

LEGO® SERIOUS PLAY® ADVANCED TRAININGS

29th SEPTEMBER – 2ND OCTOBER 2021



INT/RFACE

**WELCOME TO THE
2021 ADVANCED
TRAININGS**

A great variety of options

We offer a great variety of options for participating in the conference and advanced trainings 2021. We hope that this flexibility in choice can accommodate your wishes, needs and schedule.

Activity / Day	Option 1	Option 2	Option 3	Option 4	Option 5
Monday 27 September	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	
Tuesday 28 September	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	
Wednesday 29 September	Advanced Training 1 Facilitation & planning	Advanced Training 1 Facilitation & planning	Real Time Change Certification - day 1	Advanced Training 1 Facilitation & planning	Real Time Change Certification - day 1
Thursday 30 September		Advanced Training 2 RTC Crisis	Real Time Change Certification - day 2	Real Time Change Certification - day 2	Real Time Change Certification - day 2
Friday 1 October			Real Time Change Certification - day 3	Real Time Change Certification - day 3	Real Time Change Certification - day 3
Saturday 2 October			Real Time Change Certification - day 4	Real Time Change Certification - day 4	Real Time Change Certification - day 4
Included accommodation	2 nights 27 & 28 September	3 nights 27, 28, 29 September	5 nights 27 – 30 September & 1 October	5 nights 27 – 30 September & 1 October	3 nights 29 – 30 September & 1 October
Included food & drinks	27 September: all day 28 September: all day 29 September: until 17.30	27 September: all day 28 September: all day 29 September: all day 30 September: until 17.30	27 September: all day 28 September: all day 29 September: all day 30 September: all day 1 October: all day 2 October: until 17.00	27 September: all day 28 September: all day 29 September: all day 30 September: all day 1 October: all day 2 October: until 17.00	29 September: all day 30 September: all day 1 October: all day 2 October: until 17.00

Option 4 only applies for participants who have previously done the Readiness for Change training. Additional nights can be booked separately.

LEGO® SERIOUS PLAY® methodology

Planning and facilitation of workshops

ADVANCED TRAINING 1

This advanced training is your training lab in which you will gain practical experience in planning and facilitating LSP workshops.

Prior to the training, a survey will be sent to identify your specific questions and needs. This will help us make the training as relevant as possible for you.

Focus areas for planning of LSP workshops:

- How to design your LSP workshop;
- How to identify client needs and decide on the scope and purpose of the workshop;
- How to identify the right questions and transform them into a sequence of exercises;
- How to plan and prepare a workshop;
- How to document a workshop and debrief with your client;
- How to combine online and face-to-face workshops into one process.

Focus areas for facilitating LSP workshops:

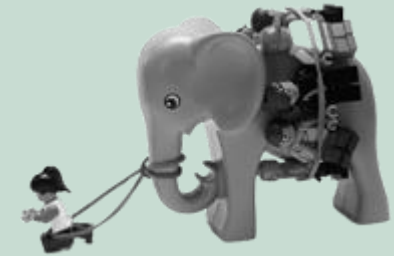
- How to introduce, manage and wrap up exercises;
- How to create the right environment for the participants to unlock knowledge together;
- How to respond to participants needs;
- How to question models;
- How to conclude on models.

What will you gain?

- Practical experience on planning and facilitating LSP workshops;
- Peer-learning and feedback on your planning and facilitation skills;
- Tips and tricks to plan LSP workshops more effectively and facilitate them with greater confidence.

Due to the practical approach of this training, the number of participants will be limited. So, get your spot in time!

INT/RFACE



FACILITATOR:

Marc Sonneart

TIME:

Wednesday 29 September
2021
09.00 – 18.00

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Marc Sonneart:
ms@inthrface.com
- Cecilie From Prüssing:
cfp@inthrface.com

LEGO® SERIOUS PLAY® methodology

Real Time Change® - Crisis

ADVANCED TRAINING 2

Striking the right balances

Crises put leaders and the fabric of organisations to the test. Framing the problem and making sound decisions quickly are vital to effective crisis management. **Real Time Change® - Crisis** helps people do both in imaginative, effective and responsible ways.

Learn how your team thinks about the crises and agree on how to deal with them

Crises come in many varieties, but they all need to be dealt with constructively by capable people. Managers often struggle to understand the impact of crises and to agree on priorities. This becomes even more challenging when they have to deal with difficult dilemmas about money, culture and reputation.

