

DIRECTION **CHANGE** **RESULTS**

INT/RFACE

CHANGE CONSULTANTS SPECIALIZED 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 Intrface, 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

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 solutions. You will have our full attention throughout the process including the challenging implementation process.

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

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.

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 Intrface

WHAT OUR CLIENTS HAVE TO SAY

“In addition to a fantastic process, where the deep involvement and ownership of the strategy became anchored in management, the tool (LEGO® SERIOUS PLAY®) provided a powerful presentation right at our level at the leadership workshop. Still today, I have our future vision for Eltel Denmark sitting in my office, built in LEGO®”

Claus Metzsch Jensen
CEO, Eltel Networks Denmark

“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



LEGO® SERIOUS PLAY®

- A QUICK AND EFFECTIVE WAY TO GREAT RESULTS

When we use our hands in a creative process, we express our thoughts and ideas more in a more detailed and nuanced way. This means that our thoughts and ideas become easier to understand and remember – which creates a more effective dialogue and a better result.

The LSP method is a scientifically developed and thoroughly tested creative tool for strategy, team, personal and organizational development. The method was developed by LEGO® Company in collaboration with leading professors of strategy and organizational development from IMD in Switzerland.

Inthrace has been involved with the LSP method from the beginning, just as we have developed the method further as a facilitation tool. 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.

On top of this, we collaborate with **Professor Johan Roos**, who is one of the two inventors behind the LEGO® SERIOUS PLAY® method. Together with Professor Johan Roos we continuously work on new research within the field, just as he helps us keep up the quality and relevance of our trainings and workshops.

Why does LEGO® SERIOUS PLAY® work?

LSP uses the diversity of the LEGO® brick. The LEGO® elements functions as three-dimensional models of organizational, personal or team related challenges and issues.

Through the use of constructions and narratives, the mutual understanding of the challenges and issues heightens, and it becomes much easier to play out realistic scenarios to test the opportunities in front of you.

We test your exact reality and identify valuable solutions that are directly implementable. The process will, furthermore, effectively enhance knowledge sharing, engagement and inspiration – which will strengthen your ability to handle new assignments together!



What can we offer **you**?

1

Workshops facilitated by Inthrface

– We facilitate the entire process.

Based on an initial dialogue with you, we will customize a workshop process for your specific organization, based on your ideas, goals and requests.

We facilitate the entire process for you and follow up on the workshop through thorough documentation of your output from the process.

The format can be either online or face-to-face.

Advantages:

- We customize a process specifically for you.
- We help you all the way through the process, just as we document your results and findings throughout the process.
- We see your organization with completely new eyes, and we share our knowledge and experience from more than 1000 workshops worldwide with you.
- We bring all of the necessary LEGO® materials throughout the process.

Disadvantages:

- You are not certified in the LEGO® SERIOUS PLAY® method or the tailored process.

2

We develop a concept for you

– and introduce you to it.

Based on an initial dialogue with you, we will customize a concept and a process for your specific organization, based on what you would like to gain from the process.

We introduce you to and certify you in the concept, just as we facilitate the first workshop in the process together with you. You will afterwards conduct and facilitate the majority of the remaining process yourself. We are standby for support and guidance, just as we follow up by the end of the process.

The format can be either online or face-to-face.

Advantages:

- We customize a process and concept for your specific organization.
- You are certified in the specific concept.
- We facilitate the initial workshop.
- We help and guide you to facilitate the remaining process yourself.
- We bring the necessary LEGO® materials for the parts of the process that we facilitate.

Disadvantages:

- You are not certified in the entire original LEGO® SERIOUS PLAY® method, only the concept created for you.
- You have to acquire the necessary LEGO® materials for the parts of the process that you facilitate yourself.

What can we offer **you?**

3

Certification

– You are certified in the LEGO® SERIOUS PLAY® method, and you facilitate the entire process yourself.

You are certified in the LEGO® SERIOUS PLAY® method at one of our planned Complete Certification trainings, or at a closed training for your specific organization. After that, you will plan, design and facilitate the workshops in the process that you find relevant.

The format is face-to-face, but you can upgrade your Complete Certification with an Online Micro Certification – which will enable you to facilitate workshops online as well.

Advantages:

- You obtain your Complete Certification in the LEGO® SERIOUS PLAY® method, and you are thereby able to use the method as you find relevant for your organization.
- You will get assistance in planning your first workshop after your certification.

Disadvantages:

- You will have to customize the process to suit your organization yourself.
- Guidance and support from us is minimized to preparatory assistance for your first workshop.
- You have to acquire the necessary LEGO® materials for your workshops.

4

Development of concept + certification

– We develop a concept for your specific organization, and you get certified in the entire LEGO® SERIOUS PLAY® method.

Based on an initial dialogue with you, we will customize a concept and a process for your specific organization, based on what you would like to gain from the process.

We, furthermore, certify you in the LEGO® SERIOUS PLAY® method and introduce you to your customized concept, so you will be able to conduct and facilitate the process yourself.

The format can be either online or face-to-face.

