

LEGO® SERIOUS PLAY® ADVANCED TRAININGS & CERTIFICATIONS

30 SEPTEMBER – 1 OCTOBER
&
4 – 5 OCTOBER 2024



WELCOME TO THE 2024 ADVANCED TRAININGS & CERTIFICATIONS

These advanced trainings and certifications are for ALL trained facilitators in the LEGO® SERIOUS PLAY® method. It does not matter where and by whom you have been trained – you are welcome here!

**JOIN US FROM
30 SEPTEMBER – 5 OCTOBER 2024**

INT/RFACE

ADVANCED TRAININGS

**TO BE COMBINED WITH THE
CONFERENCE AND CERTIFICATIONS**

LEGO® SERIOUS PLAY®

REAL TIME REFRAMING®

Turning Set-backs into Stepping Stones

ADVANCED TRAINING 1

Purpose:

Experience the transformative power of real-time reframing through our innovative LEGO® SERIOUS PLAY® application. Engage in hands-on exploration to reframe 'intelligent failures,' harnessing their potential as stepping stones for growth and breakthrough innovation.

Content:

- **Unequal failures:**
 - Basic, complex, and intelligent.
- **Thoughtful preparation:**
 - New territory, meaningful opportunities, and being informed.
 - As small as possible.
- **Necessary systems thinking:**
 - Here and now, elsewhere and later.
- **Making mistakes differently:**
 - Checklist, playful experimentation, avoiding blame games.

- This LSP tool is grounded in validated theories and models by Harvard Professor Amy C. Edmondson and other thought leaders.
- Participants get to explore examples from their own business and/or organization.
- Participant are trained in a new and research-based LSP tool that can create much value for clients.

INT/RFACE



FACILITATOR:

Micael Buckle

TIME:

Monday 30 September
09.00 – 17.30 CET

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Micael Buckle:
mb@inthrface.com
- Elisabeth Lagermann:
erl@inthrface.com

LEGO® SERIOUS PLAY®

FACILITATION LAB – SHORT WORKSHOPS

ADVANCED TRAINING 2

Purpose:

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

Focus areas for planning and facilitating short LSP workshops:

- LSP workshops between 2.0 hrs and 3.5 hrs - number of participants between 6 and 250.
- How to create the best possible LSP experience based on the overall theme of the workshop.
- How to introduce LSP and ensure the right skills level amongst participants.
- How to maintain flow in short workshops with a large number of participants.
- How to standardize the output of the workshop and document the outcome.
- LEGO® materials and logistics and how to prepare in general.

PART 1

What will you gain?

- Two 'plug and play' formats for short LSP workshops (2.0 and 3.5 hrs) and hands on experience by trying them out.
- Tips and tricks to standardize output and to document the outcome.
- Best practices regarding planning, LEGO® materials and logistics.
- Reflection on design and facilitation with a focus on flow.

PART 2

What will you gain?

- Practical experience on planning and facilitating short LSP workshops.
- Peer learning and feedback on planning short workshops, based on cases brought by the participants and group work.
- Tips and tricks to plan and facilitate short, fun, creative and impactful workshops.

PRE-WORK

In part 2 of this advanced training, we work on cases brought by the participants, to apply what the participants learned in part 1, hence maximizing the learning.

Prior to the advanced training, we will ask you what exciting case you want to bring to the table.

INT/RFACE



FACILITATOR:

Marc Sonneart

TIME:

Tuesday 1 October
09.00 – 17.30 CET

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Marc Sonneart:
ms@inthrface.com
- Elisabeth Lagermann:
erl@inthrface.com

LEGO® SERIOUS PLAY®

REAL TIME PURPOSE®

ADVANCED TRAINING 3

Purpose:

An approach to explore and challenge the purpose of a team, business and/or organization leading to a revised and improved value proposition and operating model.

Content:

- **The big WHY:**
 - Why do we exist?
 - Why are we unique?
- **The big WHAT:**
 - What needs are we going to fulfill?
 - What are we going to offer?
- **The big HOW:**
 - How are we going to position us?
 - How are we going to deliver?
- Our future value proposition.
- Our operating model of the future.

The approach is grounded in validated theories and models.
Participants get to explore their own team, business and/or organization.
Participants are trained in an LSP approach and application that can be used internally and/or externally with clients.

