

INT/RFACE

Workshops based on the
LEGO® SERIOUS PLAY® method



**PROBABALY THE BEST LEGO® SERIOUS PLAY®
FACILITATORS IN THE WORLD**



THE CREATIVE DEFAULT

There comes a moment in the life of every organisation where a collective leap becomes necessary. It may be a strategic quantum leap into a new exciting phase - or a matter of crossing a conflict-filled abyss.

Inthrace presents a workshop portfolio based on a unique creative tool called LEGO® SERIOUS PLAY®. These workshop formats guide you through all types of challenges and are based on years of experience and well-documented methods. While ensuring the best possible results, we break down complexity, create flow in processes, remove obstacles, build bridges and steer towards the desired goals.

With our team, we have helped many organisations in all sectors around the world and in a variety of management domains. So, we know the realities of your daily work life, the shifting demands that make good intentions, spread sheet plans and visions fail.

Designed for the real world

We pride ourselves on getting to know your business inside out; we are 100% 'on' and focus our attention on you and your challenges. You are not left with an analysis, "a good process", or a list of possible solutions.

On the contrary, we design workshops where the process itself contributes to solving your challenges and becomes part of getting things done.

And we do things differently: through LEGO® SERIOUS PLAY®, practical exercises and knowledge of how to involve all kind of participants, we get under the skin of both the challenges and the employees.

Although we have seen most organisational challenges before, we analyse each task individually and tailor a workshop to your specific needs. Therefore, we must say that this brochure does not do justice to our work. We work with your organisation, management team, department or employees in much more detail than can possibly be mentioned here.

However, we hope that our workshop brochure will inspire you to give us a call or write us an email. That way, we can zoom in on how we can help you unlock the full potential in your organisation.

Best Regards

Micael Buckle
CEO

LEGO® SERIOUS PLAY®

- A quick and effective way to great results

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

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



Inthrace cooperates with Professor Johan Roos, one of the two inventors of the LEGO® SERIOUS PLAY® method.

Together with Professor Johan Roos, we improve LSP continuously through being involved in research and developing new applications.

Professor Roos also helps us to keep the quality and relevance of our workshops and training courses at the highest standards.

Why does LEGO® SERIOUS PLAY® work?

LSP uses the diversity of the LEGO® brick. The LEGO® elements act as three-dimensional models of organisational, personal or team-related challenges and issues.

The use of constructions and narratives increases mutual understanding of the challenges and issues. This makes it much easier to play out realistic scenarios, test different possibilities and identify valuable solutions that can be implemented immediately.

The process also effectively promotes knowledge sharing, involvement and inspiration - which strengthens your ability to tackle new challenges together!

PROBABLY THE BEST LEGO® SERIOUS PLAY® FACILITATORS IN THE WORLD!

Inthrace is the creative default for companies and organizations that want to deal effectively and imaginatively with their organizational challenges.

Inthrace is an early pioneer in the LEGO® SERIOUS PLAY® method. Having used this creative tool in more than 1000 workshops worldwide and trained several hundreds of people in the method.



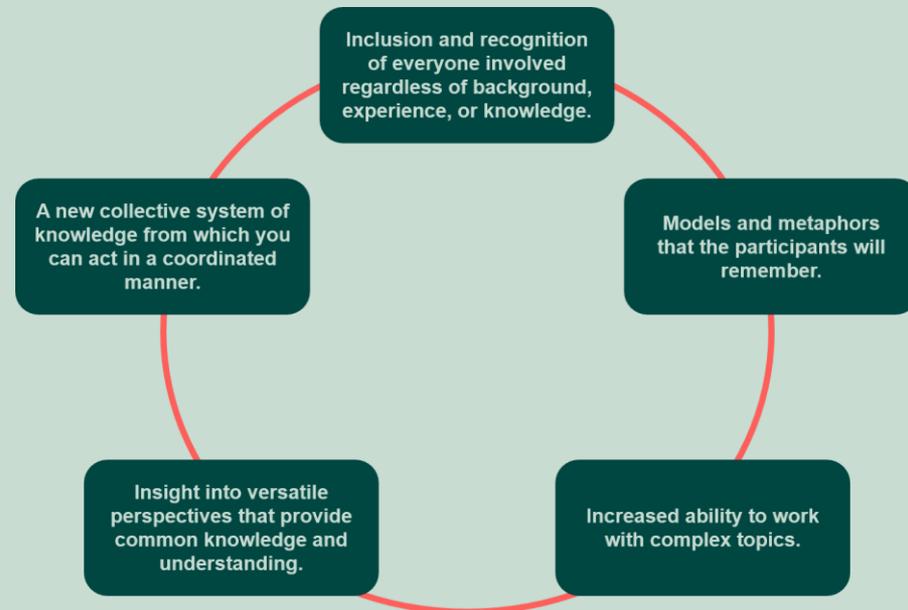
CHALLENGE US AND WE WILL DEVELOP A WORKSHOP FORMAT THAT HELPS YOU ACHIEVE YOUR GOALS.