Advantages:

- We customize a process and concept for your specific organization.
- You acquire the necessary facilitator competences to conduct your customized concept.
- You obtain your Complete Certification in the LEGO® SERIOUS PLAY® method, and you are thereby able to use the method as you find relevant for your organization.
- You will be assisted by us for planning and facilitating the initial workshop of your process.
- We bring the necessary LEGO® materials for the parts of the process that we facilitate and for the certification.

Disadvantages:

- You will need to facilitate the majority of the concept in your organization yourself.
- You have to acquire the necessary LEGO® materials for the parts of the process that you facilitate yourself.

LSP workshops

LEGO® SERIOUS PLAY® is a unique and effective way of working with complex challenges, to acquire common understanding, to find shared solutions and to kick start development!

Through a LEGO® SERIOUS PLAY® workshop, we create a clear and concrete view of the theme that you would like to work with (organizational- or team development, change, management and leadership, values, culture, etc.). We will analyze how the theme is currently seen, handled and worked with within the organization seen from both an internal and an external perspective, as well as how you would like the theme to be handled, seen and worked with in the future.

In a creative, effective and goal-oriented way, you will get the opportunity to explore and test potential scenarios and solutions, which will enable you to assess potential consequences directly in the LEGO® landscape.

At Inthrace we offer workshops based on the LEGO® SERIOUS PLAY® method both **face-to-face and online**. Both settings has advantages regarding the number of participants, the level of interaction, the use of time and much more. We will introduce you to this in our initial dialogue.

If you want the ultimate LEGO® experience, your workshop can take place at facilities of one of our collaborative partners: **LEGOLAND® Hotels and Resorts** in Billund (Denmark), Windsor (UK), Florida (USA) or California (USA).



What characterizes a LEGO® SERIOUS PLAY® workshop?

You build real scenarios and acquire greater understanding of your organization.

Through Individual and collective LEGO® models, you create a shared three-dimensional landscape of your everyday life. Within this landscape, real scenarios can be played out and tested – without any consequences.

You engage and communicate in new ways.

By using LEGO®, you are engaged to communicate through another media than you use on a daily basis. This will give you a greater and deeper understanding of your shared situation and the world around you.

You create a shared language and atmosphere.

We create a shared language and a safe atmosphere to communicate in. Everyone is heard, and there is no “right” and “wrong” in the room.

You kick-start the process right away!

The ideas, conclusions, solutions, insights, etc. that you discover during your process – are directly implementable. This is because they come directly from the people who works with the theme of the process on a daily basis.

LSP workshops

Some of the themes we have worked with:

- Collaboration & communication
- Vision, mission & values.
- Leadership & management,
- Leadership development & project development
- Culture.
- Innovation
- Organizational, employee, team and strategy development
- Challenges and changes
- Crisis and conflict management
- Streamlining & optimization
- Project start up & optimization
- Simulation



3 forskellige formater:

THE BASIC

This workshop format focuses particularly on team building and strengthening your social cohesion. The Basic shows you how individual inventiveness and collective creativity can create new common insight and development.

Duration: 1,5-2,5 hours

Participants: 4-500

THE CHALLENGE

The focal point of this workshop format is a challenge of your choice selected from your daily work. The Challenge takes you through a process where you use LEGO® models and narratives to uncover and sharpen your understanding of this challenge.

With the LSP method as a dialogue tool, you develop implementable solutions and action plans for how to handle the particular issue. The workshop also give you a new method for tackling future challenges effectively.

Duration: 3-4 hours

Participants: 4-250

REAL-TIME BUSINESS

Real-time Business is the term for a tailored workshop in the LSP method. It is a heavy process- and results-oriented format that focuses on larger concrete topics such as employee development, leadership development, strategy development, efficiency and project startup and optimization.

Duration: 4 hours – 3 days

Participants: 4-100

FACILITATOR TRAININGS IN LEGO® SERIOUS PLAY®

Inthrace offers facilitator trainings in LEGO® SERIOUS PLAY® (LSP). Our trainings provide you with the necessary skills, knowledge and experience to plan, design and facilitate workshops using the method.

We have 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.

At our trainings we make use of our great experience with the method – to make the trainings as realistic as absolutely possible. You are, therefore, not just left with a theoretical education – you are introduced to the ways of working with the method that makes it such an effective and valuable tool for strategy, organizational development, and much more.

Types of trainings:

Online Micro Certification

Our 2-day training in the LSP method – gives you a solid and thorough introduction to the method and the theory behind it, the original skills building and warm up exercises and a core application that can be used both online and face-to-face.

Complete Certification (face-to-face)

Our 4-day training that takes you through the entire original LEGO® SERIOUS PLAY® method.

The content of this training is:

- 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 customize workshops using LSP.
- The facilitator role and introduction to the Trademark Guidelines concerning LSP.

If you complete both our Online Micro Certification and our Complete Certification, you will obtain an **Enhanced Certification** in the LEGO® SERIOUS PLAY® method.

Get a unique international network

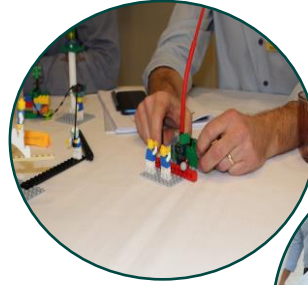
When you have completed one of our trainings, you will be invited to join our international network of certified facilitators called Brickmind.