INT/RFACE



FACILITATOR:

Marc Sonneaert

TIME:

Friday 4 October
09.00 – 17.30 CET

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Marc Sonneaert:
ms@inthrface.com
- Elisabeth Lagermann:
erl@inthrface.com

LEGO® SERIOUS PLAY®

PLAY and LEGO® SERIOUS PLAY® in HE

ADVANCED TRAINING 4

Purpose:

This advanced training provides an in-depth exploration of play-related and playful practices in Higher Education through LEGO® SERIOUS PLAY®.

Content:

We will use a mixture of approaches – building, discussion, presentation, coaching and reflection – to explore why learning through play is valuable in higher education.

We will use these approaches as the bedrock for examining present and possible uses of LEGO® SERIOUS PLAY® in HE.

Throughout the day you will be able to consider how different examples may apply in your context, and examine your own use of, and ideas concerning, LEGO® SERIOUS PLAY® in HE.

We will engage in many practical activities, all of which have roots in the theory and literature of education and play across the disciplines.

Through this workshop you will:

- Deepen your understanding of play-based and playful learning in HE.
- Expand your awareness of current uses of LEGO® SERIOUS PLAY® in HE.
- Develop your own skills and insights in using LEGO® SERIOUS PLAY® in HE.
- Gain knowledge and insights into designing LEGO® SERIOUS PLAY® activities for HE contexts.
- Refresh and practice your facilitator skills and the etiquette and principles of LSP in a higher education setting.

All previous **trained facilitators in the LEGO® SERIOUS PLAY® method** are welcome at this training; whether you are new to the use of play and LEGO® SERIOUS PLAY® in HE, or if you already have experience with both.

If you are interested in supporting advanced adult learning in formal settings and how you can use play/LEGO® SERIOUS PLAY® to add meaning and value to these, this advanced training is for you.

INT/RFACE



FACILITATOR:

Professor Alison James

TIME:

Friday 4 October
09.00 – 17.30 CET

WHERE:

Hotel LEGOLAND® Billund

CONTACT:

- Elisabeth Lagermann:
erl@inthrface.com

**JOIN US FROM
30 SEPTEMBER – 5 OCTOBER 2024**

INT/RFACE

CERTIFICATIONS

**TO BE COMBINED WITH THE
CONFERENCE AND ADVANCED
TRAININGS**

LEGO® SERIOUS PLAY® - REAL TIME CHANGE®

30th of September – 1 October &
4th – 5th OCTOBER 2024



INT/RFACE

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

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 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!**

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.

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 - 17.45: 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 - 17.30: 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 - 17.30: 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.

Facilitators:

Marc Sonnaert (day 1)
Micael Buckle (day 2 – 4)

Time:

30 September – 1 October & 4 – 5 October 2024

Where:

Hotel LEGOLAND® Billund

Contact:

- Micael Buckle: mb@inthrface.com
- Elisabeth Lagermann: erl@inthrface.com

**BECOME A TRAINED FACILITATOR IN THE
LEGO® SERIOUS PLAY® METHODOLOGY**

MICRO CERTIFICATION FOR HIGHER EDUCATION

A totally new application that presents the core concepts of the LEGO® SERIOUS PLAY® method in the specific context of higher education, developed by Prof. Alison James and Chief Executive Trainer in the LSP methodology Micael Buckle.



It is very exciting witnessing the development of LSP for the HE sector. Alison and Micael you are successfully adapting the methodology to meet the needs of the academic community, which in turn will provide students with ability too to think differently and consequently enhance their learning outcomes.

**- Jackie Hatfield
Loughborough University, UK.**



THE DEVELOPERS

of this new model of the core LEGO® SERIOUS PLAY® method.



Professor Alison James

Professor Emerita, independent academic consultant, researching the use of play in higher education.



Micael Buckle, CEO of Inthrace
and Chief Executive Trainer in the
LEGO® SERIOUS PLAY®
methodology.

**DEVELOPED UNDER SUPERVISION OF PROFESSOR JOHAN S. ROOS,
CO-FOUNDER OF THE LEGO® SERIOUS PLAY® METHODOLOGY**



THE LEGO® SERIOUS PLAY® MICRO CERTIFICATION FOR HIGHER EDUCATION PROVIDES A VERSATILE TOOLBOX FOR TUTORS AND ADMINISTRATORS.

With our Micro Certification, you will be able to design and facilitate short sample sessions as well as extensive workshops or classes using the LEGO® SERIOUS PLAY® method.

WHY THIS TRAINING?

This totally new programme presents the core concept and elements of LEGO® SERIOUS PLAY® in a new way, with a focus on working in higher education, so that you can bring your own educational context into view.

