liberating structures...

unleashing the power of the collective

background

question is key!

the meeting

consultation

welcome

Presented by Dr. Sandra E. Braham
President/CEO
Terri Balliet, Chief Operating Officer
Gulf Coast JFCS

welcome

Terri

- Why did you choose this session?
- What do you want to gain from this session?

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the meeting

steps to LS

why we need a change

exercise

age of experience

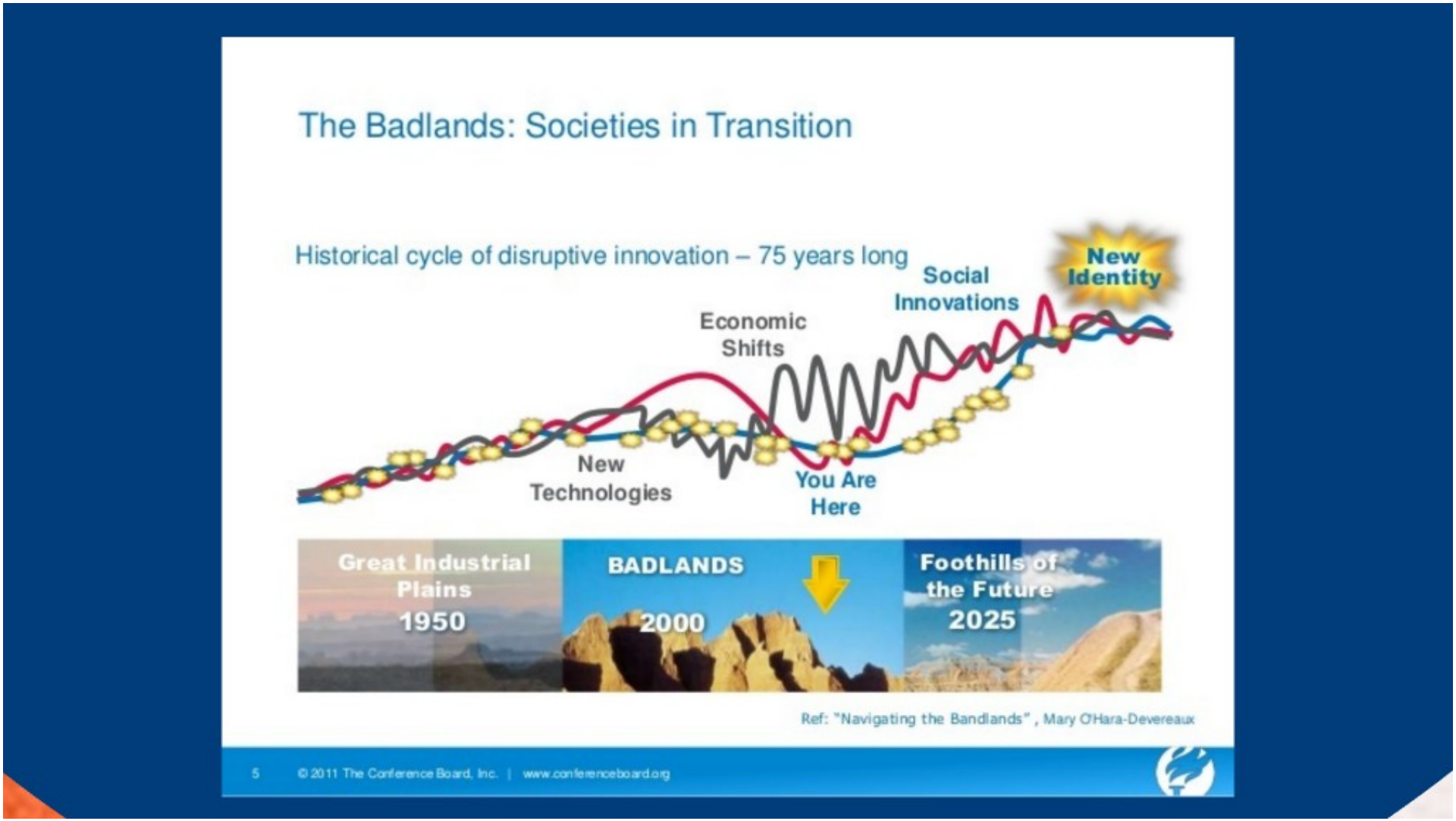
steps to LS

- town hall meetings
- case manager visioning session
- capacity building grant
  - new employee orientation and onboarding visioning committee
  - basis for strategic planning
  - improve retention
  - improve management training

why we need a change...disclaimer

Navigating the badlands... Managing in the decade of radical transformation, Dr. Mary O'Hare Devereaux

