

# LEGO® SERIOUS PLAY® ADVANCED TRAININGS

29<sup>th</sup> SEPTEMBER – 2<sup>ND</sup> OCTOBER 2021



INT/RFACE

**WELCOME TO THE  
2021 ADVANCED  
TRAININGS**

**(online & face-to-face)**

# A great variety of options

We offer a great variety of options for participating in the hybrid (online & face-to-face) conference and advanced trainings 2021.

We hope that this flexibility in choice can accommodate your wishes, needs and schedule.

Activity / Day	Option 1	Option 2	Option 3	Option 4	Option 5
<b>Format</b>	<b>Face-to-face</b>	<b>Online</b>	<b>Online</b>	<b>Face-to-face</b>	<b>Face-to-face</b>
<b>Monday 27 September</b>	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	LSP Conference Day 1	
<b>Tuesday 28 September</b>	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	LSP Conference Day 2	
<b>Wednesday 29 September</b>			Advanced Training Readiness for change	Real Time Change Certification - day 1	Real Time Change Certification - day 1
<b>Thursday 30 September</b>				Real Time Change Certification - day 2	Real Time Change Certification - day 2
<b>Friday 1 October</b>			Real Time Change Certification - day 3	Real Time Change Certification - day 3	
<b>Saturday 2 October</b>			Real Time Change Certification - day 4	Real Time Change Certification - day 4	
<b>Included accommodation</b>	2 nights 27 & 28 September	Not applicable	Not applicable	5 nights 27 – 30 September & 1 October	3 nights 29 – 30 September & 1 October
<b>Included food &amp; drinks</b>	27 September: all day 28 September: until 17.30	Not applicable	Not applicable	27 September - 1 October: all day 2 October: until 17.00	29 September - 1 October: all day 2 October: until 17.00

Additional nights can be booked separately.

# LEGO® SERIOUS PLAY® methodology

## Real Time Change® – Readiness

### ADVANCED ONLINE TRAINING

#### Readiness for change

**Real Time Change® - Readiness** is an effective, evidence-based process to increase the success for driving change in groups, or organizations. The process is applying the principles of the LEGO® SERIOUS PLAY® method on insights from the global 2018-2020 research project led by Professor Johan Roos. The training is designed to help trained LSP facilitators build the necessary technical and facilitation skills needed to increase participants readiness for change.

#### You will learn to facilitate object-mediated conversations about the complex drivers of peoples' readiness to implement change, and associated group dynamics:

- When it is unclear how psychologically and behaviourally prepared organizational members are to initiate and/or implement change.
- When the collective determination of organisation members to implement a change is mixed.
- When their shared belief in their collective capability to implement a change is uncertain

#### Real Time Change® - Readiness is about preparedness, not change planning.

This is a process to deeply understand the human change dynamics and how to constructively deal with it to increase readiness for change, before change initiatives are rolled out.

#### The process can both be used F2F and online.

#### What is to be gained from this process:

- A deeper understanding of what drives individuals' readiness for change.
- A set of new skills building exercises focusing on change readiness.
- Greater capability and confidence to facilitate workshops focused on preparing people for change initiatives.



#### Facilitator:

Marc Sonnaert

**Time:** Wednesday  
September 29<sup>th</sup>, 2021,  
09.00 – 17.30 (CET)

**Where:** Online

**Materials:** you will need the same LEGO® materials you have been using during the Conference, please make sure you meet the specifications.

#### Contact:

- Marc Sonnaert:  
ms@inthrface.com
- Cecilie From Prüssing:  
cfp@inthrface.com

# LEGO® SERIOUS PLAY® - REAL TIME CHANGE®

29<sup>th</sup> SEPTEMBER – 2<sup>nd</sup> OCTOBER 2021



INT/RFACE

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

# What has changed?

## 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.

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.

***This just changed, for the better.***

## INTRODUCING LEGO® SERIOUS PLAY® - REAL TIME CHANGE®

Inthrface exclusively offers a new LSP method designed to help people in organizations constructively getting ready for change – Real Time 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 strike the essential balances every organization must create 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.

Real Time Change® answers key questions:

- *How ready are you and your team for new change initiatives?*
- *How resilient to change is your ecosystem, today and tomorrow?*
- *Are we focusing on the right things – are we striking the right balances?*
- *What future trends are shaping intended changes?*
- *What needs to be different? What need to be preserved?*
- *What can make or break the change initiative?*

Real Time Change® can be adapted for many different needs and settings, just like the original LEGO® SERIOUS PLAY® method.

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

Inthrface exclusively offers training and certification in Real Time Change® to facilitators qualified in the original LEGO® SERIOUS PLAY® method.