LEGO® SERIOUS PLAY® is a versatile tool that can be adapted to almost any organizational task or challenge.

- ✓ In the field of strategy, organizational and team development.
- ✓ About change, uncertainty and crisis.
- ✓ On customer orientation and innovation.
- ✓ To create attractive and efficient workplaces.
- ✓ Around agile project and process management.
 - Groups starting from 4 up to 200 participants.
 - Timings range from 2 hours to multiple days.
 - Workshops face-to-face or online.

LEGO® SERIOUS PLAY® IS YOUR FAST TRACK TO INVOLVEMENT, INSPIRATION, GREAT RESULTS AND FUN.

Regardless of the subject, you will get the same benefits from the process:



LEGO® SERIOUS PLAY® HYBRID - ONLINE

We make your online workshops engaging, result oriented and fun!

INTRFACE PRESENTS LSP HYBRID – ONLINE

This is an online workshop concept that builds on the features of the original LEGO® SERIOUS PLAY® method and makes them come alive in the online context.

The result is online workshops that are engaging, with maximum involvement, co-creation, openness, ownership and clear next steps.

LEGO® SERIOUS PLAY® HYBRID – ONLINE IS YOUR FAST TRACK TO IMPACTFUL ONLINE WORKSHOPS

With LSP hybrid – online, you get the opportunity to have in-depth conversations with your colleagues about any challenge you are currently facing.

More than just a conversation, because you involve your hands in the thought process by building LEGO® models.

Activating this hand-brain connection will **unleash your imagination and unlock new insights**, new opportunities and new stories that you will share with your colleagues.

FLEXIBLE WORKSHOP DESIGN FOR A WIDE VARIETY OF SUBJECTS

We have created a generic workshop concept that can be adapted to almost any organizational task or challenge. It consists of five online steps that can be combined in different ways, to **optimize the workshop** for your needs, depending on the output you seek, the number of participants and the available time.



UNIQUE ADVANTAGES OF LSP HYBRID – ONLINE

- ✓ Flexible workshop design.
- ✓ Group sizes between 4 and 100 participants.
- ✓ Timings range from 2-8 hrs.
- ✓ Fully compatible with F2F workshops.
- ✓ Low-entry technical requirements.
- ✓ Low material cost.
- ✓ No travel costs .
- ✓ Instant documentation.
- ✓ Covid-19 safe.

SHORT WORKSHOPS AND EVENTS

You have tried it all and are now searching for something new, fun, and productive. Look no further – LEGO® SERIOUS PLAY® has the answer and solutions.



LET US TAILORMAKE THE RIGHT SOLUTION FOR YOU

We offer two different types of short workshops and events filled with energy, experiences and key learnings.

The two LEGO® SERIOUS PLAY® (LSP) workshop formats are: **The Basic & The Challenge.**

With more than 1000 workshops and events in the backpack, we are able to design the right solution to meet your wishes and needs.

THE BASIC

This workshop or event focuses especially on team building. It strengthens your social and professional cohesion and shows how individual wealth of ideas and collective creativity can create new common insights and development. Through the use of LEGO® models and stories, you will discover new aspects of yourself and your colleagues.

The workshop is a fun experience that allows you to have a joint dialogue about the challenges, opportunities and successes you experience in your everyday life. This will give you new perspectives, insights and ideas that will positively affect you and your colleagues after the workshop.

Duration: 1.5 – 2.5 hours

Participants: 4 – 500

THE CHALLENGE

The focal point of this workshop or event can be a self-selected task or challenge from your everyday life, e.g., collaboration, culture, management, development or project management. The Challenge takes you through a fun process where, you through LEGO® models and inspiring stories, uncover and sharpen your understanding of this task or challenge.

With LEGO® SERIOUS PLAY® as a dialogue tool, you develop concrete and implementable solutions for how you can handle your current task or challenge. The workshop also provides you with new ways to effectively tackle future tasks and challenges in a fun and playful way.

