

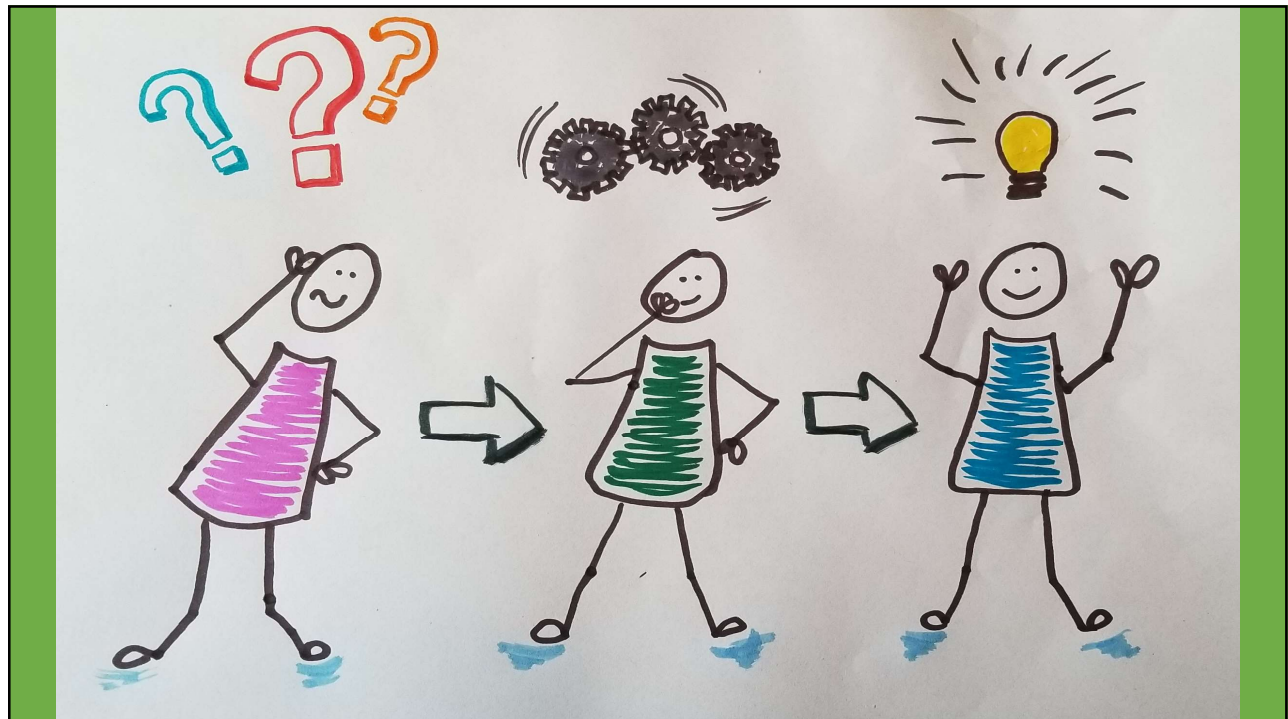
Change: What? So What? Now What!

