

# INTH/RFACE

## How to become a Trained Facilitator in the **LEGO® SERIOUS PLAY®** Method!



Inthface's facilitator training in the LEGO® SERIOUS PLAY® method is the only training in the world endorsed by Professor Johan Roos, co-inventor of the method!:

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

**- Professor Johan Roos,**  
Co-inventor of the LEGO® SERIOUS PLAY® Method.



# INTHRFACE

## Who are We?

### CHANGE CONSULTANTS SPECIALIZED IN YOUR REALITY

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 custom 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.

Our experienced background enables us to help you become a great facilitator yourself, as we use our great knowledge and experience to design and deliver relevant, realistic and practice-oriented trainings.

All of our qualified and very experienced 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 new facilitators in the use of the methodology from all over the world.

By joining one of our facilitator trainings, you will gain knowledge on how to create functional and engaging workshops that fit the specific context of your work, and you will be able to use the method effectively right after completing your training.

Our facilitator training in the LEGO® SERIOUS PLAY® method is, furthermore, the only training in the world endorsed by one of the co-inventors of the LEGO® SERIOUS PLAY® method, Professor Johan Roos.

We hope this short presentation of the method, our company and our various training options, will inspire you to contact us for more information. We can then zoom in on how we create the perfect training experience for you.

Best Regards

**Micael Buckle**

CEO of Inthrace



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## The LEGO® SERIOUS PLAY® Method

### - A QUICK AND EFFECTIVE WAY TO GREAT RESULTS

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

The LEGO® SERIOUS PLAY® (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 in strategy and organizational development from IMD in Switzerland.

The primary drivers of the methodology are **play**, **flow** and **imagination** through which a secure, multisensory and multidimensional work environment is created.

#### The core theoretical areas are:

- Constructivism (Piaget; 1951).
- Constructionism (Charel and Papert; 1991).
- Complex Adaptive Systems ´theory (Holland; 1995).
- Autopoietic Organizational Epistemology (Von Krogh and Roos; 1994, 1995, Weick; 2000).
- Flow ( Mihaly Csikszentmihalyi; 1993).

#### Why should we play at work?:

Playing promotes creativity in people – which enhance collaboration and learning, especially when the people in question are continuously faced with complex challenges and unpredictable changes.



When playing, we are free to take risks, to imagine the unthinkable and to take on a vast number of new roles.

#### Why does LEGO® SERIOUS PLAY® work?

In LEGO® SERIOUS PLAY® we add the LEGO® bricks to the concept of play. This promotes a greater outcome of play, as it become more creative and more concrete.

The presence of the LEGO® bricks allows us to construct new ideas, explore opportunities, go deeper into the stories that really matter, and enrich the work life of everyone involved in the process.

Through constructions of models and the narratives behind the models - mutual understanding of the challenges and issues are sharpened, and the participants involved are able to test their exact reality and identify valuable solutions through the models.

Additionally, the process effectively enhance knowledge sharing, engagement and inspiration – which will strengthen the participants' ability to handle new assignments together!

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## 5 Reasons why you should use LEGO® SERIOUS PLAY®

1

### It is serious business, and you build results:

LEGO® SERIOUS PLAY® creates a shared language that guide you into a **free and honest exchange of opinions** that ensures that the actual and real issues are addressed. You become able to see things through the eyes of other people – and have them see things through your eyes as well.

It enables you to take a **speedy shortcut to the matter at hand** - to find the necessary **know-how** to enhance your ways of working.

The participants get a **sharper vision of the objectives, the actions and the Simple Guiding Principles** of the organization. This results in a much more comprehensive outcome of your work.

2

### It creates a common hands-on language that engages the participants:

Through the LEGO® bricks, you create a **common language** where **everyone can contribute equally**, and all opinions are heard and respected. In a very direct way, you will be able to visualize what everyone inside the organization knows – as well as what they do not know they know.

The visualization and the shared language emerge when you create metaphors for your **real issues, strengths, possibilities, etc.** This allows you to address complex issues without having to simplify them and lose important details.

By using your hands, you spike your creativity and ability to express what you think and feel.

