

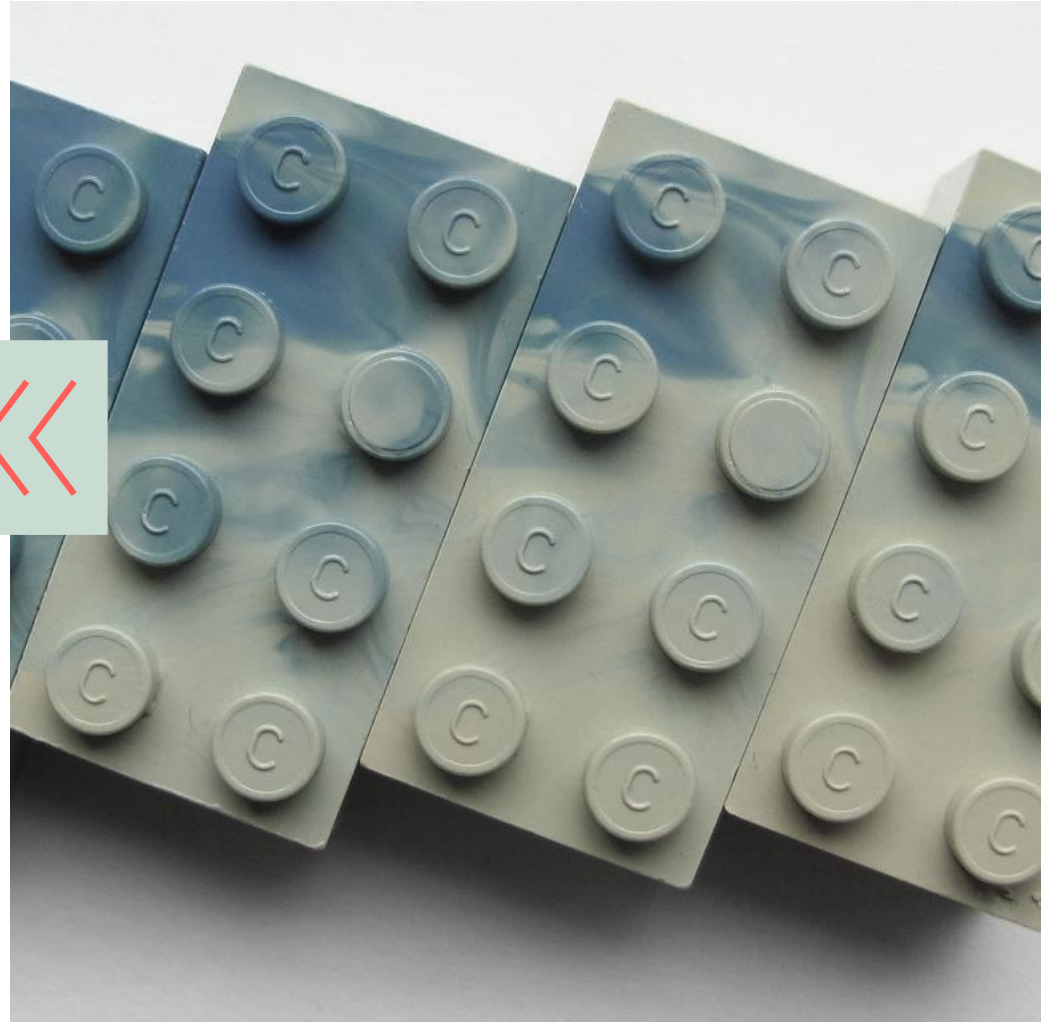
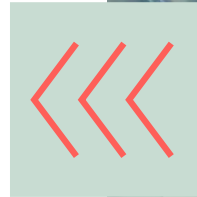
# **LEGO® SERIOUS PLAY®** **REAL-TIME CHANGE®** **CERTIFICATION**

Get Ahead of the curve with Real-Time Change®  
co-developed with Prof. Johan Roos and exclusively  
offered by Intrface.



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.**





Inthrface exclusively offers this new LSP method (the first one in two decades) designed to help people in organizations constructively getting ready for and dealing pro-actively with change.

## WHY A NEW METHOD?

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.***

Building on the original LSP method, which fosters psychological safety, insight generation, and team alignment, Real Time Change® takes it further with:

- ✓ **Proven theories** about human development, sensemaking, crisis management, and practical wisdom.
- ✓ **Tools for planning and execution** of change across unique internal and external eco-systems.
- ✓ **Dynamic and research-based exercises** that cultivate drivers of readiness for change among groups.

**It provides a broader application for facilitators working with dynamic challenges.**



# THE DEVELOPERS

INTHRFACE



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



**Learn directly from the source.** Micael Buckle, co-developer of the Real Time Change® method, will facilitate this course – offering participants unique insights grounded in both practice and method design.

# 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 endorsement** by **Prof. Johan Roos**, co-inventor of the LEGO® SERIOUS PLAY® method, adding credibility and prestige to your facilitation credentials.

