style-type: none"> • Fish in the bowl - cameras on • Outside the bowl - cameras off

	<p>considerations/things we had to talk through/think through/technically figure out how to do</p> <ul style="list-style-type: none"> ○ Fish (Beth, Barish, Leva) talk for X minutes, then invite rest of group to turn on video and join the bowl when they want 			<ul style="list-style-type: none"> ● Turn your camera on to enter the bowl
(10 min)	<p>Global Gathering Nuggets</p> <ul style="list-style-type: none"> ● Tracy: anxiety circus adaptation, principles, biggest ever ecocycle on the floor, 1-2-4-all dance party, ● Leva: about spiral journal, convo cafe, key reading /complexity theorists from Keith ● Barish: ??? 	Beth		Tool: Everyone chat

Date: March 5, 2019

Time: 12:00 - 1:30 pm

Location: BCcampus Downtown Victoria Boardroom (Room 127 - 645 Fort St, Victoria BC, V8W 1G2)

Time	Notes	Facilitated by...	Resources
(30 min)	<p>Networking & Sharing</p> <ul style="list-style-type: none"> ● LS: Impromptu Networking ● Invitation: <p>Think about the fundamental purpose of the work you do.</p>		

	<p>What is something (big or small) you would change that would bring you closer to fulfilling the fundamental purpose of your work?</p> <p>What is something you do well to contribute to your work's fundamental purpose?</p> <p>Find a partner and share. Then find another partner. And another!</p>		
(30 min)	<p>Getting & Giving Help</p> <p><i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i></p> <ul style="list-style-type: none"> • LS: Wicked Questions • Invitation: <p style="text-align: center;"> What opposing-yet-complementary strategies or realities must YOU face simultaneously in order to be successful in your work? </p>		
(30 min)	<p>Learning Something New Together</p> <p><i>What LS do you want to take for a test drive in the safe space of our user group? Is there an "LS in Development" or bit of Punctuation you'd like to try out?</i></p> <ul style="list-style-type: none"> • LS: 25-10 Crowdsourcing • Invitation: (a user challenge) - if we were 10x bolder, how would we fill the leadership victoria gala event 		

Date: Jan 9, 2019

Time: 12:00 - 1:30 pm

Location: 1575 Lyall Street, Esquimalt (Chief and Petty Officer's Mess)

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing Structure & Invitation: <ul style="list-style-type: none">• LS: Impromptu Networking:• Invitation: 1)What is a challenge you are currently facing in your work? 2) what are you hoping to give to this group (today or in general)	TR/BCB	
(30 min)	Getting & Giving Help <i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i> <ul style="list-style-type: none">• LS: 1-2-4-all• Invitation: What is a challenge you are currently facing in your work that you would like help with?	Charlene	
(30 min)	Learning Something New Together <i>What LS do you want to take for a test drive in the safe space of our user group?</i> <ul style="list-style-type: none">• LS: Troika Consulting (1 round)• Invitation: challenge we are currently facing in our work	Roger	Appreciative Interview

Date: Oct 16, 2018

Time: 12:30 - 2:00pm

Location: Royal Roads University, Castle Drawing Room

Time	Notes	Facilitated by...	Resources
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(30 min)	Networking & Sharing Impromptu Networking	Ken	
(30 min)	Getting & Giving Help <i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i> <i>Celebrity Interview - with local celebrities Tracy and/or Beth. SMEs on Liberating Structures. (Chance to try out this LS)</i>	Charlene Dishaw	
(30 min)	Learning Something New Together <i>What LS do you want to take for a test drive in the safe space of our user group?</i> <ul style="list-style-type: none"> • Troika Consulting 	Tami	

Date: Sep 18, 2018

Time: 12:00 - 1:30pm

Location: University of Victoria, Continuing Studies Building, Room CST 276

Time	Notes	Facilitated by...	Resources
(30 min)	Networking & Sharing We need someone to lead an Impromptu Networking ! Possible questions for the invitation (need 2). Often they are “ <i>What big challenge do you bring to this gathering? What do you hope to get from and give this group or community?</i> ” but they can be whatever we want! E.g., <ul style="list-style-type: none"> • What is one thing you are finding challenging about Liberating Structures in your 	Donna Dowling, with support from Beth/Tracy	

	practice? <ul style="list-style-type: none"> • What is one wonderful moment you enjoyed during the summer? • What is one thing happening in your work that you are really excited about right now? • What is one amazing thing you learned lately? 		
(30 min)	Getting & Giving Help <i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others about how they do it?</i> If no one has a more pressing design need, Tracy is wondering: What LS activities can we use to activate students' prior knowledge? (context: BCcampus online book club, How Learning Works) - which LS and what invitation would you try?		
(30 min)	Learning Something New Together <i>What LS do you want to take for a test drive in the safe space of our user group? Is there something about LS you'd like to know more about? What do you need to know right now to move forward with your practice?</i> <ul style="list-style-type: none"> • 		

Date: June 20, 2018

Time: 12:30 - 2:00pm

Location: Camosun College Lansdowne - 3100 Foul Bay Road - Library Building, Multi purpose Room

Time	Notes	Facilitated by...	Resources
12:30 (30 min)	Networking & Sharing Impromptu Networking http://www.liberatingstructures.com/2-impromptu-networking/ <ul style="list-style-type: none"> • What would propel/amplify your LS practice 10x? 		