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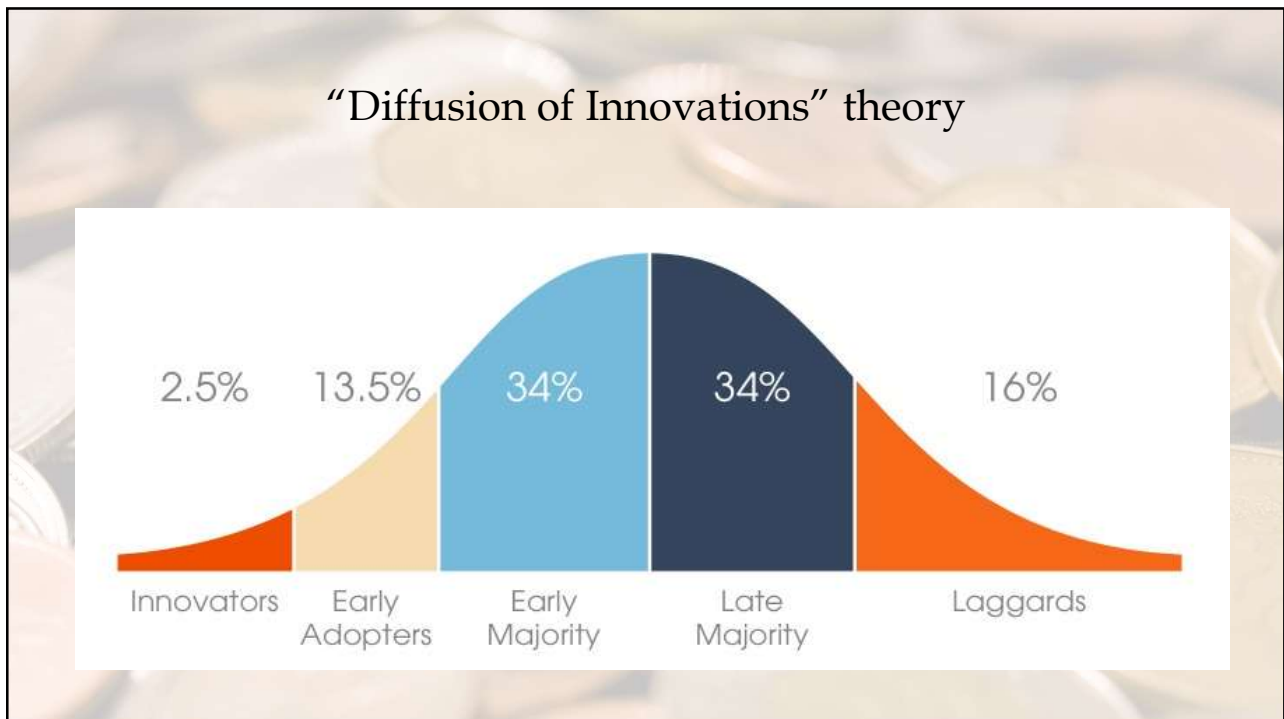
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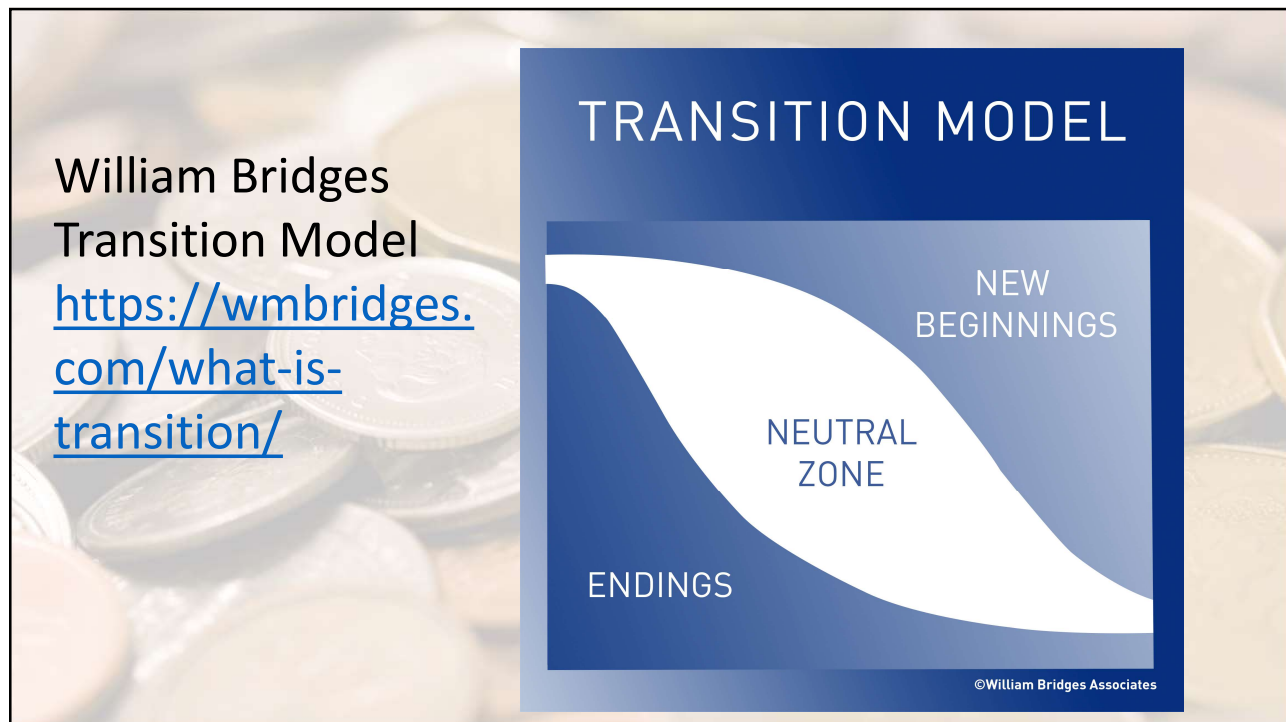