YOUR LEGO® SERIOUS PLAY® TOOLBOX WILL ALLOW YOU:

- to improve learning by boosting student motivation and engagement;
- to make learning experiences memorable;
- to cater for a diverse cohort including students who learn better using multisensory approaches;
- to provide alternatives to the use of writing and text, where other media are more effective or relevant;
- to maximise the ability of all students to participate and progress, irrespective of social, cultural, work-related or educational backgrounds.
- *or from an institution point of view*, to be able to review how the institution operates and finding imaginative, resourceful and creative solutions, both short term fixes and long-term measures.

WHAT WILL YOU GET?

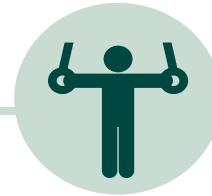
This facilitation course is designed around practical cases that participants solve using the LEGO® SERIOUS PLAY® method:



You learn how to use the method by experiencing this hands-on creative tool yourself.



You explore the infinite possibilities of using the method in a modern academic context.



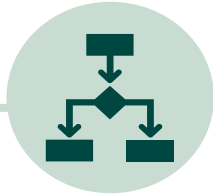
You practise the LSP fundamentals of facilitation.



You maximize the learning by adopting different roles throughout the course.



You acquire skills in using this format in your future facilitation or teaching.



You get a workshop format that can be used multiple ways.



You will receive a digital badge that you can use with your clients to underline your pedigree as a LSP facilitator.



WHAT ARE YOU WAITING FOR?

NOT ONLY THAT, BUT YOU WILL GET

Your personal LEGO® SERIOUS PLAY® starter kit.

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

An extensive and **exclusive facilitator manual** that provides LSP exercises, theory and supporting materials, supplemented with experienced based tips and tricks on how to use the method in the specific context of higher education.

A set of **newly designed exercises** on how to introduce LEGO® SERIOUS PLAY® in your classes or institution.

An invitation to join our annual international LEGO® SERIOUS PLAY® conference and advanced training at Hotel LEGOLAND® in Billund.

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

Access to our **worldwide** network of certified facilitators.

... JOIN US!

Practicalities

MODULE 1 (DAY 1):

OVERALL CONTENT WILL:

- introduce you to the method and skills building.
- set out its theoretical underpinnings.
- enable you to practice the key elements of the method.
- help you develop your skills as a facilitator.

SPECIFIC CONTENT:

- Principles and etiquette.
- Constructivism, constructionism & hand knowledge.
- Flow.
- Metaphors and imagination.
- The tales we tell: story and narrative.
- Play and serious play.
- Good LSP facilitation.
- Your questions answered.

MODULE 2 (DAY 2):

OVERALL CONTENT WILL:

- take you through the five steps of the method.
- enable you to design and deliver your own workshops in a higher education context and more widely.

SPECIFIC CONTENT:

- Warm up, scene setting and skills building.
- Building individual and shared models.
- Creating the wider landscape or ecosystem surrounding the issue.
- Making connections and correlations in the landscape.
- Identifying conclusions, principles and actions based on what we have found.
- Using these steps in your own workshops.

Target Group:

Our training is targeted towards people who work in higher education, irrespective of role, seniority or experience.

Facilitator:

Alison James

Time:

30 September – 1 October 2024

Where:

Hotel LEGOLAND® Billund

Contact:

- Elisabeth Lagermann: erl@inthrface.com

**JOIN US FROM
30 SEPTEMBER – 5 OCTOBER 2024**

INT/RFACE

**ALL ABOUT
PRACTICALITIES
&
PAYMENT**

A great variety of options

– conference & advanced trainings

We offer a great variety of options for participating in the conference and advanced trainings 2024. We hope that this flexibility in choice can accommodate your wishes, needs and schedule.

