

**BECOME A CERTIFIED FACILITATOR**

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

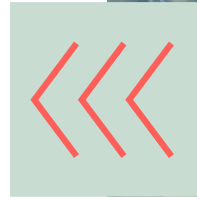
**The newest LEGO® SERIOUS PLAY® method**

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



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

**- WILLY STUDER**  
**ORGANIZATIONAL DEVELOPMENT CONSULTANT**  
**& EXECUTIVE COACH, SWITZERLAND.**



## 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.

Intrface exclusively offers a new LSP method (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



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 **ELSE** WILL YOU GET?

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® method.

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 INTH/RFACE?

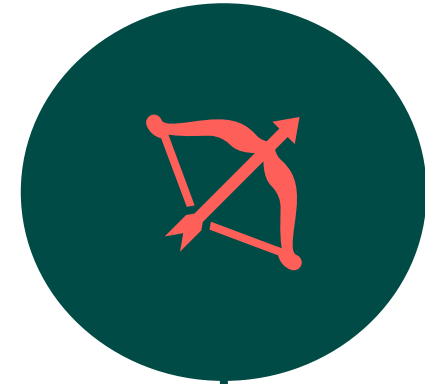
Our ambition is simple: to train the best possible LEGO® SERIOUS PLAY® Facilitators in the world.



This is **powered by world - class facilitators** with experience of more than 1000 LEGO® SERIOUS PLAY® workshops worldwide and the training of hundreds of facilitators.



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



**Inthrface** (Denmark) has been involved in the use and development of the LEGO® SERIOUS PLAY® (LSP) method since the very beginning. We bring together this knowledge and experience to design and deliver relevant, realistic and practice-oriented training courses.

# THE CONTENT

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:



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.

# PRACTICALITIES



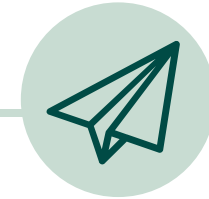
## Target Group:

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:

**Sofie Beck:**  
[sb@intrface.com](mailto:sb@intrface.com)



## Payment:

The all-inclusive price for the facilitator training and accommodation (3 nights):

**DKK 23.875,00**

(excl. 25% Danish VAT).



## Training dates:

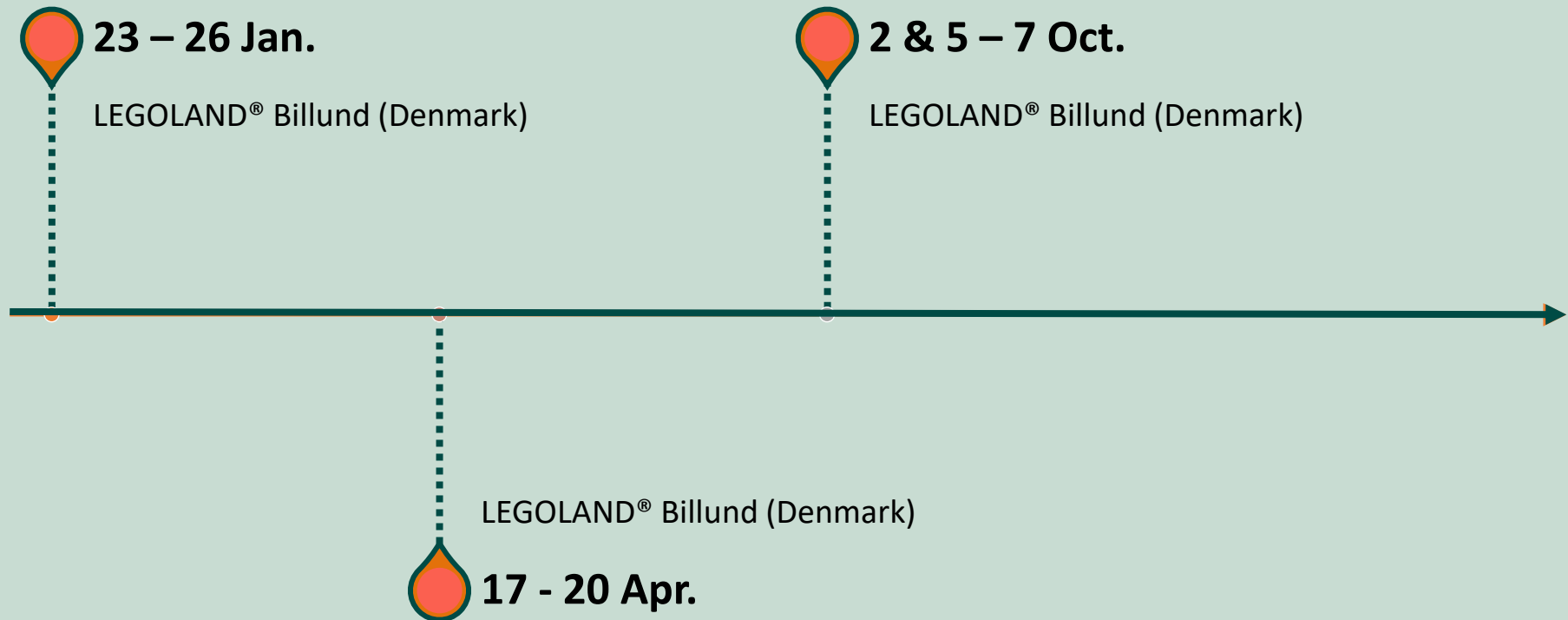
- January 23 – 26, 2023.
- April 17 – 20, 2023.
- October 2 & 5-7, 2023.



