

# The Surprising Power of Liberating Structures

Unleash creativity and innovation in every team



Photo: Keith McCandless



Photo: David Bennett

## 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 only, in the hands of everyone.

Conventional group meetings are often too structured (presentations, status reports, managed discussions) or too unstructured (open discussions and brainstorming) to creatively engage your team in shaping their future. Liberating Structures provides a fresh approach to purposeful meetings and workshops, helping leaders and their teams to achieve better results and allowing everyone to contribute.

Liberating Structures offers easy methods for managers or leaders to achieve better results in every situation, provided they are willing to include as many of the affected people as possible. Problem solving, making decisions, planning, or innovating become processes they are facilitating rather than directing. They quickly discover that it is possible, and not that difficult, to include and engage everybody and give everyone the opportunity to contribute.



Photo: Keith McCandless

## Liberating Structures Immersion Workshops

David's immersion workshops are highly engaging and focused on experiential learning. Participants gain the confidence to design and run meetings and workshops, integrating the Liberating Structures concepts into the core of your organisation's strategy, innovation, creativity and organisational culture.

The easy-to-learn, adaptable methods for engagement make it quick and simple for groups of people of any size to radically change how they interact and work together, and thus how they address issues, solve problems and develop opportunities.

The workshops can be 1, 2 or 3 days duration, depending on your requirements.





**David  
Bennett**

David's deep knowledge of Liberating Structures comes from his opportunities in 2019 to learn from Keith McClelland, one of the two founders of the approach. He was fortunate to be a member of the design and delivery team for immersion workshops with Keith in Sydney, Lima, Buenos Aires and Santiago.

David uses Liberating Structures in his individual and team coaching practice, and in designing and delivering developmental and embodied leadership programmes in New Zealand and the USA.

# Workshop Design



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## Pre-Workshop Design Teams

David works with clients to ensure the immersion workshop content is designed to achieve their desired outcomes. He has two pre-workshop design meetings with 3-5 of the participants. These are 1 hour meetings. The first will decide on the content and Liberating Structures processes. The second meeting will review the workshop timeline, resources and roles.

## Post-workshop Support

90 minute virtual calls held monthly for 3 months after the immersion workshop to help participants learn from each other, celebrate their successes and support to overcome challenges in integrating LS into their work.



# LIBERATING STRUCTURES IMMERSION WORKSHOP



Photo: Keith McCandless

## Participant Testimonials

"Thanks David for a very productive day. The techniques you used and your skills as a facilitator opened our eyes to so many possibilities and enabled us to achieve much more than would have been possible if I had attempted to facilitate the meeting myself."

"Thank you so much for today's workshop. That was the most progress made and the most engaged the team has been, brilliant."

"I learnt more about my colleagues in your workshop than in the three years I have worked with the company."

"Your skills include explaining LS to a non OD group , giving clear instructions and supporting the design team with kindness. The day after the workshop one of the team used LS with her team. Another has already planned his next strategic planning event using LS, and another has let her senior team know her idea to take a different approach to running a regular review meeting. I am grateful for your work with us."

# The Impact of Unproductive Meetings



Unproductive meetings can have significant financial costs arising from the wasted time, reduced productivity, and opportunity costs associated with ineffective meetings.

According to a recent survey, employees admitted to wasting an average of 31 hours per month in unproductive meetings. Another study found that managers spend on average 15% of their time in meetings, and senior executives devote up to 50% of their working hours in meetings. However, only 17% of these meetings were considered productive.

Unproductive meetings divert resources, attention, and expertise away from more valuable activities. The time and effort invested in unproductive meetings could have been utilized for strategic planning, innovation, or client engagement. According to a recent Bloomberg article, unnecessary or ineffective meetings waste USD\$25,000 annually per employee.

Frequent unproductive meetings can contribute to employee dissatisfaction, disengagement, burnout and turnover. To mitigate the financial costs of unproductive meetings, organizations can develop people leaders' facilitation and communication skills.

# Immersion Workshop Fees

Includes Design Team meetings, workshop facilitation, post-workshop support meetings

Workshop Duration	Investment NZD
1 Day Immersion Workshop	\$4,995 + GST
2 Day Immersion Workshop	\$7,155 + GST
3 Day Immersion Workshop	\$9,315 + GST

Venue hire and catering are not included in the above pricing.

Materials are not included in the fee pricing and are charged at cost recovery.

I am based in Christchurch, New Zealand. Facilitator travel and accommodation costs are not included in the fee pricing and are charged at cost recovery.