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Liberating Structures

INCLUDING AND UNLEASHING EVERYONE

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What, So What, Now What? W³

Together, Look Back on Progress to Date and Decide What Adjustments Are Needed (45 min.)

What is made possible? You can help groups reflect on a shared experience in a way that builds understanding and spurs coordinated action while avoiding unproductive conflict. It is possible for every voice to be heard while simultaneously sifting for insights and shaping new direction. Progressing in stages makes this practical—from collecting facts about *What Happened* to making sense of these facts with *So What* and finally to what actions logically follow with *Now What*. The shared progression eliminates most of the misunderstandings that otherwise fuel disagreements about what to do. Voila!

Five Structural Elements – Min Specs

1. Structuring Invitation

- After a shared experience, ask, “WHAT? What happened? What did you notice, what facts or observations stood out?” Then, after all the salient observations have

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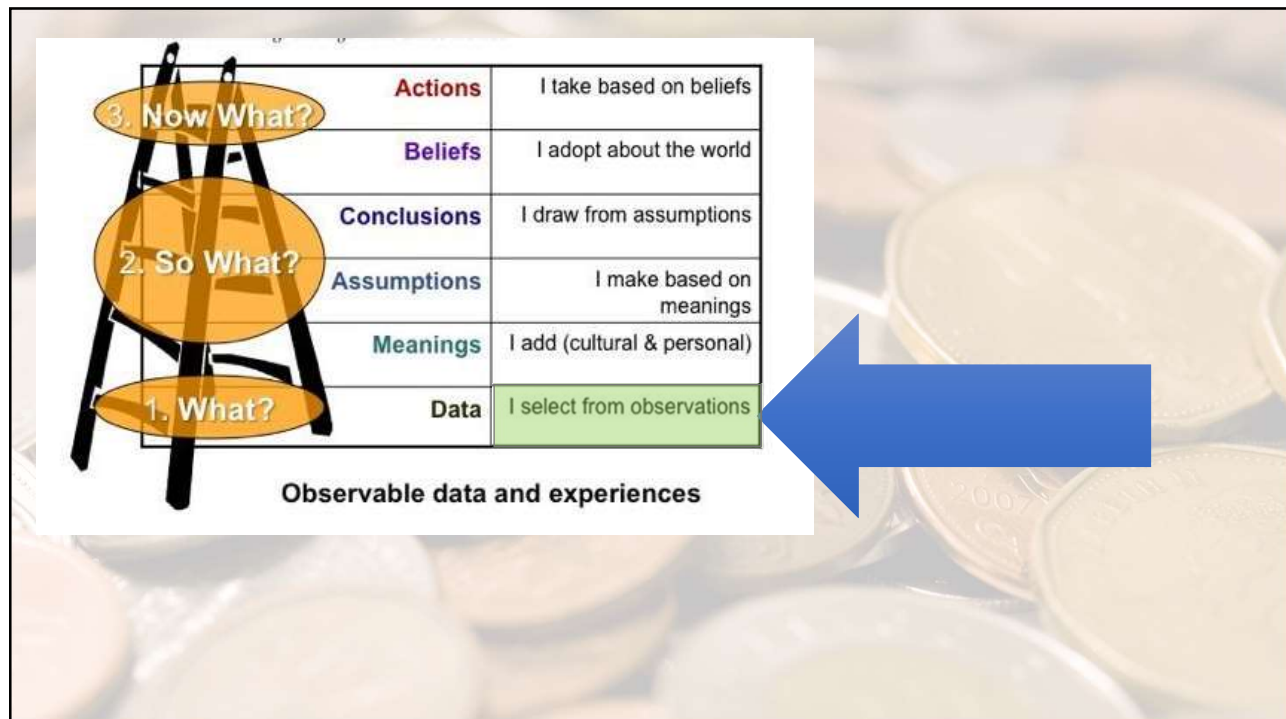
User Resources

