

Rules Of Play

For starting a local user group in your region or organization, or host your own meetup in the global Liberators Network



Hello there!

Thank you for joining our community! When we started The Liberators, our dream was to build a global network of peers. We are super grateful that you're willing to help us make this possible. Below, you find the most important things you need to know to get started.

Barry & Christiaan

The Liberators

Purpose of our Community

We – The Liberators Network – are a global community of like-minded people that exists to help practitioners of Scrum, other Agile methods, and Liberating Structures to find support, offer help, and draw inspiration. We believe in the power of peer-to-peer inspiration to overcome the tough challenges we face when we try to liberate teams and organizations from ineffective, de-humanizing, and traditional ways of working.



A Global Community with Local Meetups

While The Liberators Network features global meetups, these can only go so far in offering more personal and local support. This is where our local branches, the User Groups, come in. Each User Group focuses on a specific region or organization while also remaining open to other participants. To keep the quality high and prevent overload, we aim for one User Group per region.

User Groups are autonomous in the sense that they can pick the topics that matter the most to them, and use the tools and platforms that are most suitable for that. User Groups are integrated into the larger community in the sense that all meetups are visible in a global calendar. Also, local organizers periodically meet to give and get help and start collective initiatives together. There is the option for local User Groups to participate in global topics that are prepared together.

We hope that The Liberators Network allows us all to tap into the potential of the collective brainpower, expertise, and creativity that such a large and diverse network holds. For example, we hope to develop, field test, and report on strings of Liberating Structures (e.g. to overcome Zombie Scrum or navigate conflicts), to develop helpful tools for Scrum Teams, and come up with creative ideas and powerful experiments.

The Liberators SCRUM MASTER RETROSPECTIVE
a meetup to learn and grow, together

Impromptu Networking
How are you holding up in this time of virtual teams? What pleasantly surprised you? What was a rude awakening?

Sticky Notes (Top Right):

- It is possible to work together from home and it is quite effective!
- I took 2 weeks to find my pace
- Everything takes longer from home and some situation
- Teams are coping well with the new way of working
- Teams getting used to remote collaboration tools rather quickly
- Family life in combination with work is hard for some people
- We can reach more than we could while working in the office
- Learning that it's safe to fail (we're all in this together!)
- disappearing borders, meetings with international colleagues
- Start with a 'guy' with the ball moment in a remote collaboration session
- Plan remote Coffee moment to chat with colleagues!
- spontaneous meetings disappear
- Timebox your questions/ask!

Sticky Notes (Bottom Left):

- add a cool down meeting end of the day
- make room for chitchat
- keep meetings short
- use and experience with tooling
- try to engage everyone
- Share proactively with colleagues what works for you
- Follow a plan and be flexible
- Trust in the power of the group, the step with several services
- more budget for paid zoom/mural accounts
- Take (extra) time for making contact with each other, in both formal and non-formal structures
- Online escaperoom for Friday afternoon team building session
- Establish working agreements around communication:
 - Do Not Disturb
 - Channel selection
 - Response time
 - expectations based on platform
- Experiment with different tools for Retro and other events to
- Experiment with holding a retro only using mural instead of all the different tooling (simplicity is key)
- Try Mural and be boldly creative with it
- always use co-visualization tools :)
- chitchat!
- What is your personal 15% Solution for supporting Scrum Teams virtually? Where do you have discretion and freedom to act? What can you do without more resources or authority?
- Keep an experimenting with that having, with different methods and tools for remote cooperation (don't Mural! Make sure to also get feedback about them! What do we like, what don't we like. This will help you better at remote collaboration)
- Tea time parties
- Think bigger, don't skip to

Rules of Play



As a local User Group organizer, we invite you to start a "Liberators Network User Group" in your region or organization. This is a great opportunity to grow a high-quality, local network of practitioners. You can use the materials in the "User Group Organizer" kit as you see fit to announce, advertise, and promote this.

Although we fully trust your ability to make the right call, we identified the following "Min Specs":

As a User Group Organizer, do ...

- Launch the User Group with the support of 1 or 2 other local members
- Design meetups around the challenges that participants bring
- Design meetups so that every voice can be included (with Liberating Structures)
- Model our [community principles](#) and help people get acquainted with them
- Co-host meetups with another facilitator wherever possible to develop facilitation skills in your group
- Make an effort to attend periodic gatherings for User Group organizers to share and learn from others
- Ask Barry and/or Christiaan for feedback on a design you have planned (meant to help, not as approval)
- Ask for help or support when you're stuck
- Host one monthly meetup in which every local user group uses the same topic. This allows every user group to prepare, host, and reflect on the same topic (the approach can be different).
- Gently make people aware of the larger community of [The Liberators Network](#), the [Patron community](#) that funds this network, and how they can support it and benefit from it

As a User Group Organizer, don't ...