2020 workforce


The Badlands: Societies in Transition
Historical cycle of disruptive innovation – 75 years long
New Identity
Social Innovations
Economic Shifts
New Technologies
You Are Here
Great Industrial Plains
1950
BADLANDS
2000
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Ref: "Navigating the Bandlands" , Mary O'Hara-Devereaux
5
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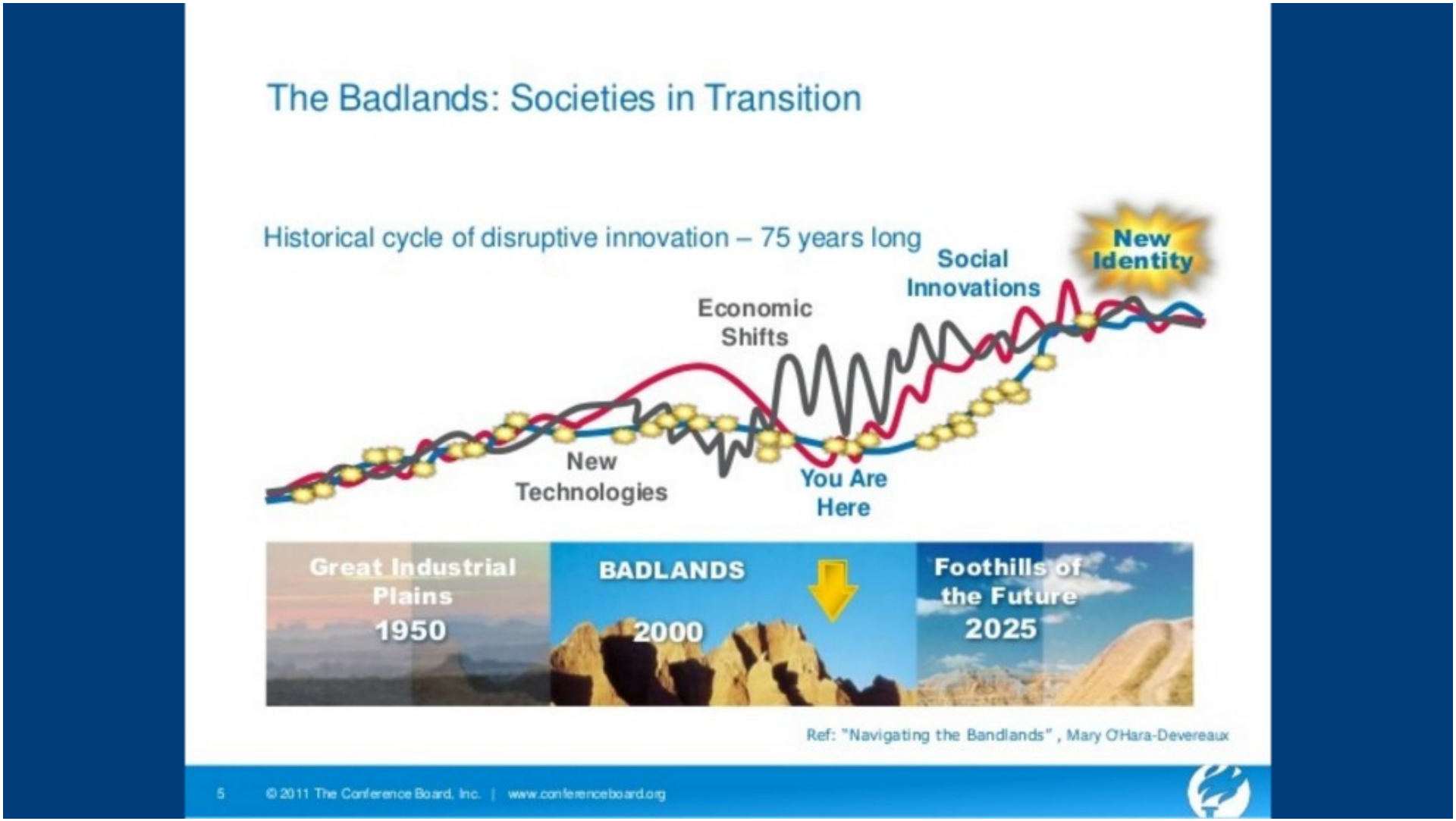
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2020 workforce