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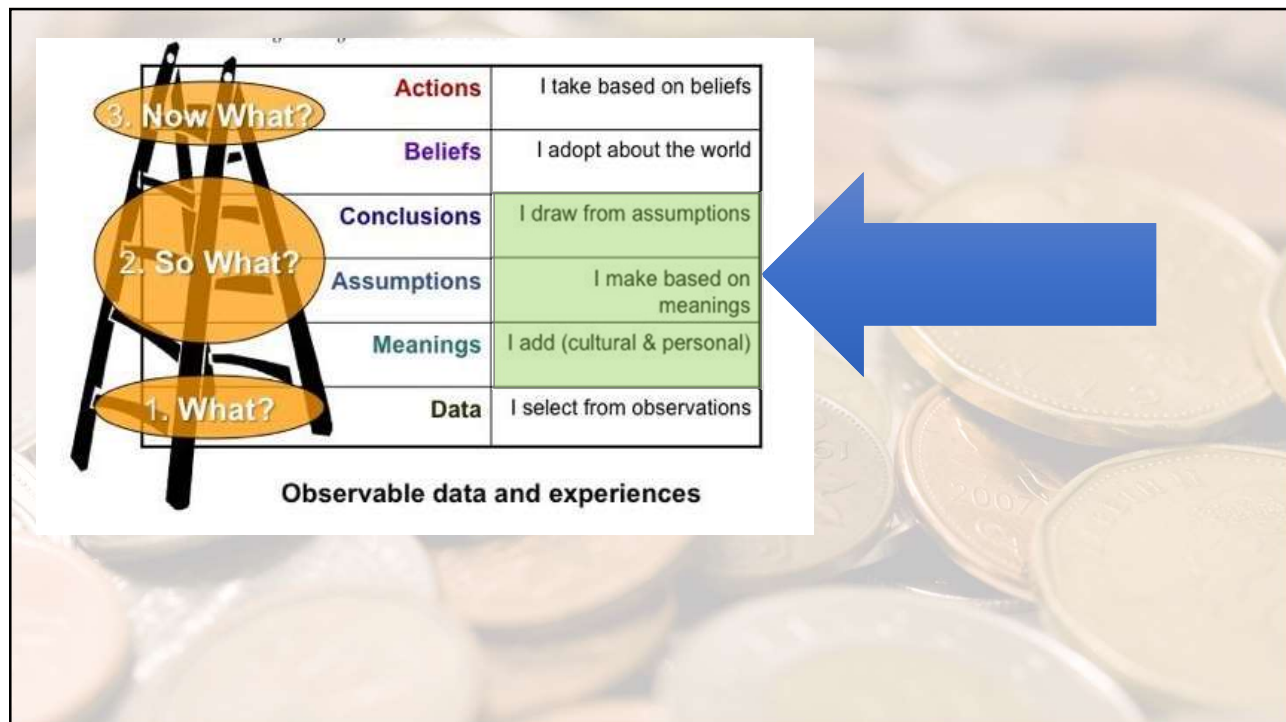
3 Rounds each time.....

- 1 minute to reflect on the conference material on your own.
- 2 minutes to reflect with one other person.
- 2 minutes to reflect with the table and capture shared significant moments on the flip chart.

