



Important Information about COVID-19 on the last page!



**Become a Certified Facilitator  
in the new LEGO® SERIOUS PLAY® method**

Get the Complete LEGO® Experience at Our **All-Inclusive** Facilitator Training at  
LEGOLAND® Hotel and Conference in Billund Denmark

# What has changed?

## GET READY FOR CHANGE

Change initiatives in organizations often fail because people are neither committed to the change, nor convinced they can implement it successfully. This is a costly problem for most leaders and organizations.

Talking about the change is easy. Facilitating conversations that increase readiness for change is demanding. Wisely striking the right balances to increase chances of successful implementation is a real challenge.

***This just changed, for the better.***

## INTRODUCING LEGO® SERIOUS PLAY® - REAL TIME CHANGE®

Inthrface exclusively offers a new LSP method designed to help people in organizations constructively getting ready for change – Real Time Change®.

Real Time Change® is based on proven theories about human development, sensemaking, crises management, and practical wisdom.

Real Time Change® is designed to help groups strike the essential balances every organization must create to initiate, plan and execute change in their unique internal and external eco-systems.

Real Time Change® incorporates a dynamic set of research-based exercises that cultivate drivers of readiness for change among groups.

Real Time Change® answers key questions:

- *How ready are you and your team for new change initiatives?*
- *How resilient to change is your ecosystem, today and tomorrow?*
- *Are we focusing on the right things – are we striking the right balances?*
- *What future trends are shaping intended changes?*
- *What needs to be different? What needs to be preserved?*
- *What can make or break the change initiative?*

Real Time Change® can be adapted for many different needs and settings, just like the original LEGO® SERIOUS PLAY® method.

Chief Executive trainer Micael Buckle, CEO of Inthrface, and Professor Johan Roos, co-inventor and co-author of the original LEGO® SERIOUS PLAY® method in 1999, have developed Real Time Change®.

Inthrface exclusively offers training and certification in Real Time Change® to facilitators qualified in the in the original LEGO® SERIOUS PLAY® method.

## INTHRFACE

**Inthrface** is a consulting firm focusing on helping clients managing organizational change. Its clients include multinational corporations, medium sized private companies and public organizations.

**Inthrface** is an early pioneer of the LEGO® SERIOUS PLAY® method and has successfully used this method in more than 1.000 workshops in hundreds of organizations world-wide.

**Inthrface's** program to train LEGO® SERIOUS PLAY® facilitators has uniquely been quality controlled and endorsed by Professor Johan Roos, co-inventor and co-author of the original LEGO® SERIOUS PLAY® method in 1999.

# Content in the training

## The design of this training.

The facilitator training consist of 4 intense days focusing on the foundation of the method, necessary warm-up exercises, effective group work and debriefing, and how you can apply it to create value. The training composes of 4 main parts.

### REAL TIME CHANGE® – PART 1 READINESS (revised concept)

We create the needed skills, mindset and environment to deal with change in a CONSTRUCTIVE way. We focus on the following elements.

Psychological  
safety

Motivation

Cohesion

Knowledge  
creation

Engagement

Readiness for  
Change

### REAL TIME CHANGE® – PART 2 CURRENT ECOSYSTEM

We build and co-create a detailed model of your current ecosystem comprising of the following components: Internal and external perspectives – value perspectives – change factors – key change patterns. The eco-system is constructed in relation to 3 key balances. Finally we test how resilient the ecosystem is toward change and identify key change and success indicators.

### REAL TIME CHANGE® – PART 3 FUTURE ECOSYSTEM

We start the construction of the future ecosystem by identifying key indicators of both the future and future trends. We then build and co-create a detailed model of a future eco-system and your role within it – striking the right balance. Finally we create a solid change strategy plan and identify the underlying framework and principles that will ensure a successful change.

### REAL TIME CHANGE® – PART 4 FACILITATION & WORKSHOPS

We will guide, train and give you the necessary tools, so you can plan and run a tailor-made change workshops.

## Key references

Roos, J., and V.O. Nilsson, 2020, 'Driving Organizational Readiness for Change through Strategic Workshops', *International Journal of Management and Applied Research*, 7(1): 1-28.

Statler, M., and J. Roos, 2007, *Everyday Strategic Preparedness*, Palgrave Macmillan, Basingstoke.

Roos, J. and Said, R., 2005, "Generating managerial commitment and responsibility", *European Management Review*, 2(1): 48-58.

Oliver, D., and J. Roos, 2000, *Striking a Balance*, McGraw-Hill, Maidenhead

# Why choose this training?

You will gain a lot of new insights, theory, research and tools by taking this training.