Mind the Gap: Managing Five Generations in the Workplace
GENERATION Z
(Born 1997 onward)
05
• Accustomed to change and expects it in the workplace[3]
• Value in-person interactions[3]
• Look for feedback on a frequent, ongoing basis[4]
MILLENIALS
(Born 1977-1997)
04
• Looking to be coached or mentored[3]
• Prefer collaborative and technology-centric training[3]
• Aligning with company values is key[4]
GEN-X
(Born 1965-1976)
03
• View change as a vehicle for opportunity[3]
• Embrace a hands-off management policy[2]
• Entrepreneurial spirit and results-oriented[5]
BABY BOOMERS
(Born 1943-1964)
02
• More reserved in communication style[3]
• Value traditional instructor-led courses or self-learning tools[3]
• Top qualities for a manager are being ethical, fair, consistent[4]
TRADITIONALISTS
(Born before 1943)
01
• Believe in hierarchical management style[1]
• Strong work ethic and loyal to their company[2]
• Slow to adapt to new technology[2]

Mind the Gap: Managing Five Generations in the Workplace

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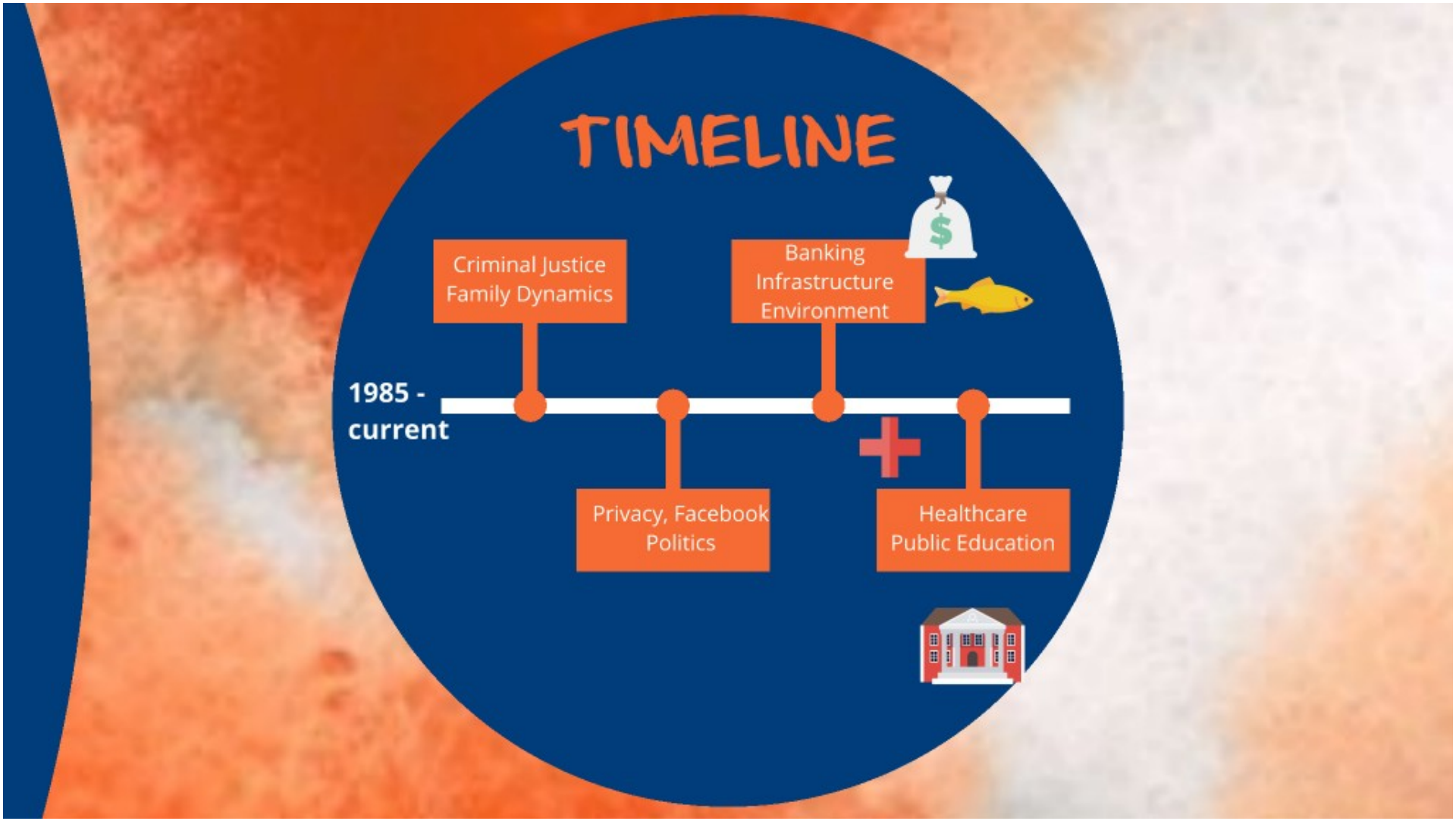
The Global Workforce is Changing
Women are the focus of 85% of D & I efforts worldwide
Globally, women control nearly $12 trillion of the overall $18.4 trillion in consumer spending
10% of world's population lives with a disability
China will be the top economy in 2020 and India is predicted to claim that spot by 2050
Islam now makes up 21% of the population
Worldwide, 49% of college students are women
LGBT Anti-discrimination laws in 52 countries
4/5 generations in the workforce
AGING Workforce