Real Time Change® - Crisis helps map the dominant crisis logic, construct crises influencers, visualize cause and effects, identify crisis hot spots, explore and strike the right balances to effectively, efficiently, and responsibly deal with the crisis.

Real Time Change® - Crisis is applied imagination, not detailed planning

This is a process to quickly but deeply understand the dynamics of a particular crisis and agree on how to best deal with it.

Real Time Change® - Crisis works by combining evidence-based theories and best practices about crises management with the LEGO® SERIOUS PLAY® method.

What will you gain?

- Rapidly understanding the essence of the crisis at hand.
- A set of new skills building exercises focusing on change and crises readiness.
- Greater capability and confidence to facilitate workshops in and about crises.

KEY REFERENCES

- Boin, A., t'Hart, P. Stern, E. and B. Sundelius, B., 2005, *The Politics of Crisis Management*, Cambridge University Press
- Oliver, D., and J. Roos, 2000, *Striking a Balance*, McGraw-Hill
- Prahalad, C.K. and R.A. Bettis, 1986, 'The dominant logic', *Strategic Management Journal*, 7(6): 485-501

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FACILITATOR:

Marc Sonnaert

TIME:

Thursday 30 September
2021
09.00 – 18.00

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Marc Sonnaert:
ms@inthrface.com
- Cecilie From Prüssing:
cfp@inthrface.com

LEGO® SERIOUS PLAY® - REAL TIME CHANGE®

29th SEPTEMBER – 2nd OCTOBER 2021



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**BECOME A TRAINED
FACILITATOR IN THE
NEW LEGO® SERIOUS
PLAY® METHOD**

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 need 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 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 FOR CHANGE (revised concept)

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



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 the following 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.

Sharpe, et. al. 2016. 'Three horizons: a pathways practice for transformation.' *Ecology and Society* 21(2):47.

Statler, M., and J. Roos, 2006, 'Reframing strategic preparedness: an essay on practical wisdom,' *Int. J. Management Concepts and Philosophy*, 2 (2): 99-117.

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.

Readiness for

Change is a set of LSP exercises designed to increase people's commitment and ability to implement 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[®]

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

DAY 1

09.00 - 10.30: Introduction to the programme.
Introduction to the new method.
10.30 - 12.30: Readiness for Change (part 1).
12.30 - 13.15: Lunch.
13.15 - 15.30: Readiness for Change (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.

Target Group:

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

Facilitator:

Micael Buckle

Time:

29 September – 2 October 2021

Where:

Hotel LEGOLAND® Billund

Contact:

- Micael Buckle: mb@inhrface.com
- Cecilie From Prüssing: cfp@inhrface.com

**JOIN US FROM
27th SEPTEMBER – 2nd OCTOBER 2021**

INT/RFACE

**ALL ABOUT
PRACTICALITIES &
PAYMENT**

Practicalities - conference



REGISTRATION:

We only offer a limited number of seats at the conference – so secure your seat as soon as possible.

Secure your seat by sending the registration form to:

Micael Buckle: mb@intrface.com

Cecilie From Prüssing: cfp@intrface.com

Note that the advanced trainings are only for trained facilitators (with either micro, complete or enhanced certifications or similar).



PAYMENT:

- Option 1 (2-day conference + advanced training 1): DKK 13.500,00
- Option 2 (2-day conference + advanced trainings 1 + 2): DKK 18.500,00
- Option 3 (2-day conference + RTC certification): DKK 27.500,00
- Option 4 (2-day conference + advanced training 1 + RTC certification): DKK 27.500,00
- Option 5 (RTC certification): DKK 22.875,00
- Additional accommodation per night: DKK 1.295,00
- All prices are stated exclusive 25% Danish VAT.
- Delayed and installment payment is possible.



HOTEL LEGOLAND®:

Hotel LEGOLAND
Åstvej 10
7190, Billund
Denmark

Only 5 minutes by taxi from Billund International Airport

The full LEGO® experience

Contact:
Cecilie From Prüssing:
cfp@intrface.com

10% DISCOUNT FOR REGISTRATION BEFORE THE 30 JUNE 2021.

Important Information about COVID-19



CONTACT

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mb@inthrface.com