

**BECOME A CERTIFIED FACILITATOR**

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

**The newest LEGO® SERIOUS PLAY® application**

Exclusively offered by Intrface at Hotel LEGOLAND®  
Billund (Denmark) and developed with Prof. Johan S. Roos,  
co-inventor of the original LEGO® SERIOUS PLAY®  
methodology.



# A NEW FRAMEWORK

**WILLY STUDER**

**ORGANIZATIONAL DEVELOPMENT CONSULTANT &  
EXECUTIVE COACH, SWITZERLAND**



*A sophisticated framework (which I expected, knowing the LSP method), but what I like about this framework even more is the flexibility and adaptability. It is less of a process than other methodologies to facilitate change.*





## WHY A NEW METHOD?

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.

Inthrface exclusively offers a new LSP application (the first one in two decades) designed to help people in organizations constructively getting ready for 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 and organizations 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.

## 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.

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

# THE DEVELOPERS & FACILITATORS

INTH/RFACE



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



# WHAT WILL YOU GET?

You will be trained thoroughly in two new cool concepts – which will give you a competitive advantage and new offerings to your clients.

**01****READINESS FOR CHANGE**

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

**02****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.

**03****YOU WILL LEARN ABOUT**

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

**04****YOU WILL BE ABLE TO**

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

**01****REAL TIME CHANGE®**

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

**02****CONCEPTUAL FOUNDATION**

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

**03****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.

**04****YOU WILL BE ABLE TO**

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

# WHAT WILL YOU GET **MORE?**

A certificate and an **exclusive testimonial** by one of the founding fathers of LEGO® SERIOUS PLAY® which underlines the quality of your training.

Extensive training in and experienced-based learning of the newest LEGO® SERIOUS PLAY® application.

An extensive and **exclusive facilitator manual** that covers both LSP exercises and theory, supplemented with experienced based tips and tricks on how to use the newest LSP application.

A set of **newly designed exercises** that complement your LEGO® SERIOUS PLAY® skills building toolbox.

Your **personal digital badge** that you can use with your clients to underline your pedigree as a LSP facilitator.

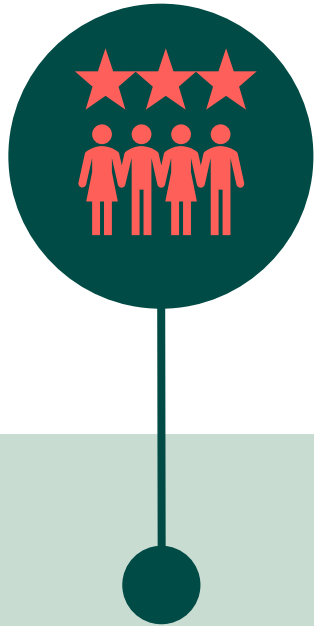


## ... JOIN US IN BILLUND!

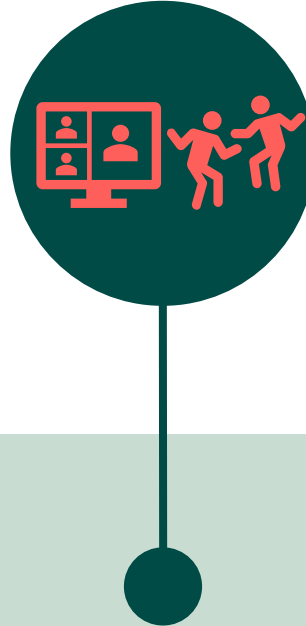
# WHY INTRFACE?

INTRFACE

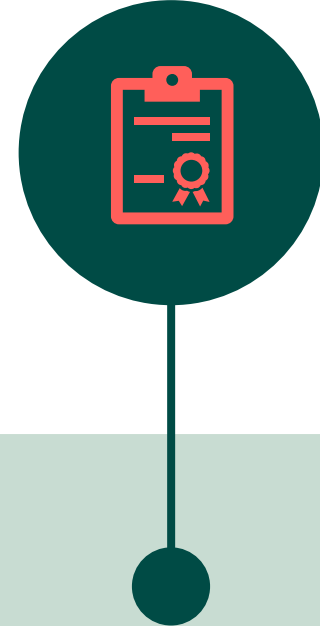
Our ambition is simple: to train the best possible LEGO® SERIOUS PLAY® Facilitators in the world.



Our training courses are **powered by world - class facilitators** with experience from more than 1000 LEGO® SERIOUS PLAY® workshops worldwide and the training of hundreds of facilitators. We bring together this knowledge and experience to design and deliver relevant, realistic and practice-oriented trainings.



It is **brought to you in a new and innovative way**, an online – hybrid training: we combine the interaction and co-creation from F2F training with online tools, creating a virtual training space.



**Prof. Johan S. Roos** endorses this certification course, making Intrface the only provider in the world whose courses receive a quality label from one of the co-founders of the LEGO® SERIOUS PLAY® methodology.

# THE CONTENT

# INT/RFACE

The LEGO® SERIOUS PLAY® Real Time Change® facilitator training consists of four 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:

## PART 1

### READINESS FOR CHANGE

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

**PSYCHOLOGICAL SAFETY**

**MOTIVATION**

**COHESION**

**KNOWLEDGE CREATION**

**ENGAGEMENT**

**READINESS FOR 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:

**WE**

**LATER**

**SHAPE**

**ME**

**NOW**

**ADAPT**

Finally, we test how resilient the ecosystem is towards change and identify key change and success indicators.