exercise

1-2-4-all: failing systems

- Partner (new) 1 min each (2 mins total)
- two pairs 1 minute each (total 4 mins)
- All, debrief (only add **new** thoughts)

failing systems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1985 - current
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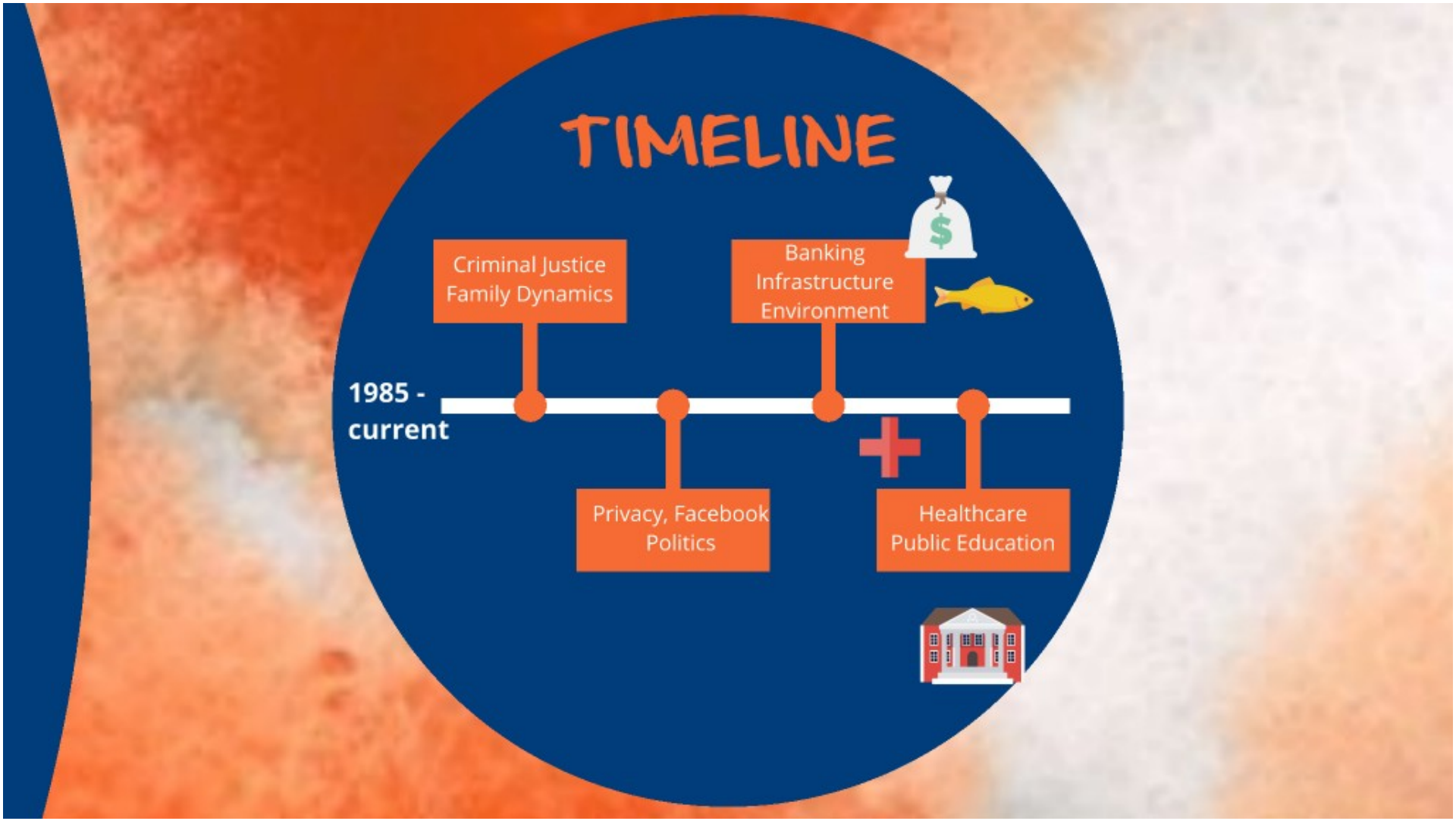
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Age of experience