Duration: 3 – 4 hours

Participants: 4 – 250

STRATEGY WORKSHOPS

Strategies that matter - right now! We make it easy to co-create knowledge, develop common understanding, and move quickly towards your aspirations together.



More than 200 organizations from all over the world have benefited from our strategy workshops.

LEGO® SERIOUS PLAY® has helped them navigating in a rapidly changing world with increasing demands for dynamic and flexible strategies.

- We design your strategic processes based on your reality right now.
- We help you to take potential **roadblocks, opportunities, and stakeholders** into consideration and enable you to **develop, refine, or re-evaluate** the strategy in an agile manner in the future.
- We always adjust the model to each individual workshop to assure the best possible result for you.

THE STRENGTHS OF OUR STRATEGY WORKSHOPS

Thinking with your hands expands the space for definitions and solutions to problems.

The participants' individual and joint creativity leverages overview and knowledge creation

Your ecosystem and stakeholders are efficiently mapped in a concrete manner.

You can play out challenges, future scenarios, and trends that affect you and your aspirations.

When you explore scenarios by building and analyzing your current ecosystem, you innovate and develop new ideas.

AN EXTRA GEAR TO FAMILIAR CONCEPTS

Our creative methods are complementary with well-known concepts such as:

Strategizing

PEST-analysis

Business Model Canvas

Lean Start-up Canvas

SWOT-analysis

Porter's 5 forces

3 Horizons of Innovation

Porter's Value Chain

TEAM DEVELOPMENT WORKSHOPS

High-performing teams - now and in the future. We create teams based on trust, the right competencies and willingness to cooperate.

A SHORT CUT TO HIGH-PERFORMING TEAMS

A new team, a silo team, a remote working team, a team with strong routines, a team ready for a next step or a super team running out of energy, **any team may need a hand on its way to high performance.**

Numerous teams have benefited from well-designed LEGO® SERIOUS PLAY® workshops because its members have evolved in key success areas such as:

- Creating mutual trust and stronger social relations.
- Gaining insights in work structure, roles, processes, strengths and unexploited potential.
- Being aware of common norms and making decisions based on common principles.
- Having a common vision, goals and a strengthened ability to collaborate within the team and across the organization.
- Having uncovered hidden skeletons in the closet.



WE EFFECTIVELY INTEGRATE THE TEAM AND THE INDIVIDUAL

Our team development processes integrate the different dimensions of the team (individuals, the team itself and its eco-system) with the time perspectives (members act based on experiences from the past and expectations for the future). To allow you to dive into aspects of the team relevant for you, right now!



WORKSHOPS FOR ATTRACTIVE & EFFICIENT WORKPLACES

Cohesive and meaningful workplaces!

We unleash your potential as an attractive and efficient workplace.

All organizations dream of employees who **take responsibility**, are happy and who celebrate one success after another. Employees that are part of a strong community, develop positively and are skilled at what they do, so that everyone contributes effectively to the core task. However, sometimes reality looks different.

WE SOLVE ISSUES VIA CREATIVE PROCESSES

It is tempting to try to control and set up rules to manage the symptoms of an unsuccessful work environment. However, that is not how we work because your employees and organization are worth much more than a short-term quick fix.

Through **more than 150 processes and workshops based on LEGO® SERIOUS PLAY® concepts**, we have worked with organizations to restore their attractive and effective features.



THE ATTRACTIVE TRIGGERS THE EFFECTIVE

When employees experience genuine well-being, good collaboration, high quality in core services and satisfied customers, they have a good work life. If we strengthen all the positive things in the workplace – efficiency will follow. For that reason, we work with themes that help you right now.

- 1 A shared language for the attractive and efficient workplace.
- 2 Expectations, both internally and externally.
- 3 The core business and how it changes.
- 4 Processes and structures concerning the core business.
- 5 Prioritization and resources in everyday life.
- 6 Values, collaboration a leadership in practice.

CHANGE WORKSHOPS

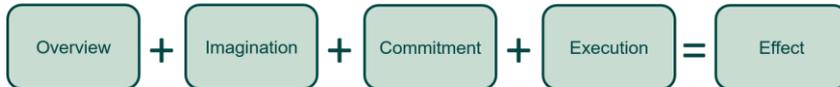
Specialized assistance through changes. We spark your organization's desire to implement new initiatives and ability to execute them effectively.