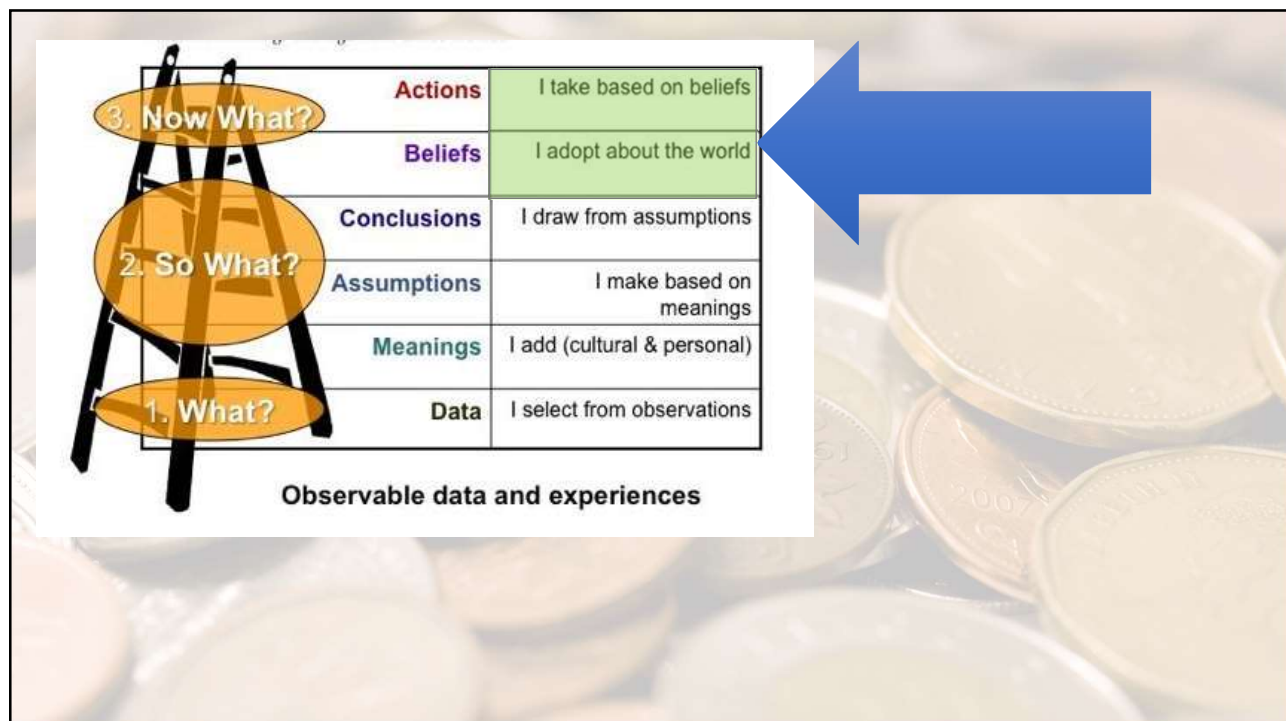
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