Products are no longer enough. Today's consumers value experience over all else. The Age of Experience has arrived and represents a huge opportunity for businesses who are willing to change the way they innovate.

- Topgolf
- Restaurant table games
- Reserve your spot at Urgent Care
- Engaging all staff
- Starbucks...(except for the racism part)

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background

Henri Lipmanowicz
AKA "The Father of LS"

<iframe src="https://player.vimeo.com/video/58955014" style="position:absolute;top:0;left:0;width:100%;height:100%;" frameborder="0" webkitallowfullscreen mozallowfullscreen allowfullscreen></iframe> <script src="https://player.vimeo.com/api/player.js"></script>
Liberating Structures: Simple, Subtle, Powerful from Liberating Structures on Vimeo.

Why LS?

change

background

Henri Lipmanowicz
AKA "The Father of LS"

or... Dustin Hoffman's twin brother with the accent

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Why LS?

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why use liberating structures

- No more unproductive meetings
- Unleash the power of of genius in the crowd
- Inclusive, everyone participates
- Innovation comes from the fringe
- Ability to quickly identify the core issues
- Move from whining and complaining to solutions through values-based clarification activities
- Identify opportunities for disruption
- Identify opportunities for reverse disruption

disruption

According to Rad Campaign in their article Best Ideas And Strategies To Disrupt The Nonprofit Sector, “If nonprofits are going to solve the world’s toughest social justice issues and create real world impact, then we need to disrupt the nonprofit sector and radically change the way it functions and is led.”

reverse disruption

innovation workshops

reverse disruption

...encourages organizations to think more simply or to use less resources.

A reverse innovation is any innovation likely to be adopted in the developing world. According to Jean-Marie Dru in chapter seven of The Ways to New: 15 Paths to Disruptive Innovation, "The authors explain that in the developing world innovators are not after sophistication. They focus on whatever is 'good enough.'" "Because we live in an age of diminishing resources," she continues, "...we must all do more with less...

...encourages organizations to think more simply or to use less resources.

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from yesterday's meetings...

- Jeff Degraff, author: "Innovation comes drom the fringe during periods of stagnation; or from getting rid of old stuff."
- Human Centered Design workshop:
  - "In addressing the lack of innovation, we need to be certain we are addressing the real problem."
  - Dan noted the need when innovating to "Do just enough to get started--don't try to get to perfection all at once"
- Ties to the badlands premise of needed to rapidly innovate, implement change, assess, adjust and move forward.

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wise crowds - terri

Wise Crowds make it possible to instantly engage a small or large group of people in helping one another.