3

### It engages people to communicate in new ways:

The shared language enables and engages the participants to **communicate on a deeper level**.

They get a deeper understanding of the organization or company, which support a stronger **feeling of ownership** for their situations and their work within organization.

Through this new way of communicating, they will be able to **identify problems and formulate action plans** that deals with the actual issues in their daily work, and not just the symptoms they experience.

4

### It enhances a better understanding of your present situation:

Traditional development tools typically analyze the past or speculate about the future. **LEGO® SERIOUS PLAY® is different!**

It incorporate elements from both the past and the future and tests them in *Real Time*, in order to develop your decision-making immediately. A Real Time Process begins with questions concerning what is going on **"right now"** combined with relevant knowledge from **the past** and hopes, dreams and expectations for **the future**. By focusing on enhancing your work **"right now,"** you are better prepared for the challenges and opportunities ahead of you.

5

### It is your opportunity to take action right away:

The insights that are made through the use of LEGO® SERIOUS PLAY® are **immediately applicable**. This is because the insights are collected by the people who work with them on a daily basis. For that reason, the ideas do not have to be further introduced and anchored within your organization or company.

– **They can be set in motion right away!**

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## Choose the right training combination for you!

Our renowned facilitator training in the original LEGO® SERIOUS PLAY® method is our 4-day Complete Certification. It is a training packed with theoretical and practical training that gives you a thorough insight into the method and the necessary skills to plan, design and conduct workshops for various purposes using the LEGO® SERIOUS PLAY® method.

### We also offer an Enhanced Certification obtainable in just 2 steps:

- Online Micro Certification in the LEGO® SERIOUS PLAY® method (2 days).
- 3 days additional F2F facilitator training in the LEGO® SERIOUS PLAY® method and original applications.

Below we have outlined your different possible certification journeys:

### The Online Micro Certification:

Module 1:  
LSP  
fundamentals

Module 2:  
Core  
application

After completing our **Online Micro Certification**, you can run shorter creative and impactful workshops both F2F and online.

### The Complete Certification (F2F):

Module 1 /  
Module A: LSP  
fundamentals

Module B:  
LSP Real Time  
Strategy

Module C:  
LSP Real Time  
Identity

Module D:  
LSP  
facilitation

After completing our **Complete Certification (F2F)**, you will be able to plan, design and conduct workshops and processes for infinite purposes.

### The Enhanced Certification:

Module 1:  
LSP  
fundamentals

Module 2:  
Core  
application

Module B:  
LSP Real Time  
Strategy

Module C:  
LSP Real Time  
Identity

Module D:  
LSP  
facilitation

After completing our **Enhanced Certification**, you have maximized your knowledge and facilitation level – to excel in designing and facilitating workshops and processes both face-to-face and online.

**You can combine your training in the following ways:**

- 2-days online + 3-days F2F.
- 4-days F2F + 1-day online.

If you have any questions about the training options and combination – do not hesitate to contact us anytime. We are ready to help you in every possible way.

E-mail: [cfp@inthrface.com](mailto:cfp@inthrface.com)

Tel.: +45 3030 0566

# Become a Facilitator in the LEGO® SERIOUS PLAY® method & materials Online Micro Certification

Our [Online Micro Certification](#) is designed to gradually develop your LEGO® SERIOUS PLAY® skills from short sample sessions to extensive workshops, both face-to-face and online.

## You will learn about:

- The invention, history, theoretical foundation and core elements of LEGO® SERIOUS PLAY®.
- Basic skills building toolbox – making the core elements come alive.
- The 5 online steps to create a core application of the method.
- How to design, plan and run workshops using the method.

**The need for change  
has never been bigger.  
We offer you an  
excellent concept and  
tool to run creative and  
impactful workshops  
both face-to-face and  
online.**

## A new innovative way – online hybrid training

In these trainings we combine the interaction and co-creation from F2F trainings with online tools – and hence creating a virtual training space. You will also get instructions and training on how to use this format in your future facilitation. All of the concepts you learn can be used both F2F and online.