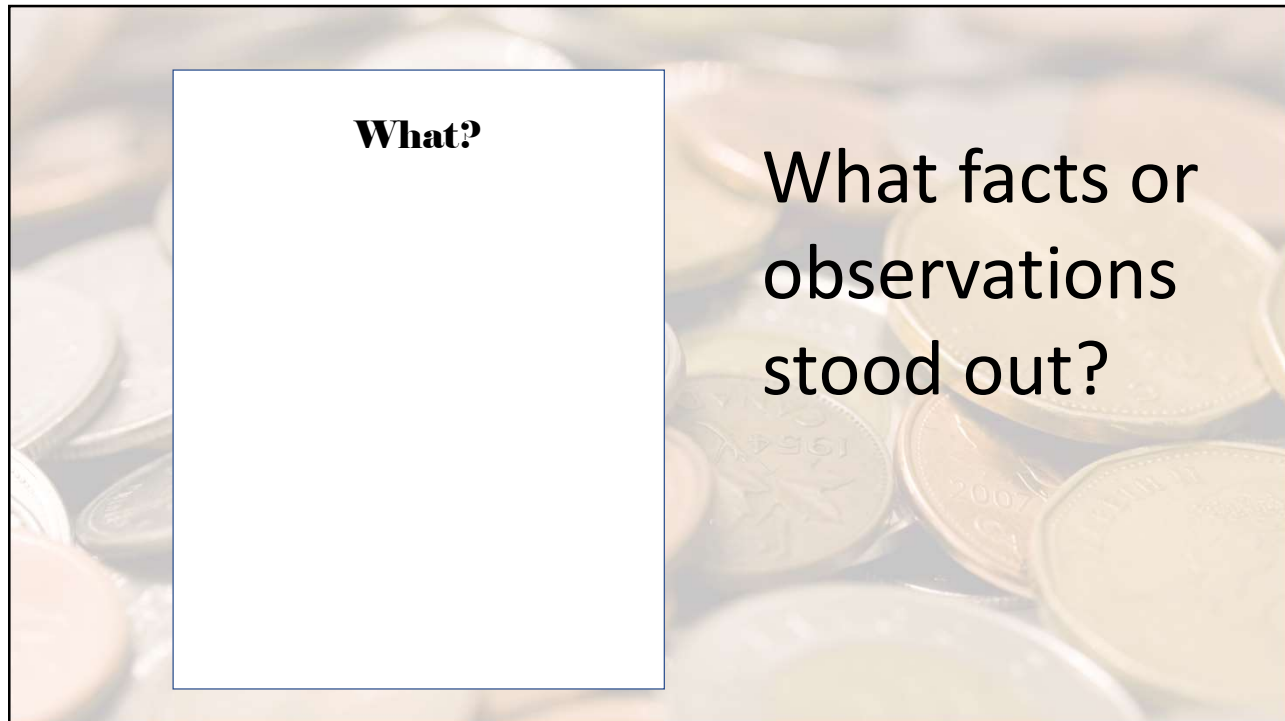
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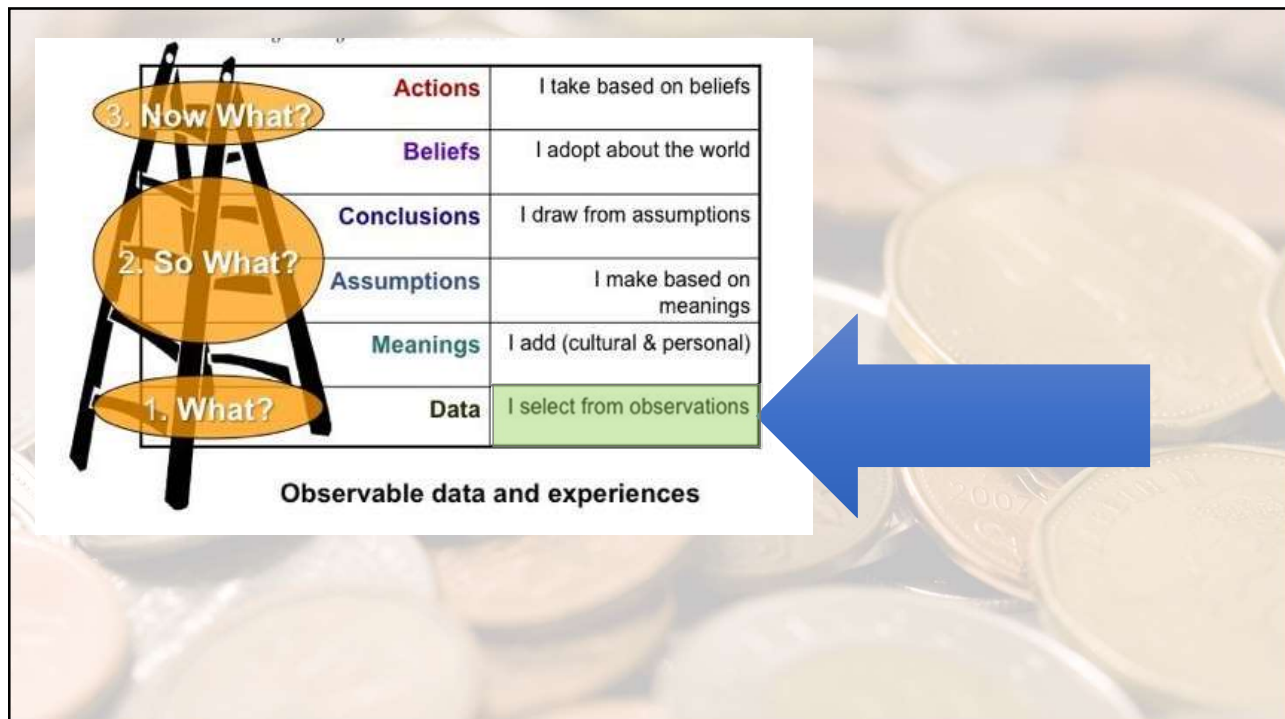
