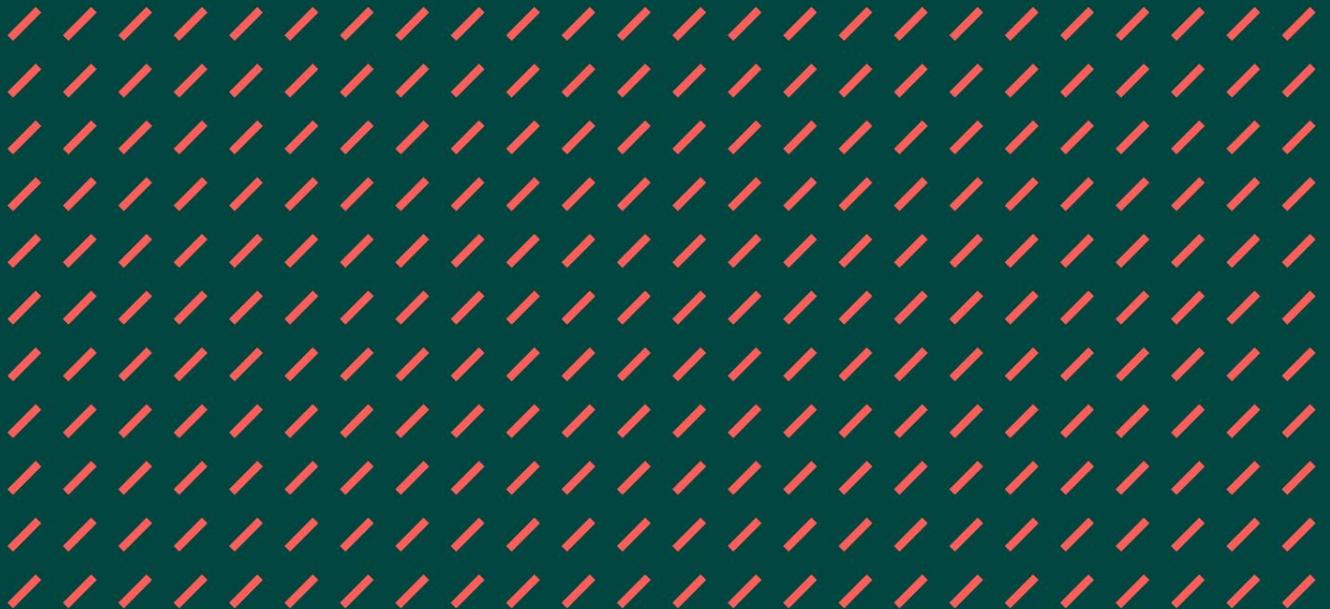


DIRECTION

CHANGE

RESULTS



INT/RFACE

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CHANGE CONSULTANTS

SPECIALIZING IN YOUR REALITY

There comes a time in the life of any organization where a collective leap becomes a necessity. It might be a strategic quantum leap into a new exciting phase for the organization – or maybe a matter of crossing a conflict-filled abyss.

At Inthrace, we have the experience and expertise needed to guide organizations through all kinds of strategic processes while ensuring the best possible results. Our unique and specially designed processes are based on powerful and well-documented methods that break down complexity and drive processes toward the desired goals. We create flow in processes, remove obstacles, and build bridges.

All of our consultants have long term management experience from public and private organizations and companies. For that reason, we know the reality of your everyday work life, the hierarchies and the constantly changing external demands that separate the good intentions, the excel-sheets and the visions from the reality of your work life.

Designed for the real world

Despite having seen most organizational challenges before, we analyze every single task individually based on organizational type, field, business strategy, employee composition, and much more.

all of our processes are based on insights and empathy – and we are not afraid to say that we specialize in your reality.

When we accept a project, we join that project 100% - every time. We engage deeply in your organization and center our attention around you and your challenges. You will not just sit back with an analysis, “a good process,” or a list of possible solution. You will have our full attention throughout the process including the challenging implementation process.

As each project is tailormade to fit your particular organization, company, department, team or group, we must say that this folder does not do our work complete justice. We work much more in detail with your organization, management team or employees than what could possibly be mentioned here.

