liberating structures... unleashing the power of the collective

the meeting

background

consultation

question is key!

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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Is this Elephant in your room?

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

Great Industrial Plains 1950
BADLANDS 2000
Foothills of the Future 2025

Ref: “Navigating the Bandlands”, Mary O’Hara-Devereaux
The Badlands: Societies in Transition

Historical cycle of disruptive innovation – 75 years long

Economic Shifts

New Technologies

Social Innovations

You Are Here

New Identity

Great Industrial Plains
1950

BADLANDS
2000

Foothills of the Future
2025

Ref: "Navigating the Bandlands", Mary O'Hara-Devereaux
2020 Workforce

Mind the Gap: Managing Five Generations in the Workplace

- Generation Z (born 1997-2009)
  - Comfortable with change and expectation in the workplace
  - Versatile in terms of technology
  - Expect everything to be immediate and easy

- Millennials (born 1981-1996)
  - Information overload
  - Need to work meaningfully
  - Many are still paying off student debt

- Gen X (born 1965-1980)
  - Typical work experience
  - Verbally oriented and comfortable
  - Expect to grow with the company

- Baby Boomers (born 1946-1964)
  - More offline communications
  - Comfortable with change

- Traditionalists (born before 1946)
  - Comfortable with change

The Global Workforce is Changing

- Women are the focus of 19 out of 20 job offers worldwide
- By 2020, the top economy in the world is predicted to be China
- 21st century, women control nearly $21 trillion of the global economy
- As the world becomes more diverse, understanding cultural differences becomes crucial
- Islam now makes up 25% of the world's population
- 1 in 10 adults identifies as LGB, 1 in 50 as transgender
- 80% of women with disabilities in the global workforce are underemployed or unemployed

Worldwide, 49% of college students are women

China will be the top economy in 2020 and India is predicted to claim that spot by 2030

LGBT+ candidates in 82 countries

9 generations in the workforce

Aging Workforce
Mind the Gap: Managing Five Generations in the Workplace

**GENERATION Z**
(Born 1997 onward)
- Accustomed to change and expects it in the workplace³
- Value in-person interactions³
- Look for feedback on a frequent, ongoing basis⁴

**MILLENIALS**
(Born 1977-1997)
- Looking to be coached or mentored³
- Prefer collaborative and technology-centric training³
- Aligning with company values is key³

**GEN-X**
(Born 1965-1976)
- View change as a vehicle for opportunity³
- Embrace a hands-off management policy³
- Entrepreneurial spirit and results-oriented³

**BABY BOOMERS**
(Born 1943-1964)
- More reserved in communication style³
- Value traditional instructor-led courses or self-learning tools³
- Top qualities for a manager are being ethical, fair, consistent³

**TRADITIONALISTS**
(Born before 1943)
- Believe in hierarchical management style³
- Strong work ethic and loyal to their company³
- Slow to adapt to new technology³
Mind the Gap: Managing Five Generations in the Workplace

- **Traditionals (Born before 1943)**
  - Believe in hierarchical management style
  - Strong work ethic and loyal to their company
  - Slow to adapt to new technology

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  - Value in-person interactions
  - Look for feedback on a frequent, ongoing basis
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 the world's population lives with a disability.
- 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
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)
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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Henri Lipmanowicz
AKA "The Father of LS"

Why LS?

change
background

Henri Lipmanowicz
AKA "The Father of LS"

or... Dustin Hoffman's twin brother with the accent
why use liberating structures

- No more unproductive meetings
- Unleash the power 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
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

...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 from 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 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
questions...
thank you!!!!

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