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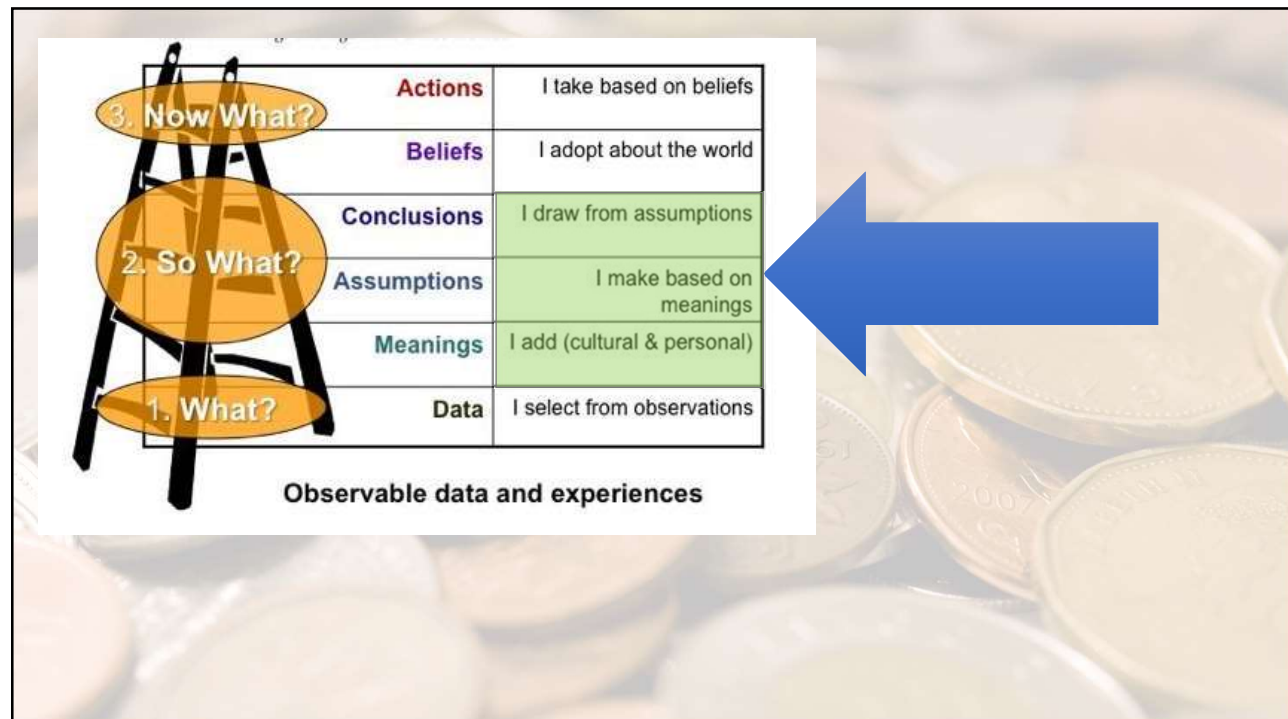