However, we hope this presentation of us will inspire you to give us a call or write us an email. In that way we can zoom in on how we can help you release the complete potential in your organization.

Best regards,

Micael Buckle

CEO of Inthrace

“In very short time, Inthrface succeeded in generating the necessary comprehension among managers and employees that everyone in the organization is responsible for creating an attractive workplace. Inthrface delivers well-organized workshops with high-involvement and efficient processes. In a demanding, but also empathetic way, Inthrface manage to meet the participants where they are, thus creating motivation and ownership for the processes. The results of their effort have been very convincing, and our absence due to illness have been reduced by about 30%”

Carsten Frank

HR Manager, Copenhagen Municipality - Social Services

“Inthrface cut no corners. They take pride in thorough preparations, detailed plans for deliveries and rigorous follow-up. You don’t partner up with Inthrface to get consultants that scratch your back. They take a no-nonsense approach, challenge you and poke your weak spots – but also recognizes and builds on your strengths. Inthrface has played a key role in improving the performance of several teams in AstraZeneca Nordic and in implementing the AstraZeneca Leadership Capability framework. They come with my highest recommendation.”

Rasmus Toft-Nielsen

HR Director, AstraZeneca

“In a very short time, Inthrface succeeded in conveying the necessity for organizational changes to all 185 employees. They succeeded in establishing a general acceptance of the new circumstances and a constructive approach to the changes. This enabled the organization to be back in operation already two months after Inthrface started working on the implementation – resulting in a big efficiency boost.”

Niels Christian Koefoed

Department Manager, Park og Vej, Gentofte Municipality

STRATEGY & OPTIMIZATION

We live in a world where technology, economics, markets, politics, and much more constantly change the conditions for organizational and business development.

This places excessive demands on modern companies and organizations to be both dynamic and flexible. It also creates an extensive need for ongoing adjustments and modifications of business strategies according to the changing reality.

But how do we develop strategies that are sharp and focused, but does not oversimplify the reality in which we function? What is the content of a strong and operational strategy? And how do we implement it in the organization and in our day-to-day tasks?

We handle these and many other strategic questions with great expertise. Through more than 150 strategy processes in both Danish and international organizations within both the private and public sector at all levels, we have developed a substantial collection of processes and tools designed to handle all parts of a strategic and implementation process.

Based on initial interviews and analysis, we select the right combination of traditional and creative tools and processes that will suit your exact challenges and needs. This ensures that your strategic process is uniquely designed for your organization,

just as you are able to decide which parts of the organization you would like to involve in the process.

RESOURCE & EFFICIENCY PROCESSES

To focus on efficiency in companies or organizations is often perceived as negative and associated with thoughts of cutbacks and measurement of efficiency. But it does not have to be like that!

We turn this idea upside-down and focus on creating an attractive and efficient workplace, where high cohesiveness increases the productivity and well-being while battling stress and absence due to illness.

Our resource and efficiency processes are designed to create the right balance between the organization and its tasks, expectations, services, and quality. We outline complex processes, structure efficient workflows, and develop user-friendly and helpful tools for handling your challenges. These processes are always concluded with concrete development plans for both the individual and the group involved to ensure that the good results will be maintained.

ORGANIZATION & EMPLOYEES

Strong organizations are also great workplaces. The effectiveness and reputation of an organization are very much defined by their culture, values, and cohesiveness.

An organization that is balanced internally produces better results, has less absence due to illness, attracts skillful leaders, and fills their employees with pride.

Based on more than 150 organizational development processes, we have created an end-to-end concept that examines every part of your organization regardless of size. Based on initial interviews and analysis, we develop a process that is tailored to fit your organization, challenges, and values.

The project design includes an analysis of the changes, either structural or cultural, that you want to create. This analysis is used to define the concrete blocks that will be used in an inclusive and co-creative development process that helps you to realize your visions and goals.

Employee teams

A well-functioning employee team generate happy and satisfied employees which in turn results in greater efficiency and productivity.