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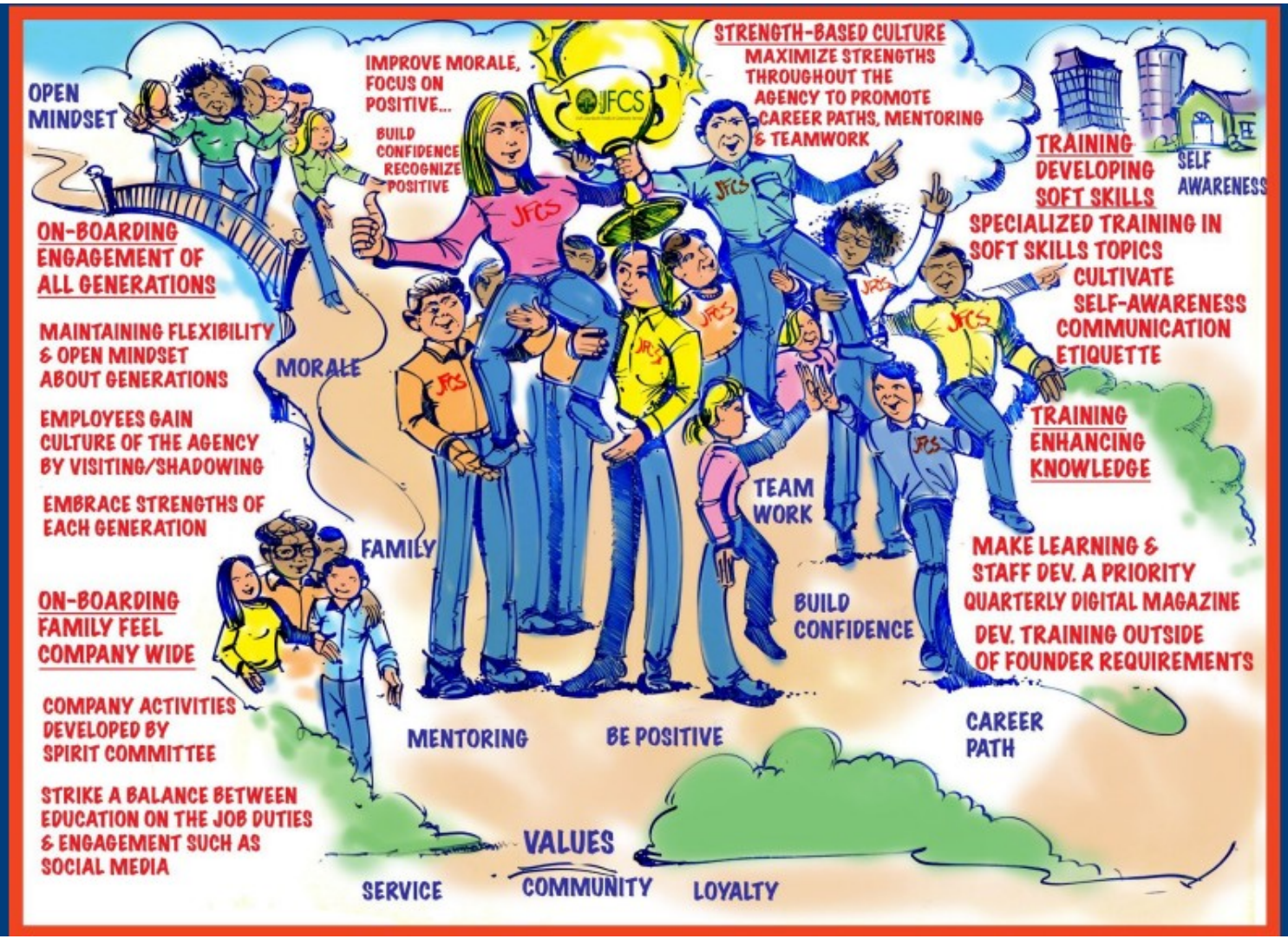
the LS question

The fishbowl

success

Q & A

contact


OPEN MINDSET
IMPROVE MORALE, FOCUS ON POSITIVE...
BUILD CONFIDENCE RECOGNIZE POSITIVE
STRENGTH-BASED CULTURE
MAXIMIZE STRENGTHS THROUGHOUT THE AGENCY TO PROMOTE CAREER PATHS, MENTORING & TEAMWORK
TRAINING DEVELOPING SOFT SKILLS
SELF AWARENESS
SPECIALIZED TRAINING IN SOFT SKILLS TOPICS
CULTIVATE SELF-AWARENESS COMMUNICATION ETIQUETTE
ON-BOARDING ENGAGEMENT OF ALL GENERATIONS
MAINTAINING FLEXIBILITY & OPEN MINDSET ABOUT GENERATIONS
MORALE
EMPLOYEES GAIN CULTURE OF THE AGENCY BY VISITING/SHADOWING
EMBRACE STRENGTHS OF EACH GENERATION
TRAINING ENHANCING KNOWLEDGE
TEAM WORK
FAMILY
MAKE LEARNING & STAFF DEV. A PRIORITY
QUARTERLY DIGITAL MAGAZINE
ON-BOARDING FAMILY FEEL COMPANY WIDE
BUILD CONFIDENCE
DEV. TRAINING OUTSIDE OF FOUNDER REQUIREMENTS
COMPANY ACTIVITIES DEVELOPED BY SPIRIT COMMITTEE
MENTORING
BE POSITIVE
CAREER PATH
STRIKE A BALANCE BETWEEN EDUCATION ON THE JOB DUTIES & ENGAGEMENT SUCH AS SOCIAL MEDIA
VALUES
SERVICE
COMMUNITY
LOYALTY

questions...

thank you!!!!

Terri Balliet, MA
terri.balliet@gcjfcs.org

Sandra Braham, EdD
sandra.braham@gcjfcs.org

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