THE ONLY CONSTANT IS CHANGE

Changes happen everyday in organizations, they can have minor impact or involve a whole organization, they can be intended or just happen.

No matter what change you and your organization are experiencing or planning, **we have the necessary unique and thoroughly researched methods to guide you from start to finish with efficiency and enthusiasm.**

THE FORMULA FOR SUCCESSFUL CHANGE



HOW READY FOR CHANGE IS YOUR ORGANIZATION?

- Employees get scared by the mentioning of “change”.
- There is a latent fear of the next new trend – because you do not know neither the trend nor the consequences of it.
- You urgently need to change but lack the necessary overview and coordination to make the right decisions.



OUR THREE CHANGE CONCEPTS

1 Real Time Change® - Readiness - Ready for a cultural change

You prepare your organization for change, so your employees understand what it means for them. To enable you to work constructively with specific changes.

2 Real Time Change® - Ready for change RIGHT NOW

You analyze and enhance your ability to work with change right now. To plan and set up principles for future changes.

3 Real Time Change® - Crisis - Start changes during crisis

You test your organization's ability to navigate in a crisis, you make decisions and act constructively. During the crisis or prepare for potential crises in the future.

AGILE PROJECT WORKSHOPS

Move forward on must-wins.

ARE YOU GETTING THE JOB DONE?

If your organisation is like many others, then your archives are overflowing with the **sad remains of projects that were once sparked by enthusiasm**, but then failed due to other priorities, unforeseen complexities, and the day-to-day business.

Prevent your project from getting caught in the organisational hamster wheel: start it off right or **reignite the spark in your project team with LEGO® SERIOUS PLAY®**. The result will be improved motivation and budget and project plans that last from start to finish.

WE HELP YOU START AND ENSURE PROJECTS TO TURN THEM INTO EFFICIENT PROCESSES.

Four workshop formats:

- The New Project: we need a good start!
- The Complex Project: we need an overview, now!
- The Emergency Project: we are stuck in quicksand, help!
- The Missing Overview: what happens if we change something here?

THE 4 CORNERSTONES IN GOOD PROJECTS

Our experience shows that there are 4 key elements that determine whether a project will succeed:

- 1 Everyone involved knows the purpose of the project and has a shared understanding of what it contains.
- 2 The project team collaborates well and knows each other's contributions and strengths from the start.
- 3 The project team constantly tests scenarios and learns from these.
- 4 The project team initially agrees on plans and set up agreements for the future and adjust these regularly.



WE DEAL WITH BOTH SMALL AND LARGE PROJECTS!

PROCESSES WORKSHOPS

Enable the missing overview

WHAT HAPPENS IF WE CHANGE SOMETHING HERE?

Over time, processes often become complex and opaque. Processes affect each other and changes may cause mistakes and shortcomings that affect you customers, your reputation and your revenue.

THIS IS HOW WE CREATE OVERVIEW

- 1 Assemble a group of participants who work with the process on a daily base.
- 2 Build the individual parts of the process and put them together collectively. Mark where there are wasted resources or obvious deficiencies.
- 3 Supplement with the factors that affect or are affected by the process. Either stakeholders, other processes or events that need to be taken into consideration.

When we review data and process steps together, it becomes clear what is missing to succeed. This enables us to close the gaps and build the necessary bridges from the start. This is good business that sparks motivation!

PHYSICAL PROCESS MAPPING PROVIDES A BETTER OVERVIEW OF BOTH EXISTING AND FUTURE PROCESSES.



INNOVATION AND CUSTOMER CENTRICITY WORKSHOPS

Create a new position in the market! We help unleash innovative capabilities that provide value for your customer.



WE KNOW FROM EXPERIENCE THAT MANY ORGANIZATIONS STRUGGLE WITH INNOVATION.

If you also have employees who feel intimidated when they hear about “innovation”, then we can help you **unleash your innovative potential**.

Innovation is all about using creative techniques to create ideas that are transformed into new or significantly improved solutions that provide value for customers and organizations.

The ideas can be new combinations and adjustments or disruptive and radical. No matter what kind of innovation is needed, you already have innovative competencies in your organization – **you just need to unlock them and get started.**

START WITH YOUR CUSTOMERS IN MIND

All innovation is based on what you deliver to your customers and how you do this. We help you with the six most impactful elements on customer orientation:



CONTACT US! – AND LET US HELP YOU OUT TODAY...



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