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** to market your certification and boost your professional profile.

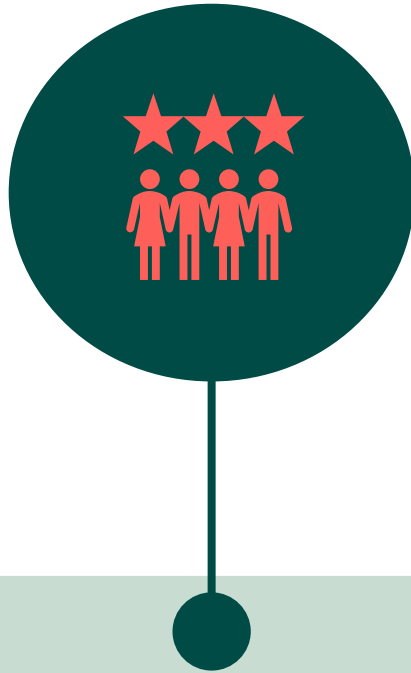


**... JOIN US IN  
BILLUND!**

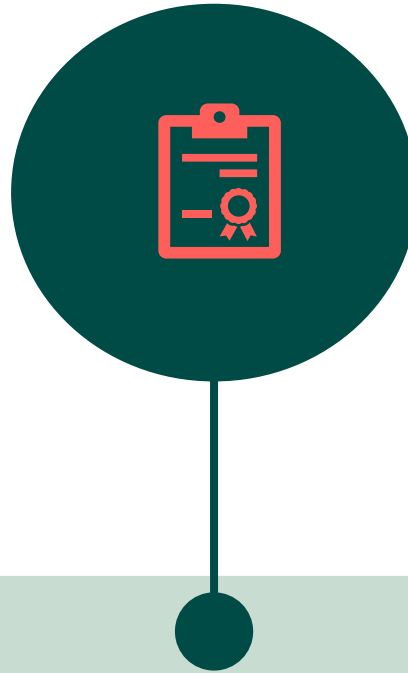
# WHY INT/RFACE?

INT/RFACE

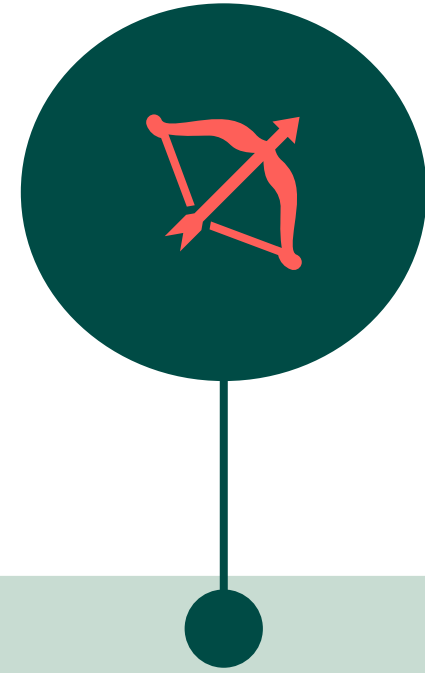
Our ambition is simple: to train the best LEGO® SERIOUS PLAY® Facilitators in the world.



This is **powered by world - class facilitators** with experience of more than 2000 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 – BILLUND DENMARK

## 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 – BILLUND DENMARK



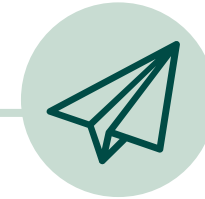
## Target Group:

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



## Duration & location:

Four days at Hotel LEGOLAND® Åstvej 10, 7190 Billund, Denmark.



## Contact:

**Marc Sonnaert:**  
[ms@inthrface.com](mailto:ms@inthrface.com)



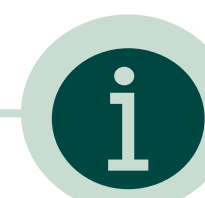
## Payment:

**For DKK 24,875** (excl. VAT), this all-inclusive certification program includes 4 days of training, accommodations at the 4-star LEGOLAND® Hotel, and access to exclusive materials and exercises.



## Training dates:

- March 23<sup>rd</sup> – 26<sup>th</sup> 2026
- June 8<sup>th</sup> – 11<sup>th</sup> 2026
- October 5<sup>th</sup> – 10<sup>th</sup> 2026 (combined with 2 days of LSP Conference at adjusted price).



## 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.

**Seats per session are limited, join us now!**

# ALL-INCLUSIVE CERTIFICATION

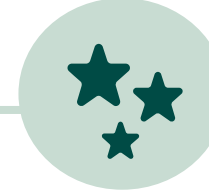
Get the Complete LEGO® experience at our All-inclusive Facilitator training at LEGOLAND® Hotel and Conference Billund Denmark!



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.



Inthface 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.



# TRAINING DATES 2026