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 also receive an inspiring newsletter six times a year.

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

We offer 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.

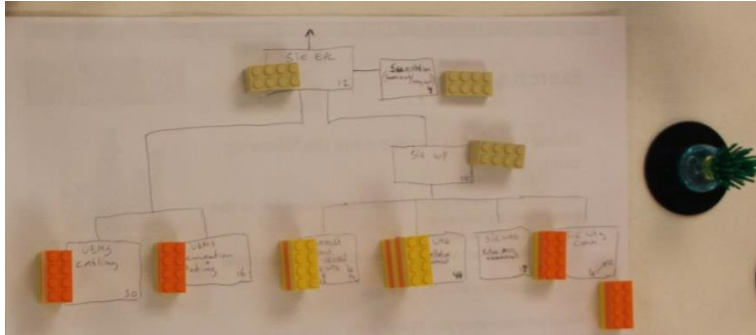
What do you get out of collaborating with us?



- All our facilitators have several years of leadership experience from both the private and the public sector. We have engaged in the development of the LEGO® SERIOUS PLAY® tool from the very beginning and gained a vast amount of experience through more than 1000 LEGO® SERIOUS PLAY® workshops on a global level. We have, furthermore, trained hundreds of facilitators in the use of the methodology from all over the world.
- A workshop with us is not complete until you receive our thorough documentation of your conclusions, insights, and much more from your workshop. We document your process based on your wishes.
- We work exclusively with LEGOLAND® Resorts and Hotels around the world. So, you can get the complete LEGO® experience by having your workshop at LEGOLAND® Hotel and Conference Center in Billund (DK), LEGOLAND® Hotel and Resort in Windsor (UK), LEGOLAND® Florida Resort in Orlando (USA), and LEGOLAND® California Resort, San Diego (USA).
- Our Complete Certification in the LEGO® SERIOUS PLAY® method is, furthermore, a complete all-inclusive LEGO® experience for all of our participants. As a participant on our Complete Certification, you simply need to show up and learn – we will take care of everything else!
- We collaborate closely with Professor Johan Roos who is one of the two inventors behind the LEGO® SERIOUS PLAY® method. Together with Professor Johan Roos we continuously work on new research within the field, just as he helps us keep up the quality and relevance of our trainings and workshops. He, furthermore, participate actively in the development of new LSP concepts.
- Our Complete Certification is, furthermore, the only training in the world endorsed by this leading figure within the LSP community.



Examples of **LEGO® SERIOUS** **PLAY®** workshops



Why does it work?

- LSP is "serious play with a purpose."
- It enhances dialogue and engagement throughout the process.
- It visualizes and creates an overview in 3D.
- The LEGO® bricks create a shared and collective language.
- It brings energy to the process through play.
- The use of metaphors and imagination promotes story telling and sharing.
- The method is built into the process – everyone can join!

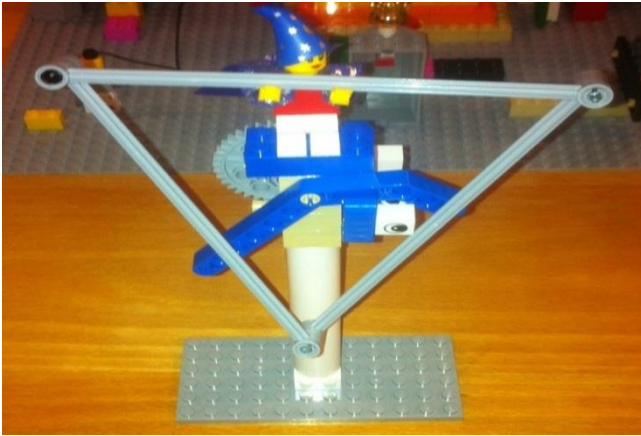
Examples from a strategy workshop



Why does it work?

- LSP is "serious play with a purpose."
- Thinking with your hands expand the space for definitions and solutions to problems.
- The participants' individual and joint creativity, overview and overall building of knowledge is greater.
- Your ecosystem and stakeholders are efficiently mapped in a concrete manner.
- You can play out challenges, future scenarios and trends that affect you and your journey towards your goals.
- When you explore scenarios by building and analyzing the landscape, you innovate and develop new ideas.
- Several perspectives emerge, as it is psychologically safe to tell stories and ask questions towards the different models creating common trust.

Examples from a workshop about collaboration and team development



Why does it work?

- LSP is "serious play with a purpose."
- LSP creates a new shared language and knowledge.
- It creates mutual trust and gain stronger social relations.
- It gives insight into the work structure and roles within the team, as well as processes, strengths, and unexploited potential.
- Team members become aware of common norms and are to make decisions more effectively based on common principles.
- You create a common vision, goals and a strengthened ability to collaborate both within the team and across the organization to solve the tasks of the everyday work.



See our videos with more examples from previous workshops **online** and **Face-2-Face**



Videolink: https://youtu.be/xD0OK7_ns3Y



Videolink: <https://youtu.be/itKaDcPcayQ>