## 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 ecosystem and your role within it – striking the right balance.

Finally, we create a solid change strategy and identify the underlying framework and principles that will ensure a successful change.

## PART 4

### FACILITATION & WORKSHOP DESIGN

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



# DETAILED PROGRAM

## DAY 1:

09.00 - 10.30: Introduction to the program  
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.



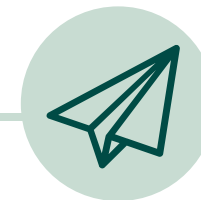
## Target Group:

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



## Duration & location:

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



## Contact:

**Cecilie From Prüssing:**  
[cfp@inthrface.com](mailto:cfp@inthrface.com)

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



## Payment:

The all-inclusive price for the facilitator training and accommodation:

**DKK 22.475,00**

(excl. 25% Danish VAT).



## Training dates 2022:

- **March 7<sup>th</sup> – 10<sup>th</sup> 2022**  
at Hotel LEGOLAND® in Billund (DK)
- **May 2<sup>nd</sup> – 5<sup>th</sup> 2022**  
at Hotel LEGOLAND® in Billund (DK)
- **September 28<sup>th</sup> – October 1<sup>st</sup> 2022**  
at Hotel LEGOLAND® in Billund (DK)



## Other information:

We offer a reduced price for trainers who have already completed the Readiness for Change training (contact us for the possibilities).  
Delayed and installment payment is possible.

## ALL-INCLUSIVE CERTIFICATION

Get the Complete LEGO® experience at our All-inclusive Facilitator training at LEGOLAND® Resort!



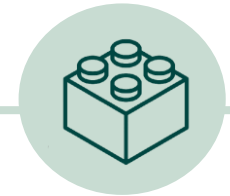
Your unique opportunity to get certified in the newest LEGO® SERIOUS PLAY® application.



Ideal conditions to explore and learn in a playful environment.



4 – star rated hotels and conference centers.



Where you get inspired by the LEGO® brick.

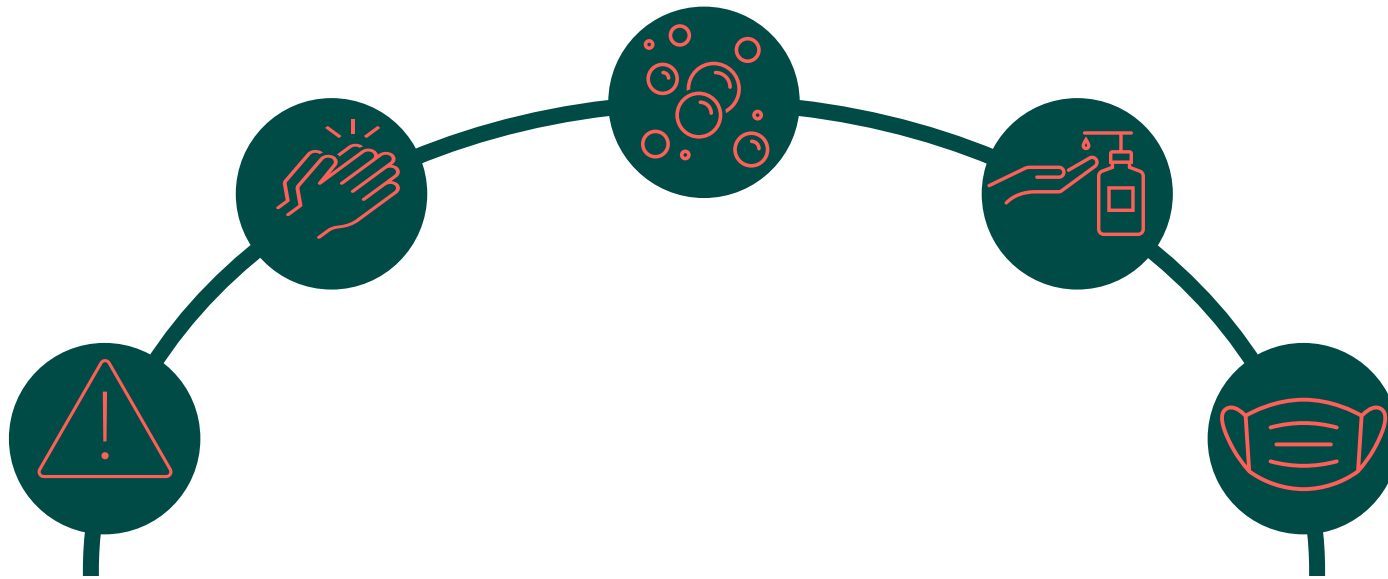
©2019 The LEGO Group.



Inthrace has an exclusive partnership with Legoland® Hotels and Resorts around the world that applies to training courses in, and workshops based on the LEGO® SERIOUS PLAY® methodology.



# IMPORTANT INFORMATION ABOUT COVID-19



We are very aware of the current situation and the risk of the coronavirus.

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

Inthrface provides **hand sanitizer**, **gloves** and **masks** at the trainings.

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

If you are going to attend a training course and you start showing any symptoms of COVID-19, please follow the guidelines of your local authorities and contact us.