## 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.

# TRAINING DATES 2023



## ALL-INCLUSIVE CERTIFICATION

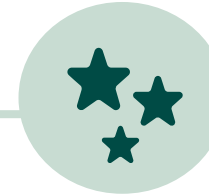
Get the Complete LEGO® experience at our All-inclusive Facilitator training at LEGOLAND® Hotel and Conference Billund!



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



Ideal conditions to explore and learn in a playful environment.



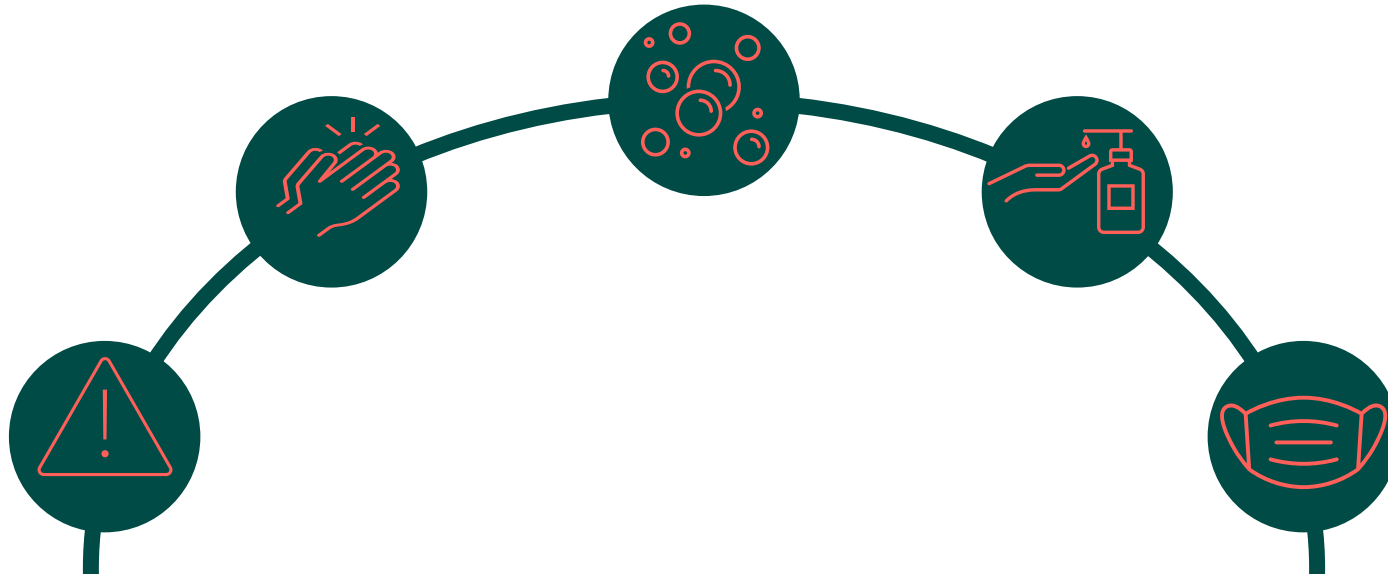
4 – star rated hotel and conference center.



Inthrface 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® method.



# 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.

Intrface 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.