**“A Real Professional  
Engagement Tool for  
Constructivism and  
Imagination.”**

- Dr Elvis Hernandez-Perdomo  
Managing Director of OSL Risk  
Management (UK)

Distribution of materials  
prior to the training is  
included in the price!

# The content of our Online Micro Certification

## Module 1 (day 1):

- Part 1A (introduction).
- Part 1B (theory & history).
- Part 1C (skills building).



## Module 2 (day 2):

- Part 2A (introduction)-
- Part 2B (core application).

## The 5 Online steps:

- 1: Introduction & warm up.
2. Model separately and put together.
- 3: Landscape and factors.
- 4: Correlations in the landscape.
5. Condense conclusions & future actions.



## By joining this training, you will get:

- Extensive training and hands-on experience with the LEGO® SERIOUS PLAY® method brought to you by world class facilitators with experience from more than 1000 LEGO® SERIOUS PLAY® workshops.
- An extensive facilitator manual that covers both LEGO® SERIOUS PLAY® exercises and theory.
- Access to our worldwide network of certified facilitators.
- Inspiring newsletter, which covers different LEGO® SERIOUS PLAY® related initiatives and activities.
- A unique diploma.

## Training dates:

- January 11. – 12. 2021 (9:00 – 17:00 CET).
- February 1. – 2. 2021 (13:00 – 21:00 CET).
- March 22. – 23. 2021 (9:00 – 17:00 CET).
- April 12. – 13. 2021 (13:00 – 21:00 CET).
- May 10. – 11. 2021 (9:00 – 17:00 CET).
- August 23. – 24. 2021 (13:00 – 21:00 CET).
- September 20. – 21. 2021 (9:00 – 17:00 CET).
- October 25. – 26. 2021 (13:00 – 21:00 CET).
- November 15. – 16. 2021 (9:00 – 17:00 CET).
- December 13. – 14. 2021 (13:00 – 21:00 CET).

## Payment:

**Module 1 & 2: DKK 8.475,00 ex. VAT**  
(approx. USD 1400,- / EUR 1130,-)  
(ex. 25% Danish VAT- only Danish residents).

Distribution of materials  
prior to the training is  
included in the price!

# Become a Facilitator in the LEGO® SERIOUS PLAY® method & materials Complete Certification (F2F)

Our **Complete Certification** is right for you, if you want to master the entire original LEGO® SERIOUS PLAY® method and applications – to be able to plan, design and conduct specialized workshops and processes for infinite purposes.

**After completing our Complete Certification in the original LEGO® SERIOUS PLAY® method, you will be able to:**

- Develop and change your organization in relation to themes such as collaboration, communication, leadership, culture, and much more.
- Strengthen the teamwork within your organization.
- Optimize processes and performances.
- Develop and implement dynamic strategies.
- Work constructively with changes and crisis.
- Engage in and facilitate personal development processes including coaching, mentoring, etc.
- And much more.

**This training include:**

- Extensive training in the LEGO® SERIOUS PLAY® method brought to you by world class facilitators.
- All-inclusive stay at a LEGOLAND® Resort, as we have an exclusive collaboration with LEGOLAND® Resorts around the world.
- Access to LEGOLAND® or LEGO® House.
- An extensive and exclusive facilitator manual that covers both exercises and theory.
- Access to our worldwide network of certified facilitators.
- An inspiring newsletter 6 times a year, which covers different LEGO® SERIOUS PLAY® related initiatives and activities.
- A diploma and an exclusive testimonial by one of the co-inventors of LEGO® SERIOUS PLAY®
- Assistance in framing your first workshop in the LEGO® SERIOUS PLAY® methodology.



**ALL-INCLUSIVE**  
Training in the LEGO®  
SERIOUS PLAY® Method



# The content of our Complete Certification (F2F)

Our Complete Certification consist of four very intense and creative days with focus on the theory and research behind the method, effective hands-on exercises, group work, reflections and facilitation skills – to enable you to use the method within the specific context of your work.