You will also be trained thoroughly in 2 new cool concepts – giving you a competitive advantage and new offerings to your clients.

## **REAL TIME CHANGE® - READINESS**

This is a set of LSP exercises designed to increase people's commitment and ability to implement change.

**(Skills building for change)**

## **Conceptual foundation:**

Based on an empirical research project (2018-2020) about readiness for change, which draws on theories from strategic management, organization studies, and psychology.

## **You will learn about**

the importance of grounding group interventions in participants' unique motivation, psychological safety, and group cohesion.

## **You will be able to**

facilitate shorter LSP sessions that cultivate the key drivers for the participants' readiness for change.

## **REAL TIME CHANGE®**

This is a new version of the LSP method designed to help people in organizations get ready for change.

## **Conceptual foundation:**

Grounded in social science concepts, models, and theories of human development, sensemaking, crises management, and practical wisdom theories.

## **You will learn about**

the benefits of striking critical balances that will impact the change, and the benefit of conceptualizing these in context of current and future eco-systems.

## **You will be able to**

confidently design, facilitate and follow up longer LSP sessions for preparing and implementing change in organizations.

# Practicalities

## Target Group:

All previously trained facilitators in the original LEGO® SERIOUS PLAY® method.

## Duration:

A four days **all-inclusive training** at:  
Hotel LEGOLAND®  
Åstvej 10  
7190 Billund  
Denmark

## Training dates:

24 – 27 August 2020

## Benefits:

- Extensive training and hands-on experience with the new method brought to you by world class facilitators.
- An extensive and exclusive facilitator manual that covers both exercises and theory.
- An optional trip to LEGOLAND® or LEGO® House after the trainings.
- An exclusive diploma.

## Payment:

The all-inclusive price for facilitator training and accommodation:  
DKK 22.475,00 (ex. 25% Danish VAT).

**10% discount until 30 June 2020**

We offer a reduced price for trainers who have already completed the Readiness for Change training in 2019 (contact us for the possibilities).

Delayed and installment payment is possible.

## Contact

Cecilie Reinholt Petersen: [crp@inthrface.com](mailto:crp@inthrface.com)  
Micael Buckle: [mb@inthrface.com](mailto:mb@inthrface.com)

### DAY 1

09.00 - 10.30: Introduction to the program.  
Introduction to the new method.  
10.30 - 12.30: RTC - Readiness (part 1).  
12.30 - 13.15: Lunch.  
13.15 - 15.30: RTC - Readiness (part 2).  
17.45 - 18.00: Wrap up - day 1.  
19.00 - 20.30: Joint dinner.

### DAY 2

08.00 - 08.45: Introduction to day 2.  
Assessment of day 1.  
08.45 - 12.00: RTC – Current Ecosystem (part 1).  
12.00 - 12.45: Lunch.  
12.45 - 17.00: RTC – Current Ecosystem (part 2).  
17.00 - 17.15: Wrap up - day 2.  
18.00 - 21.00: Individual dinner.

### DAY 3

08.00 - 08.45: Introduction to day 3.  
Assessment of day 2.  
08.45 - 12.00: RTC – Current Ecosystem (part 3).  
RTC – Future Ecosystem (part 1).  
12.00 - 12.45: Lunch.  
12.45 - 17.00: RTC – Future Ecosystem (part 2).  
17.00 - 17.15: Wrap up - day 2.  
19.00 - 20.30: Joint dinner.

### DAY 4

08.00 - 08.45: Introduction to day 3.  
Assessment of day 2.  
08.45 - 12.00: RTC – Future Ecosystem (part 3).  
RTC – Facilitation (part 1).  
12.00 - 12.45: Lunch.  
12.45 - 16.15: RTC – Facilitation (part 2).  
16.15 - 17.00: Wrap up, evaluation and diplomas.

# Important Information about COVID-19

At Inthrface, we are very aware of the current situation and the risk of the **coronavirus**.

We are following the Danish authorities' general recommendations regarding hygiene, keeping a safe distance and exhibiting appropriate behavior.



If you are going to attend one of our trainings and you start showing any symptoms of COVID-19, please follow the guidelines of your local authorities and contact us:

## Contact

Cecilie Reinholt Petersen: [crp@inthrface.com](mailto:crp@inthrface.com)

Micael Buckle: [mb@inthrface.com](mailto:mb@inthrface.com)

We will update regularly as the situation progress.



Inthrface provides **hand sanitizer**, **gloves** and **mask** at all F2F trainings and workshops.

Our tools and materials used during trainings or workshops will be **thoroughly cleaned** and **disinfected** after every training or workshop.