Based on many years of experience with developing employee teams at all levels, we are able to handle all kinds of challenges. Through well-established methods, we design a unique development process that fits your employee group and the challenges you are facing.

We work actively with the team enabling them to identify their common strengths and potential, as well as their common challenges and development areas. Afterwards, we create a concrete development plan for future development of the team, based on clear and effective decisions concerning roles, relationships, and team processes.

LEADERSHIP DEVELOPMENT, MANAGEMENT & TEAMS

All leaders are individuals with individual strengths and weaknesses. That sounds obvious, but unfortunately, this is not always the case in many standardized leadership development processes offered by consultants and coaches.

For us, leadership development is all about equipping leaders to be able to navigate optimally within the reality of their daily work. For that reason, we ensure that all development processes support the organization and its strategies, as this benefit both the organization and the leaders themselves.

Our leadership development processes are characterized by clear interactions between theory and practice, which means that we combine classical education with grounded hands-on exercises.

Leadership teams

Many leadership teams experience temporary challenges in their collaboration, just as such teams often function more as groups marked by internal conflict and competition rather than actual teams.

This often have negative consequences for the performance and work environment within the team as well as within the organization.

We have spent many years working with leadership teams at all levels all over the world. Based on our experience, we design development processes for your specific leadership team handling the often-unspoken challenges that the team is facing.

We work actively with your leadership team ensuring that common strategies, roles, relationships, and processes are put into place. In other words, we create a foundation for developing well-functioning and high-performing leadership teams that are the prerequisite for lasting success in your organization.

As part of these workshops and trainings, we can also focus on qualifying the individual leader through education, training, coaching, etc.

LEGO® SERIOUS PLAY®

- A QUICK AND EFFECTIVE WAY TO GREAT RESULTS

The LEGO® SERIOUS PLAY® (LSP) method offers you a unique and effective way of handling complex challenges and kick start development!

The dynamic LEGO® models used in LSP enable you to capture and convey remarkable amounts of knowledge compared to more standardized and one-dimensional methods. It, thereby, enable you to create social constructive knowledge systems that empower you and the people around you to become more successful right now.

The LSP method is a scientifically developed and thoroughly tested creative tool for strategy, team, personal and organizational development. The idea behind the method was sparked in the 1990s in an alliance between leading professors of strategy and organizational development from IMD in Switzerland and LEGO® Company.

Inthrace has been involved with the LSP method from the beginning. We have trained several hundred new facilitators in the use of this unique process tool, just as we have conducted more than 1000 workshops with organizations all over the world using the method.



Why use LEGO® SERIOUS PLAY®?

LSP creates involvement, dynamics, and energy in innovative processes through creativity and dialogue. By using three-dimensional LEGO® models, realistic scenarios that visualize challenges and opportunities are created. This provides you with an entirely new perspective on your organization and the world around it.

Through the creation of LEGO® models and the stories behind them, we are able to test your reality and identify valuable solutions that can be implemented immediately. At the same time, the process will encourage knowledge sharing, engagement and inspiration – thus reinforcing your ability to accomplish new tasks together!

LEGO® SERIOUS PLAY® WORKSHOP



Intrface offers three different types of workshops based on the LEGO® SERIOUS PLAY® (LSP) method. Our experience from more than 1000 workshops worldwide enable us to create the exact workshop you and your organization need.

You are of course welcome to contact us for more information about our workshops, and how we can create the right workshop for you.

If you want the ultimate LEGO® experience, your LSP workshop can take place at LEGOLAND® Hotel and Conference in Billund (DK), LEGOLAND® Resort in Windsor (UK), LEGOLAND® Resort Orlando, Florida (USA), or at LEGOLAND® Resort California, San Diego (USA).

The basic:

This LSP workshop format focuses primarily on team building and on strengthening your social cohesion. The Basic shows you how individual inventiveness and collective creativity can create new common insights and development. By using physical models and storytelling, you will discover new sides of yourself and your colleagues.

You will, furthermore, have a fun experience that enable you to discuss challenges and successes with each other – and provide new ideas and knowledge to continue the work when you get back to the office.

