

# Course : Increasing productivity and innovation through collective intelligence

## Liberating Structures

**Practical course - 2d - 14h00 - Ref. LBS**

**Price : 1360 € E.T.**

When conventional strategies no longer work, how can you develop a team's potential by giving it new energy? Liberating Structures offers you 33 simple ways to free your teams, your customers and your leadership to find solutions together.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Understanding the drivers of commitment
- ✓ Control group exchanges appropriately
- ✓ Master the use of the main Liberating Structures methods
- ✓ Use the Liberating Structures adapted to your situation
- ✓ Develop your effectiveness as a facilitator

## Intended audience

Managers, consultants, individual contributors and coaches.

## Prerequisites

No special knowledge required.

## Practical details

Experimentation with methods for engaging teams in finding their own solutions through the use of Liberating Structures. 70% hands-on experience.

## Course schedule

### PARTICIPANTS

Managers, consultants, individual contributors and coaches.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.

Participants also complete a placement test before and after the course to measure the skills they've developed.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.

- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## 1 The unsuspected springs of commitment

- Differentiate between types of structure and their impact on individuals.
- Understand the components involved in regulating exchanges within a group.
- Distribute and regulate exchanges according to the structures used.

### Hands-on work

Sharing experience of classic meetings using the Liberating Structure "1-2-4-all".

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 2 A Liberating Structure for every situation

- Analyze the driving forces behind a Liberating Structure method.
- Exploiting the underestimated effectiveness of small steps.
- Apply the 10 principles of Liberating Structures.
- Understand the difference between "Best Practice" and "Self-Discovery".
- Measure the integration and commitment of group members.

### Hands-on work

Reveal the power of individuals when faced with a blocked situation, using the "15% solution" method.

## 3 Developing your leadership

- Discover the unexpected consequences of leadership on teams.
- Examine the challenges of leadership in your organization.
- Identify the costs and benefits of using Liberating Structures.
- Driving change with the Liberating Structure "Ecocycle".
- Understand how the integration of all team members increases a team's effectiveness.

### Hands-on work

Define an ambitious yet realistic strategy.

## 4 The 33 liberating structures

- Select the Liberating Structures relevant to my situation.
- Create successions of Liberating Structures according to your objectives.
- Understanding Liberating Structures storyboards.
- Launch a multi-stakeholder project using a Liberating Structures Storyboard.

### Hands-on work

In groups, create and execute a succession of Liberating Structures based on an objective provided by one of the participants.

## 5 Feedback and implementation

- Identify practices adapted to my profession: consultant, leader, project contributor.
- Apply these methods to both agile and non-agile contexts.
- Explore the results and lessons learned from the transformations carried out.
- Learn about the main pitfalls, tips and tricks involved in setting up Liberating Structures.

### Hands-on work

Draw up an action plan for implementing Liberating Structures methods in your organization using Wise Crowds.

## Dates and locations

### REMOTE CLASS

2026 : 4 June, 23 Nov.

### PARIS LA DÉFENSE

2026 : 4 June, 23 Nov.