	<ul style="list-style-type: none"> How can you bring/get it from this user group? 		
1:00 (30 min)	Getting & Giving Help <i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i> <ul style="list-style-type: none"> Roger I am interested in others' ideas for invitations for Drawing Together (Tracy) Content vs. activity/process 		
1:30 (30 min)	Learning Something New Together <i>What LS do you want to take for a test drive in the safe space of our user group?</i> <ul style="list-style-type: none"> 		
2:00	End of meeting		

Date: Apr. 17, 2018

Time: 12:30 - 2:00pm

Location: Camosun College Lansdowne - 3100 Foul Bay Road - Library Building, Multi purpose Room

Time	Notes	Facilitated by...	Resources
12:30 (30 min)	Networking & Sharing <i>Impromptu Networking</i> http://www.liberatingstructures.com/2-impromptu-networking/		

	<ul style="list-style-type: none"> • What new skill or information have you learned and integrated into your work lately? • What would you like to get from and give to this meet-up today? 		
1:00 (30 min)	<p>Getting & Giving Help</p> <p><i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i></p> <ul style="list-style-type: none"> • This is a spot for people to bring things they are working on and we can “workshop” it together • We could use or adapt “Troika Consulting” for this part (depending on numbers) 		
1:30 (30 min)	<p>Learning Something New Together</p> <p><i>What LS do you want to take for a test drive in the safe space of our user group?</i></p> <ul style="list-style-type: none"> • 		
2:00	End of meeting		

Date: Jan 31, 2018

Time: 12 - 1:30pm

Location: Camosun College on Foul Bay Road - Library Building, Multi purpose Room

Time	Notes	Facilitated by...	Resources
12:00 (30 min)	Networking & Sharing <i>Impromptu Networking</i> <ul style="list-style-type: none">• What is a big challenge or opportunity you are facing in your work right now?• What - specifically - would you like to give and get from your LS user group this year? Debrief <ul style="list-style-type: none">• Ideas for our year:<ul style="list-style-type: none">◦ Work the whole collection? $11 \times 3 = 33$ structures in a year?• Figure out ones we haven't done and start with those? Or "simple to complicated? Short to long? Just random?• How to deal with the long ones?• FYI: 2 day Immersion at RRU in April	Tracy, unless someone else would like to lead Impromptu Networking	
12:30 (30 min)	Getting & Giving Help <i>What facilitation challenges do you have that we can help with? Is there an LS you want to try, but would like to hear/see from others how they do it?</i> <ul style="list-style-type: none">• This is a spot for people to bring things they are working on and we can "workshop" it together• We could use or adapt "Troika Consulting" for this part (depending on numbers)		

1:00 (30 min)	Learning Something New Together <i>What LS do you want to take for a test drive in the safe space of our user group?</i> <ul style="list-style-type: none"> • 		
1:30	End of meeting		

Date: Nov 22 2017

Time: 12:30pm-2pm

Location: Royal Roads University, LIC Room 209

Time	Dur	Notes	Facilitated by...	Resources
12:30	30 min	Networking and Sharing Please tell a story about a time when you worked on a Liberating Structure and you are proud of what you accomplished. What is the story and what made the success possible? This is will be a mini version of AI to fit the 30 minute time space.	Charlene D	Appreciative Interviews

1:00	30 min	Getting and Giving Help What facilitation challenges do you have that we can help with?		
1:30	30 min	Learning Something New Together Wicked Questions	Beth	
2:00		End of meeting		

Date: Sep 21 2017

Time: 12:30pm

Location: BCcampus Office Boardroom, 120-645 Fort Street

Time	Dur	Notes	Facilitated by...	Resources
12:30	30 min	Networking and Sharing Drawing Together	Tracy K	
1:00	30 min	Getting and Giving Help		

		What facilitation challenges do you have that we can help with?		
1:30	30 min	Learning Something New Together Helping Heuristics	Beth CB Allison B	
2:00		End of meeting		

Date: June 12 2017

Time: 12:30pm

Location: Royal Roads University, Learning and Innovation Centre room 207

Time	Dur	Notes	Facilitated by...	Resources
12:30	30 min	Networking and Sharing Mad Tea (an emerging structure)	Beth CB	Slides
1:00	30 min	Getting and Giving Help What facilitation challenges do you	Tracy K	

		have that we can help with?		
1:30	30 min	Learning Something New Together 25/10 Crowdsourcing	Charlene D	
2:00		End of meeting		

April 6, 2017 - Meeting - 12:30-2pm - at Royal Roads University - no agenda

Date: Mar 23, 2017

Time: 6:30-9:30pm

Location: at Royal Roads University (Blue Heron House) - **inaugural meeting to launch the group**

Supplies

- Large Chart Paper (Beth)
- Markers (reg and whiteboard markers)(Tracy)
- Tape (Tracy)
- Sticky notes (Beth and Tracy)
- Bells (Tracy)
- Index cards (Beth)
- Talking object (Beth)

