

# LEGO® SERIOUS PLAY®

## REAL-TIME CHANGE®

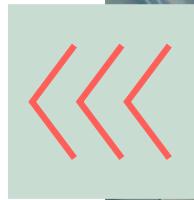
### CERTIFICATION

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



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?

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.**

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.

# THE DEVELOPERS



**Micael Buckle**, Chief Executive trainer and CEO of Inthrface 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 INTHRFACE?

INTHRFACE

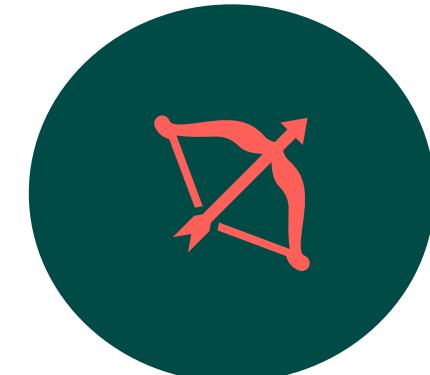
Our ambition is simple: to train the best LEGO® SERIOUS PLAY® Facilitators in the world.



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 Inthiface the only provider in the world whose courses receive a **quality label** from one of the co-inventors of the LEGO® SERIOUS PLAY® methodology.



**Inthiface** (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 4.  
Assessment of day 3.

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



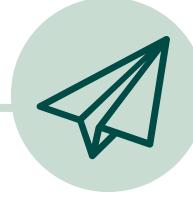
## Target Group:

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



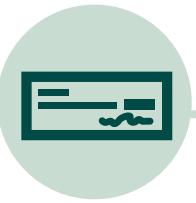
## Duration & location:

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



## Contact:

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



## Payment:

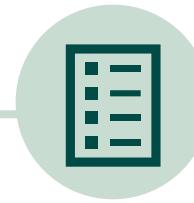
All-inclusive price for course and stay at

the hotel:

24.875,00 DKK

Ex. Accommodation

21.375,00 DKK



## 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.



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.

# TRAINING DATES 2026



**23 – 26 March 2026.**

LEGOLAND® Billund (Denmark)



**5 Oct. – 10 Oct. 2026**

(includes 2 days of LSP Conference)

LEGOLAND® Billund (Denmark)

LEGOLAND® Billund (Denmark)

**8 – 11 June 2026**