## INTHRFACE

**Inthrface** is a consulting firm focusing on helping clients managing organizational change. Its clients include multinational corporations, medium sized private companies and public organizations.

**Inthrface** is an early pioneer of the LEGO® SERIOUS PLAY® method and has successfully used this method in more than 1.000 workshops in hundreds of organizations world-wide.

**Inthrface's** program to train LEGO® SERIOUS PLAY® facilitators has uniquely been quality controlled and endorsed by Professor Johan Roos, co-inventor and co-author of the original LEGO® SERIOUS PLAY® method in 1999.

# Content in the training

## The design of this training.

The facilitator training consist of 4 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.

### REAL TIME CHANGE – PART 1

#### READINESS FOR CHANGE (revised concept)

We create the needed skills, mindset and environment to deal with change in a CONSTRUCTIVE way.



### REAL TIME 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 toward change and identify key change and success indicators.

### REAL TIME CHANGE – 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 eco-system and your role within it – striking the right balance.

Finally, we create a solid change strategy plan and identify the underlying framework and principles that will ensure a successful change.

### REAL TIME CHANGE – PART 4

#### FACILITATION & WORKSHOPS

We will guide, train and give you the necessary tools, so you can plan and run a tailor-made change workshops.

## Key references

Roos, J., and V.O. Nilsson, 2020, 'Driving Organizational Readiness for Change through Strategic Workshops', *International Journal of Management and Applied Research*, 7(1): 1-28.

Sharpe, et. al. 2016. 'Three horizons: a pathways practice for transformation.' *Ecology and Society* 21(2):47.

Statler, M., and J. Roos, 2006, 'Reframing strategic preparedness: an essay on practical wisdom,' *Int. J. Management Concepts and Philosophy*, 2 (2): 99-117.

Roos, J. and Said, R., 2005, 'Generating managerial commitment and responsibility,' *European Management Review*, 2(1): 48-58.

Oliver, D., and J. Roos, 2000, *Striking a Balance*, McGraw-Hill, Maidenhead

# Why choose this training?

You will gain a lot of new insights, theory, research and tools by taking this training.

You will also be trained thoroughly in 2 new cool concepts – giving you a competitive advantage and new offerings to your clients.

**Readiness for Change** is a set of LSP exercises designed to increase people's commitment and ability to implement change.

**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.

**You will learn about** the importance of grounding group interventions in participants' unique motivation, psychological safety, and group cohesion.

**You will be able to** facilitate shorter LSP sessions that cultivate the key drivers for the participants' readiness for change.

**Real Time Change<sup>®</sup>** is a new version of the LSP method designed to help people in organizations get ready for change.

**Conceptual foundation:** Grounded in social science concepts, models, and theories of human development, sensemaking, crises management, and practical wisdom theories.

**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.

**You will be able to** confidently design, facilitate and follow up longer LSP sessions for preparing and implementing change in organizations.

# 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 - 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 - 17.30: 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.

### Facilitator:

Micael Buckle

### Time:

29 September – 2 October 2021

### Where:

Hotel LEGOLAND® Billund

### Contact:

- Micael Buckle: [mb@inhrface.com](mailto:mb@inhrface.com)
- Cecilie From Prüssing: [cfp@inhrface.com](mailto:cfp@inhrface.com)



**JOIN US FROM  
27<sup>th</sup> SEPTEMBER – 2<sup>nd</sup> OCTOBER 2021**

**INT/RFACE**

**ALL ABOUT  
PRACTICALITIES &  
PAYMENT**

# 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:

**Micael Buckle:** mb@intrface.com

**Cecilie From Prüssing:** cfp@intrface.com

**Note that the advanced trainings are only for trained facilitators (with either micro, complete or enhanced certifications or similar).**



## PAYMENT:

- **Option 1**, 2-day conference face-to-face: DKK 7.500,00
- **Option 2**, 2-day conference online: DKK 2.500,00
- **Option 3**, 2-day conference online + advanced training online: DKK 7.000,00
- **Option 4**, 2-day conference face-to-face + RTC certification face-to-face: DKK 27.500,00
- **Option 5**, face-to-face RTC certification: DKK 22.875,00
- Additional accommodation per night: DKK 1.295,00
- All prices are stated exclusive 25% Danish VAT.
- 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:**  
Cecilie From Prüssing:  
cfp@intrface.com

# Important Information about COVID-19



## CONTACT

Cecilie From Prüssing:  
[cfp@inthrface.com](mailto:cfp@inthrface.com)

Micael Buckle:  
[mb@inthrface.com](mailto:mb@inthrface.com)