- Use the meetups to push commercial products or services down people's throats
- Make the meetups about you and your opinion, rather than actively creating space for others
- Act in a ways that harms the reputation of this community and The Liberators



Host meetups in the global The Liberators Network



In addition to local meetups, we offer all user group organizers and patrons in the "Liberator"-tier the option to host meetups in the global [The Liberators Network](#). This allows you to bring a burning topic to a large, international group or to bring more people together on a shared challenge.

Here are some great opportunities for global meetups:

- Organize a virtual "Wise Crowds" to get input from the entire community on the challenge presented by one individual, and that is recognizable to all;
- Host a virtual "Conversation Café" to openly explore and better understand a challenge together. Or just to talk as peers;
- Try "Wicked Questions" to create transparency around the paradoxical challenges that we all face in our work;

When you'd like to host a meetup, please [contact us](#) and we'll register your meetup in the Liberators Network on Meetup.org and make you 'event host'.

Although we fully trust your ability to make the right call, we identified the following "Min Specs":

As a meetup organizer, do ...

- Use the meetup as an opportunity to help this community move forward. It is also a good opportunity to practice and learn together
- Design meetups so that every voice can be included (with Liberating Structures)
- Co-host meetups with another facilitator wherever possible to develop facilitation skills
- Ask for help or support when you're stuck
- Reach out for feedback on the ideas you have for the meetup, although we want to make this a community effort as well
- Pick a week that doesn't have another meetup yet, this helps prepare, promote, host, and process the meetup in a good way
- Clearly show the name and logo of the Liberators Network in any materials you prepare

As a meetup organizer, don't ...

- Use our meetups to explicitly market yourself, other events, products or your services. We don't allow company logos, brands or overt marketing messages. Its okay to leave your contact details for people to reach out to you, however.
- Make the meetups about you and your opinion, rather than actively creating space for others
- Act in a ways that harms the reputation of this community and The Liberators



Measuring Our Success

Since this is an experiment, we are tracking a [number of metrics](#) to help us determine whether we are successful or not. These metrics have been selected together with the current local user group organizers.

The experiment with the local user groups is successful when:

- Participants appreciate the user group meetups (rating of 3.5 or above) and are inclined to recommend others (NPS of 3.5 or above);
- Participants are sufficiently willing to support the network, either by volunteering to host meetups, organize user groups, or through donations on Patreon;
- Participants donate enough to at least allow us to continue with the experiment after the summer (growing #patrons);
- User Group Organizers appreciate the value that the user groups offer them and find it sustainable for them;

The metrics are available [publicly in Cyfe](#). Each month, we inspect the results together with the user group organizers and make adaptations if necessary.

Please, Benefit

If you are organizing a local User Group, we encourage you to benefit from the local community that you are investing time and effort in. It is a great way to start collaborations and distinguish yourself in a competitive marketplace. Feel free to add your logo subtly or mention your services briefly at the end. Of course, you can mention your role as a User Group Organizer on LinkedIn or your website. On LinkedIn, we invite you to join the organization "[The Liberators Network](#)".

In your communications, always keep in mind that "The Liberators Network" and "The Liberators" are different organizations. Although they are definitely related, we ask that you don't create the impression that you represent "The Liberators", work for us, or offer our services.

Let's Learn and Grow Together!

In all our work, we always emphasize two themes. The first is that people should be put in a position where they can drive change themselves (and not consultants, coaches, or experts) and that there is great potential in the creative intelligence and wisdom of diverse groups. With The Liberators Network, this is exactly what we hope to do. It's super cool to know that you're along for the ride. Let's enjoy it, and learn and grow together!

~ Barry and Christiaan



Created by Thea Schukken for the Zombie Scrum Survival Guide
by Christiaan Verwijs, Johannes Schartau & Barry Overeem
zombiescrum.org

Unleashing Teams All Over The World

We are The Liberators – Barry Overeem and Christiaan Verwijs. Our mission is to create data-driven products to unleash the superpowers of teams all over the world. We do this together with a growing community of patrons.

Awesome content for awesome teams

We unleash teams with our [blogposts](#), our [podcast](#), our [newsletter](#), our [videos](#), and our frequent [meetups](#). While we offer most of this for free, we also have plenty of premium content in [our webshop](#) for you to explore.

Supported by the community

We are super proud that The Liberators is almost entirely funded by the community. If you appreciate our work too, you can already support us for 12 dollars/year by becoming a [patron](#). In return, you gain free access to premium content, we share our work-in-progress and involve you in creating more awesome content.



Thank you for respecting our work!

We work hard to create high-quality content that puts you in a position to unleash your team. We're sure you appreciate that a lot of our time and money goes into this. At the same time, content like this is our main source of income. It's what pays our bills :)

If you purchased this content, we ask only that you treat our work with respect and don't share it with people outside your team. If you stumbled on it elsewhere without paying for it, and it offers you value, would you consider [supporting us too](#)? You can also check [out our other offerings](#).