Activity / Day	Option A	Option B	Option C	Option D	Option E	Option F	Option G	Option H	Option I
Format	Face-to-face	Face-to-face	Face-to-face	Face-to-face	Face-to-face	Face-to-face	Face-to-face	Face-to-face	Face-to-face
Monday 30 September							Advanced Training 1 Real Time Reframing®	Advanced Training 1 Real Time Reframing®	Advanced Training 1 Real Time Reframing®
Tuesday 1 October				Advanced Training 2 Facilitation Lab	Advanced Training 2 Facilitation Lab	Advanced Training 2 Facilitation Lab	Advanced Training 2 Facilitation Lab	Advanced Training 2 Facilitation Lab	Advanced Training 2 Facilitation Lab
Wednesday 2 October	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1
Thursday 3 October	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2
Friday 4 October		Advanced Training 3 Real Time Purpose®	Advanced Training 4 Play and LSP in HE		Advanced Training 3 Real Time Purpose®	Advanced Training 4 Play and LSP in HE		Advanced Training 3 Real Time Purpose®	Advanced Training 4 Play and LSP in HE
Saturday 5 October									
Included accommodation	1 night 2 October	2 nights 2 & 3 October	2 nights 2 & 3 October	2 nights 1 & 2 October	3 nights 1 - 3 October	3 nights 1 - 3 October	3 nights 30 September 1 & 2 October	4 nights 30 September 1 - 3 October	4 nights 30 September 1 - 3 October
Included food & drinks	2 October: all day 3 October: until 16.00	2 - 3 October: all day 4 October: until 17.30	2 - 3 October: all day 4 October: until 17.30	1 - 2 October: all day 3 October: until 16.00	1 - 3 October: all day 4 October: until 17.30	1 - 3 October: all day 4 October: until 17.30	30 September & 1 - 2 October: all day 3 October: until 16.00	30 September & 1 - 3 October: all day 4 October: until 17.30	30 September & 1 - 4 October: all day 5 October: until 17.00
Price	DKK 9.475,00	DKK 14.975,00	DKK 14.975,00	DKK 14.975,00	DKK 19.975,00	DKK 19.975,00	DKK 19.975,00	DKK 24.975,00	DKK 24.975,00

- Additional accommodation per night: DKK 1.295,00
- All prices are stated exclusive 25% Danish VAT.
- 25% Danish VAT applies for all options.
- Delayed and installment payment is possible.

Continues on next page →



A great variety of options

– conference & certifications

INT/RFACE

We offer a great variety of options for participating in the conference and certifications in 2024. We hope that this flexibility in choice can accommodate your wishes, needs and schedule.

Activity / Day	Option J	Option K	Option L	Option M
Format	Face-to-face	Face-to-face	Face-to-face	Face-to-face
Monday 30 September	LSP Higher Education Certification – day 1	LSP Higher Education Certification – day 1	LSP Higher Education Certification – day 1	Real Time Change® Certification - day 1
Tuesday 1 October	LSP Higher Education Certification – day 2	LSP Higher Education Certification – day 2	LSP Higher Education Certification – day 2	Real Time Change® Certification - day 2
Wednesday 2 October	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1
Thursday 3 October	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2
Friday 4 October		Advanced Training 3 Real Time Purpose	Advanced Training 4 Play and LSP in HE	Real Time Change® Certification - day 3
Saturday 5 October				Real Time Change® Certification - day 4
Included accommodation	3 nights 30 September 1 & 2 October	4 nights 30 September 1 - 3 October	4 nights 30 September 1 - 3 October	5 nights 30 September 1 - 4 October
Included food & drinks	30 September & 1 - 2 October: all day 3 October: until 16.00	30 September & 1 - 3 October: all day 4 October: until 17.30	30 September & 1 - 3 October: all day 4 October: until 17.30	30 September & 1 - 4 October: all day 5 October: until 17.00
Price	DKK 19.975,00	DKK 24.975,00	DKK 24.975,00	DKK 29.975,00

- Additional accommodation per night: DKK 1.295,00
- All prices are stated exclusive 25% Danish VAT.
- 25% Danish VAT applies for all options.
- Delayed and installment payment is possible.

Practicalities – Conference & Advanced Trainings



REGISTRATION:

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

Secure your seat by sending the registration form to:

Elisabeth Lagermann:
erl@inthrface.com

Note that the advanced trainings are for all trained facilitations in the LEGO® SERIOUS PLAY® method. It does not matter where and by whom you have been trained



PAYMENT:

- **Option A:** DKK 9.475,00
- **Option B:** DKK 14.975,00
- **Option C:** DKK 14.975,00
- **Option D:** DKK 14.975,00
- **Option E:** DKK 19.975,00
- **Option F:** DKK 19.975,00
- **Option G:** DKK 19.975,00
- **Option H:** DKK 24.975,00
- **Option I:** DKK 24.975,00
- **Option J:** DKK 19.975,00
- **Option K:** DKK 24.975,00
- **Option L:** DKK 24.975,00
- **Option M:** DKK 29.975,00

- Additional accommodation per night: DKK 1.295,00
- All prices are stated exclusive 25% Danish VAT.
- 25% Danish VAT applies for all options.
- 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:
Elisabeth Lagermann:
erl@inthrface.com