## The training is composed of the following sub-elements:

### Day 1 & 2:

- **History, theory and research** in relation to the LEGO® SERIOUS PLAY® methodology.
- **Skills Building:** An introduction to all **the basic elements** of LEGO® SERIOUS PLAY®: Construction, metaphors, story making and fantasy/imagination.
- **Real Time Strategy (RTS):** You will learn how to use the LEGO® SERIOUS PLAY® methodology for **strategy- and business development**

### Day 3 & 4:

- **Real Time Identity (RTI):** You will learn how to use LEGO® SERIOUS PLAY® for **individual, team and organizational development.**
- **How to make tailor-made workshops** using the LEGO® SERIOUS PLAY® methodology.
- **The facilitator role and introduction to the Trademark Guidelines** concerning LEGO® SERIOUS PLAY®.

Read a more in-depth description of each of the sub-elements in the brochure dedicated to the Complete Certification!

## Possible training dates & locations:

- January 25. - 28. 2021 at Hotel LEGOLAND® in Billund (DK).
- February 1. - 4. 2021 at UCLL in Leuven (BE).
- February 22. - 25. 2021 at LEGOLAND® Resort Florida (USA).
- March 1. - 4. 2021 at LEGOLAND® Resort Windsor (UK).
- April 19. - 22. 2021 at Hotel LEGOLAND® in Billund (DK).
- June 7. - 10. 2021 at Hotel LEGOLAND® in Billund (DK).
- June 21. - 24. 2021 at UCLL in Leuven (BE).
- September 13. - 16. 2021 at LEGOLAND® Resort California (USA).
- October 11. - 14. 2021 at Hotel LEGOLAND® in Billund (DK).
- October 18. - 21. 2021 at LEGOLAND® Resort Windsor (UK).
- January 25. - 28. 2021 at Hotel LEGOLAND® in Billund (DK).
- November 1. - 4. 2021 at LEGOLAND® Resort Florida (USA).
- November 22. - 25. 2021 at UCLL in Leuven (BE).

## Payment:

The ALL-INCLUSIVE price for training and accommodation:  
**DKK 22.875.-**  
(approx. **EUR 3050** or **USD 3800**)

(excl. 25% Danish VAT - only Danish residents).

**Payment in installments is possible!**

Get the complete  
**LEGO®**  
experience!



**ALL-INCLUSIVE**  
Training in the LEGO®  
SERIOUS PLAY® Method

# Become a Facilitator in the LEGO® SERIOUS PLAY® method & materials

## Enhanced Certification

Our **Enhanced Certification** in the LEGO® SERIOUS PLAY® method is designed to maximize your knowledge and facilitation level – for you to excel in designing and facilitating workshops and processes both face-to-face and online using the method.

We strive to provide the participants at our facilitator trainings with the most solid knowledge, experience and skill set to be able to use the method to its fullest extent. With that goal in mind, we have created the Enhanced Certification that combine our **Online Micro Certification** with our world-renowned **Complete Certification**.

Through this training combination you obtain your Enhanced Certification in **just 5 training days**.

### Combination options:

1. 2-days Online Micro Certification – followed by 3-days Complete Certification.
2. 4-days Complete Certification – followed by 1-day Online Micro Certification.

### Payment:

#### Combination 1:

2-days Online Micro Certification: DKK 8.475,- (approx. USD 1400,- / EUR 1130,-) + 3-days Complete Certification: DKK 18.000,- (approx. USD 3000,- / EUR 2400,-).

**In total: DKK 26.475,-** (approx. USD 4410,- / EUR 3530,-).

#### Combination 2:

4-days Complete Certification: DKK 22.875,- (approx. USD 3800,- / EUR 3050,-) + 1-day Online Micro Certification: DKK 4.785,- (approx. USD 800,- / EUR 640,-).

**In total: DKK 27.660,-** (approx. USD 4610,- / EUR 3685,-).

*The total amount (in USD and EUR) is determined based on the currency on the day the invoice is created.*



You do not have to book both trainings  
at once!  
**Payment in installments is  
possible.**

# INTHRFACE

## Contact us **anytime!**

Our team is always ready to answer any LEGO®  
SERIOUS PLAY® related questions you may have!



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