Duration: 1.5 - 2.5 hours

Participants: 4-500



The challenge:

The focal point of this LSP workshop format is a challenge of your choice selected from your daily work. It could for instance be collaboration, culture, management, development, project development, etc. The Challenge takes you through a process, where you use LEGO® models and narratives to uncover and sharpen your understanding of your particular challenge.

Through the use of LSP as a dialogue tool, you develop implementable solutions and action plans for how to handle the challenge. On top of this, the workshop provides you with new methods for handling future challenges more effectively.

Duration: 3-4 hours
Participants: 4-250

The real time business:

Real-time Business is a strong process- and results-oriented format that focuses on larger specific issues or challenges.

You build your professional life in a LEGO® landscape. A diverse landscape consisting of many elements such as. your various competencies, communication lines, customers, competitors, networks, challenges, etc.

Within this three-dimensional landscape, we test possible scenarios, new initiatives and/or threats – thus identifying efficient and innovative methods and solutions.

This workshop format can focus on various topics such as employee development, leadership development, strategy development, efficiency processes, project startup and optimization and much more.

The outcome of this type of workshop will be a shared and profound understanding of the complexity of your everyday work, just as it will enhance your ability to handle unexpected challenges in the future.

Duration: 4 hours – 3 days
Participants: 4-100

FACILITATOR TRAINING IN THE LEGO® SERIOUS PLAY® METHODOLOGY

Inthrace offers a unique four-day facilitator training in the LEGO® SERIOUS PLAY® (LSP) methodology. The training provides you with the necessary knowledge and experience to prepare and facilitate an extensive collection of different LSP workshops.

We have trained hundreds of new facilitators in the use of this unique process tool, and we have, furthermore, organized more than 1000 LSP workshops with organizations all over the world.

We bring all of our experience and knowledge to this facilitator training to make it as realistic, relevant and practice oriented as absolutely possible.

The content of our facilitator training

- History, theory and research in relation to the LSP-methodology.
- Skills Building: An introduction to all the basic elements of LSP: Construction, metaphors, story making and fantasy/imagination.
- Real Time Strategy (RTS): You will learn how to use LSP for strategy- and business development.
- Real Time Identity (RTI): You will learn how to use LSP for individual, team and organizational development.
- How to make tailor-made workshops using LSP.
- The facilitator role and introduction to the Trademark Guidelines concerning LSP.

A unique international network

When you have completed our facilitator training, you will be invited to join our international network of certified facilitators called Brickminds.

Within this network, you can gather information from more experienced facilitators, you can try out new ideas, and get advice on how to develop further as a facilitator. You will furthermore receive an inspiring newsletter six times a year, which covers different LSP related initiatives and activities.

Become a certified facilitator in Denmark, UK, Belgium or USA

Inthrace offers facilitator trainings in cooperation with LEGOLAND® Resorts in Billund (DK), Windsor (UK), Florida (USA), San Diego (USA), as well as with UC Leuven-Limburg in Belgium.

“I recently had the pleasure of attending Inthrace’s LEGO® SERIOUS PLAY® facilitator training. I was blown away by the training, the facilitators knowledge, and just how versatile this tool can be. Don’t be fooled into thinking this is simply a fun icebreaker technique. You’ll uncover real-time insights into your strategy, your organization, and even your own personal identity. I highly recommend it!”

Clark Sweat

Chief Revenue Officer
Children’s Miracle Network Hospitals, USA



“We believe that using LEGO® as a tool to express oneself is a great concept. The method brought people to a common platform and greatly enhanced articulation of thoughts in a creative way”

Murali Iyer
CEO, Torm Shipping, India

”The comprehensive course material and innovative pedagogy used in Inthrace’s facilitator training align with, and positively extend the original LEGO® SERIOUS PLAY® concept.”

Professor Johan S. Roos

Co-inventor of LEGO® SERIOUS PLAY® and co-founder of Imagination Lab Foundation.



If you want to know more,
you are welcome to
contact us anytime.

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2 + 2 = 7

**WE IDENTIFY AND
RELEASE YOUR
POTENTIAL**