



TNOYS
TEXAS NETWORK OF
YOUTH SERVICES

welcome

The image features the word "welcome" rendered in a playful, 3D, multi-colored font. The letters are arranged in two rows: "wel" on the top row and "come" on the bottom row. The colors are vibrant: 'w' is pink, 'e' is light green, 'l' is orange, 'c' is blue, 'o' is yellow and shaped like a sun with rays, 'm' is purple, and the final 'e' is green. The letters have a slight shadow on the white background, giving them a three-dimensional appearance.

TNOYS XL INSTITUTE

Customized training and consulting for youth services, using interactive methods, like Liberating Structures...



The screenshot shows the homepage of the Liberating Structures website. The header features the title "Liberating Structures" in a large, bold font, with the subtitle "INCLUDING AND UNLEASHING EVERYONE" below it. The background is a collage of colorful, textured paper. Below the header is a navigation bar with links: Home, LS Menu, Field Stories, Topics, Bookstore, Keith, Henri, and User Resources. The main content area is divided into three columns. The left column contains a logo of a stylized eye and a list of 14 menu items. The middle column features a book cover titled "The Surprising Power of Liberating Structures" by Henri Lipmanowicz and Keith McCandless. The right column includes a search bar and a list of links for "News and Events", "What People Are Saying", "Introduction", "Food for Thought Blog", "LS Menu", and "Field Stories".

Liberating Structures
INCLUDING AND UNLEASHING EVERYONE

Home LS Menu Field Stories Topics Bookstore Keith Henri User Resources

Liberating Structures Menu
Microstructures & Design Elements

1. 1-2-4-All
2. Impromptu Networking
3. Nine Whys
4. Wicked Questions
5. Appreciative Interviews (AI)
6. TRIZ
7. 15% Solutions
8. Troika Consulting
9. What, So What, Now What? W³
10. Discovery & Action Dialogue (DAD)
11. Shift & Share
12. 25/10 Crowd Sourcing
13. Wise Crowds
14. Min Specs

When you better job? work well t Have you r unexpecte top of your opportunity If YES, we organizatic

The Surprising Power of Liberating Structures
Simple Rules to Unleash A Culture of Innovation
Henri Lipmanowicz
Keith McCandless

Search the website:

News and Events
What People Are Saying
Introduction
Food for Thought Blog
LS Menu
Field Stories

www.liberatingstructures.com/

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IMPROMPTU NETWORKING

Find a partner you don't know/know well...

2 minutes per person, 4 minutes per round, 3 rounds

- *Introduce yourself*
- *What big challenge is on your mind today?*
- *What do you hope to get from AND give to this group?*





TRIZ - MAKING SPACE FOR INNOVATION

What can I do to ensure the WORST outcomes possible for the youth in my care?

- **First:** Reflect alone ~ make a list of what you do now
Discuss with a partner.... Then group of 4 Then altogether
- **Second:** circle what things on the list you do now - be brutally honest
Discuss with a partner.... Then group of 4 Then altogether
- **Third:** circle ones you can stop doing now + who might need help from
- **Action plan** ~ which 3 can I stop doing next week?
Discuss with a partner.... Then group of 4 Then altogether

Bring a spirit of fun and honesty!



PROBLEM SOLVING WITH PEERS

What is one challenge that gets in the way of giving the quality, creative, caring services you want to?

- Make a group of 3 (pick people you don't know as well!). Sit knee to knee.
- Decide who gets help first (1 "client") and who gives help (2 "consultants")
- First client shares their challenge/problem.
- Consultants ask clarifying questions. (Don't solve it yet!)
- Client turns around with his/her back facing the other two.
- Together, consultants talk aloud -- ideas, suggestions, coaching advice, etc. about the challenge. Client is silent.
- Then, client turns around and shares what was most valuable/how it went.
- Switch to next "client" and repeat!

FINAL THOUGHTS

- How can you use these techniques?
- What ideas can you take home and try?
- How can we all stay connected?



**THANK YOU!
& EVALUATIONS**

