

Lego Serious Play*



What problem(s) does LSP solve?

- The stuckness: (“Wicked” “Adaptive” “Intractable” questions): LSP helps groups get under the skin of their wicked problems and to view them – quite literally – from 360degrees!
 - The sameness: LSP breaks the mould of dull, flipchart-based meetings that never quite get the results you want
 - The silence: LSP offers an instantly accessible, inclusive system that encourages contribution - regardless of artistic ability or extraversion
 - The one-voice meeting: LSP overcomes the problem of meetings dominated by just one or two outgoing people; lots of talking, not a lot of listening
 - The reluctant/resigned agreement: LSP builds enthusiastic commitment to agreed goals – builds self, group and team confidence
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- LSP builds mental elasticity - neural inter-connectivity.
 - LSP builds Descriptive and Creative imagination – the essential element in all “visioning” (a central theme in strategic work).
 - LSP makes abstract issues visible and “concrete”.
 - LSP encourages full-group engagement and boasts the 100% “lean in” meeting.

Everyone **builds**, everyone **shares**, everyone **reflects**, everyone **engages**.

So how do you do it?!

Using LEGO, participants construct models (*metaphors*) as a prompt for storytelling to the group and to help them answer questions surrounding their complex, technical and adaptive issues.

Models can be the work of individuals or teams, they can be examined uniquely, clustered together to reveal commonalities/divergence (in LSP this is known as *Landscaping*, think: table-top Constellationing) or combined to create a shared team-model - shared modelling has been shown to increase engagement and commitment to agreed actions.

A little history and theory...

Bourne of a rigorous methodology developed by Professors Johan Roos and Bart Victor of the International Institute for Management Development (IMD) in Switzerland, LEGO Serious Play unlocks “unconscious knowing” through Hand-Brain building – a concept solidly founded on the principle of *Concrete thinking*.

Concrete thinking describes how the creation of three dimensional “concrete” models can not only better enable the construction and explanation of abstract, mental models but lead, in turn, to the creation of more complex and illuminative thinking in the future. First observed by renowned developmental psychologist Jean Piaget he called this phase of mental development, “**Constructivism**”.

Piaget saw concrete thinking as a developmental step on an hierarchical path to *Abstract Thinking*. However, this theory was later challenged and expanded upon by Piaget's former student (and later contemporary), MIT Alumni, Seymour Papert. Papert asserts that concrete thinking is not simply a developmental phase (grown beyond and left behind) but remains an invaluable method of processing complex, abstract problems throughout life – he called his expansion on Piaget's work, **Constructionism**.

“Better learning will not come from finding better ways for the teacher to instruct, but from giving the learner better opportunities to construct.” Seymour Papert, 1990.

Who has it worked for?

LSP is trusted by companies across the globe to inquire into their complexity. Companies like... Google, IKEA, Samsung, Hitachi, Virgin Atlantic, The Ministry of Justice, RS Components, Hult International Business Schools.

LEGO SERIOUS PLAY is not tied to any particular industry or mode of working and finds favour in Construction/Engineering, International Banks, Academic Institutions, Social Interest Groups, OD Consultancies and many more, who all explore their identities, their systems, their stuckness using LSP.

What can I expect from the session?

At Talik we're all about thinking differently; thinking outside the (LEGO) box. Since the best way to understand is to do...

In this intensive, two hour introduction to LEGO SERIOUS PLAY you'll get hands-on with the bricks and see the LSP method in practice - employing the system in real time to inquire into your personal purpose and exploring how you can be the change you want to see in the world.

We can't make you an expert in 2hrs but we're confident you'll learn something, you'll have a great time and you'll see the benefits, the massive scope, for LSP to bring some colour, some insight, some SERIOUS PLAY to your business.