Agile 2019 Retrospective with Liberating Structures
(facilitated by Dana Pylayeva)
What are Liberating Structures?

Simple social technologies that distribute participation more widely while drawing out greater difference and variation within groups.
Mad Tea Party
Still-in-development
Instructions & Steps

1. Self-organize into two groups (inner circle & outer circle facing each other)
2. Read a question and complete the statement in (30 seconds per person)
3. *DING* Bells
4. In each circle shift one person to the right
5. Respond to a new statement (30 seconds)
Mad Tea *Etiquette*

with a bow to Bob Dylan

1) Stay curious, dig deep, have fun
2) Don’t over think answers
3) Finish each of the open sentences **with a short phrase!**
One thing that surprised me the most this week was...
One session that blew my mind was...
A courageous conversation I wasn’t having this week ...
When I come back to my work, I will try ...
What I find challenging to bring back to my organization is...
What I hope can happen for me today is...
Self-Organize into groups of 4 - 7
TRIZ

Stop counterproductive behaviors to make space for innovation
Teoriya Resheniya Izobretatelskikh Zadach (TRIZ)

Theory of Solving Ingenious Problems
Step 1: *(Alone)* Define everything you could to do to *minimize* impact from Agile2019. Be inventive and thorough.
What could you do to guarantee that by the end of the month, you remember nothing from this week, you lost all inspiration, abandoned all ideas and lost a drive for change?
Step 2: As a group, compile a list of all the things you **must or must not do** to have this perfectly failed learning opportunity.
Is there anything on your list that resembles a typical post-conference behavior or practice?

Circle it! Be unforgiving
What *triggers* the behaviors? What causes you to fall into them?
THINK

What are you going to STOP Doing?
What are you going to \textbf{STOP Doing}? \\
What do you need from others to help you \textbf{STOP IT}?
15% Solutions/Impromptu Networking

Discover And Focus On What Each Person Has The Freedom And Responsibility To Do Now
A 15% Solution is something you can do right away without needing any more freedom, resources, permission, authority, or control.

Where you have discretion to act right now.
Instructions & Steps

1. Alone, come up with your 15% Solution (2 mins)
2. Your will be sharing your idea to give/get help on it from others in the next step.
What is your next action to maximize learning from Agile2019?

Something you can do right away without needing any more freedom, resources, permission, authority, or control.
Impromptu Networking
Rapidly share challenges and expectations while building new connections
Instructions & Steps

1. Find someone you don’t know well. Each person shares their 15% solution and get feedback for refinement (3 mins total to share)

2. Signal from facilitator, pause for a minute to update your idea as needed

3. Switch partners & respond to the same question. (3 mins total to share)

4. Signal from facilitator

5. Switch and repeat. (3 mins total to share)
<table>
<thead>
<tr>
<th>Agenda Item</th>
<th>Goal</th>
<th>Liberating Structure</th>
<th>Invitation, Question, and Content</th>
<th>Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome</td>
<td>Set expectations</td>
<td></td>
<td>This retrospective is about YOU and helping you reflect on your experience and the next steps.</td>
<td>2 min</td>
</tr>
</tbody>
</table>
| Mad Tea      | Focus attention and produce a fresh understanding of options and next steps | [Bear, Piglet, Mickey Mouse] | **One thing that surprised me the most this week was...**  
**One session that blew my mind was...**  
**A courageous conversation I wasn’t having this week ...**  
**When I come back to my work, I will try ...**  
**What I find challenging to bring back to my organization is...**  
**What I hope can happen for me today is...** | 10 min |
| TRIZ         | Stop counterproductive activities/behaviors, make space for innovation | [Flame]             | **What could you do to guarantee that by the end of the month, you remember nothing from this week, you lost all inspiration, abandoned all ideas and lost a drive for change?** | 20 min |
| 15% Solution | Discover and focus on what each person has the freedom and resources to do now | [15%]                | **What is your 15% solution to maximize learning from Agile2019? Something you can do right away without needing any more freedom, resources, permission, authority, or control.** | 10 min |
| Impromptu Networking | Form loose connections while clarifying challenges-at-hand | [Two people]      | Share your 15% solution and get feedback from others in the room, connect for post-Agile2019 support                                                                                                                                          | 10 min |
| Closing      | Close retro/debrief                                                 |                      | How was it to experience a retrospective with Liberating Structures, where to learn more..                                                                                                                                               | 18 min |
Resources

- **App:** Liberating Structures App is now released and available in the [Google Play](https://play.google.com) and [Apple App Stores](https://apps.apple.com)