

## **Book Review - The Surprising Power of Liberating Structures.** Simple rules to unleash a culture of innovation.

Henri Lipanowicz and Keith McCandless. Liberating Structures Press 2013. ISBN 13: 9780615975306

Review by Dr. Shyr Chui

It's taken me a while to get round to this one sitting on my 'to read' list for quite some time but I'm glad I did because it's quite revolutionary.

Equal parts a textbook, a reference guide and a toolkit, this compendium of new facilitation tools or "microstructures" along with why, when and how to use them will change how you convene a group of people with the goal of engaging teams, analyzing problems, unlock creativity and enabling next steps. The authors outline 33 separate innovative group tools which will help workshop facilitators build group engagement, no matter how entrenched they may be at the start.

The chapters explain the rationale behind the tools, how to combine these tools into "strings" to amplify their effect and provide real-life examples of their success in practice.

Ranging from small scale exercises to unlock "stuck" groups to larger scale tools to enable multiple teams to see the "whole forest and not just the trees" of their organization, there's a tool for every situation.

This book should be workshop facilitation reading 101 for anyone tasked with leading a group of individuals to make tangible progress towards a common goal. If everyone used these tools, the days of the tedious and unproductive corporate workshop might be over.

Favourite quote:

"Liberating Structures start with something so simple and essential as not to seem worth doing and end with something so powerful and profound that its hardly seems possible".

Recommended? A copy of this should be on every self-respecting workshop facilitator's bookshelf.

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