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So What?

- Why are those facts or observations important?
- What patterns or conclusions emerged?
- Is there a hypothesis you can make?

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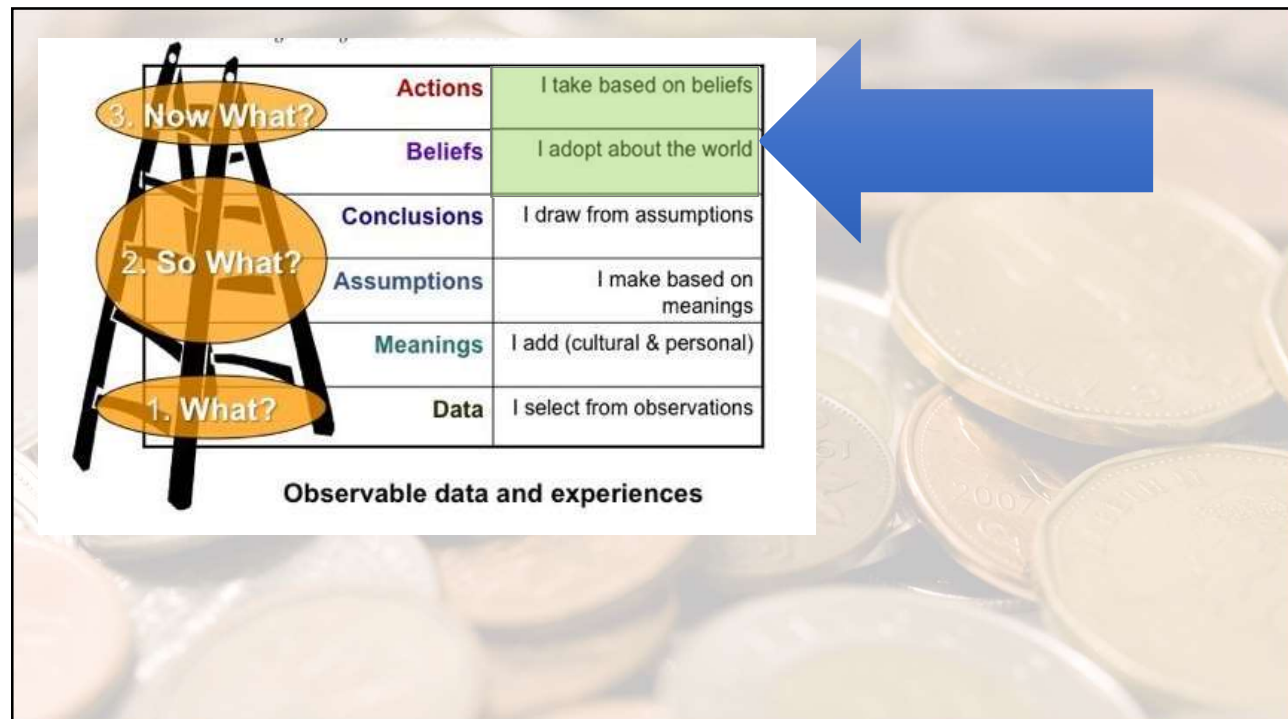


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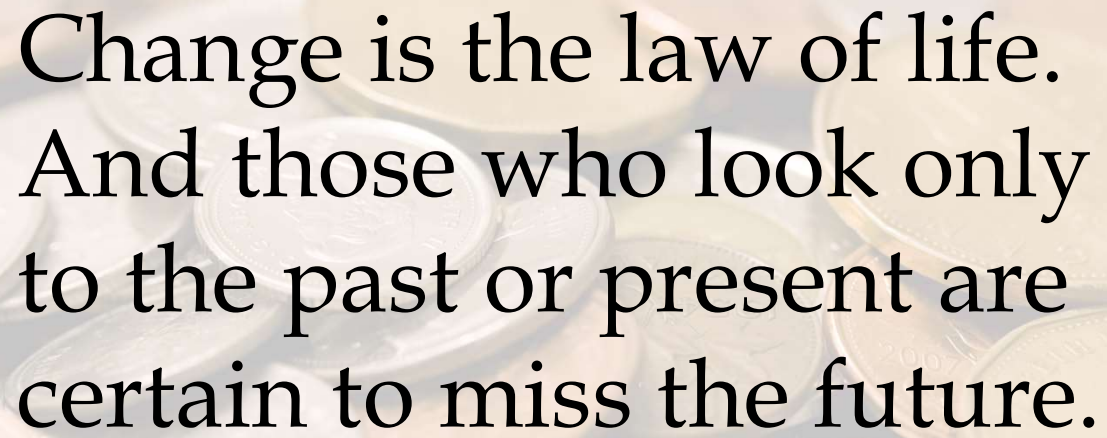
Now What?

- What do I need to do with this all this new information when I return to my organization?

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Change is the law of life.
And those who look only
to the past or present are
certain to miss the future.

John F. Kennedy