- 8 x 11 lined paper pad just in case (Beth)
- Website: <http://www.liberatingstructures.com/>

Time	Dur	Notes	Facilitator(s)	Resources
6:30	10 min	Welcome <ul style="list-style-type: none"> • Acknowledgement of Traditional Land/ thank RRU (Beth can do this) • Who are Tracy and Beth? • Why we called the meeting - what led up to this point (Tracy?) • Committed to launching this and shepherding it for the first while (a year?) (T?) • Part of user groups worldwide - we're now listed on the site (B?) • Today is about launch, future plans: (B?) <ul style="list-style-type: none"> ○ networking and sharing among members ○ getting & giving help ○ learning something new together 	Beth and Tracy	
6:40	12 min	Impromptu Networking Purpose: This structure is for rapidly sharing challenges and expectations, building new connections. Invitation: What big challenge do you bring to this gathering? What do you hope to get from and give this group or community? Three rounds of pairs, 3 minutes each	Christiana	Write invitation questions on whiteboard
6:52		Purpose to Practice	Tracy and Beth	Chart paper

		<p>Purpose: Design the 5 essential elements for a resilient and enduring initiative</p> <p>PURPOSE - 9 Whys (pairs; 20 minutes) - Tracy <i>Why this work is important to you and the larger community (Goal: “We exist to...”)</i></p> <p>Instructions: (9 Whys)</p> <ul style="list-style-type: none"> ● Purpose: Make purpose of your work together clear ● 1 min, alone: When working on _____ (learning about/improving your facilitation practice?), what do you DO? Make a short list of activities. Write legibly. e ● 10 min, Pairs: Interview e/o. Starting with “What do you do when working on ____?” the interviewer gently seeks a deeper answer by repeating the query: “Why is that important to you?” Switch roles after 5 minutes. ● 4 - 5 min: Each pair shares experience & insights with group ● 4 min: Invite whole group to reflect by asking, “How do our purposes influence the next steps we take?” <p>PRINCIPLES - Min specs (alone; then divide into small groups of 4; 30 minutes) - Beth <i>The must do and must not do rules we must obey to achieve our purpose (Goal: list of principles for our group)</i></p> <div> <p>Give the list from the Seattle User Group to “seed” ideas...</p> </div>		<p>Markers Tape</p> <p>Flipchart paper or whiteboard for small group work</p> <p>Note paper</p>
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		<p>e.g., Users must share ownership of and responsibility for the group</p> <p>Users must expect surprise, adapting to opportunities and discoveries as they emerge</p> <p>Users must maintain transparency and honor Creative Commons principles</p> <p>Users must maintain a practical “solutions focus” to group activities</p> <p>Users must not over-organize activities</p> <p>Users must continuously invite and welcome new users and novices into the group</p> <p>Instructions</p> <ul style="list-style-type: none"> Individually for 1 minute: Generate a list of all “must do” and “must not do” activities to achieve a successful user group (max specs) In a small group for 5 minutes: Share and make one max specs list as complete as possible Small group tests each spec on your max list against the purpose statement - if the spec can be violated and the purpose still achieved, drop the spec from the list - 10 minutes Compare across groups and consolidate to one list - 12 minutes <p>PARTICIPANTS - talk (1-2-All; 10 minutes) Tracy</p> <ul style="list-style-type: none"> How can we avoid becoming a “clique”? How can we ensure new 		<p>Flipchart paper or whiteboard</p> <p>Talking object</p>
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		<p>people come all the time? How can we reach out to and include “unusual suspects” in this group to learn from each other?</p> <p>STRUCTURE - talk (whole group; 5-10 minutes) Tracy <i>How will we organize (both macro- and microstructures) and distribute control in pursuit of purpose?</i></p> <ul style="list-style-type: none"> Propose the Seattle group’s structure and see if everyone is good with that :-) <p>PRACTICES - Beth (Conversation cafe; four rounds totalling 20 minutes (1 min each - 1st round; 1 min each - 2nd round; 5-10 min - 3rd round; 1 min each - 4th round)</p> <p><i>What are we going to do? What will we offer to ourselves, this group/community of users and how will we do it?</i></p> <p>Instructions:</p> <ul style="list-style-type: none"> Divide into groups (4-7) or choose to stay as one big group depending on numbers of people (Ask for someone to record “raw data” on whiteboard or flips before we put finals on P2P chart paper at end?) Ask for someone to volunteer as the host (Beth could do this but it would be great to have someone else) to gently intervene if someone fails to observe one of the 6 agreements - they probably need a timer Round 1: Each person shares - 1 min per person Round 2: Each person shares after having listened to everyone else - 1 minute per person Round 3: Open conversation - 5-10 minutes) Round 4: Each person shares takeaways - 1 min per person 		<p>Six Conversation Cafe agreements:</p> <p>Suspend judgement as best you can</p> <p>Respect one another</p> <p>Seek to understand rather than to persuade</p> <p>Invite and honour diverse opinions</p> <p>Speak what has personal heart and</p>
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				meaning Go for honesty and depth without going on and on and on
8:30		end		