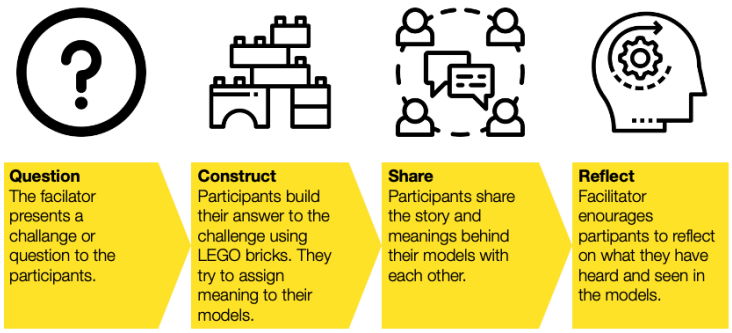
Lego Serious Play

NUMBER OF PARTICIPANTS	FACILITATORS	CATEGORY	DURATION	LEVEL OF DIFFICULTY
<25	1 Moderator/10 Participants	Ideation & Prototyping Phase	As much as needed, can be long	Simple

Description

LEGO® SERIOUS PLAY® (LSP) is a moderated workshop where participants respond to tasks (given by the facilitator) by constructing symbolic and metaphorical models with LEGO bricks and presenting them to other participants. Compared with normal meetings LSP workshops results with an much higher participation of the group. It´s based on theoretical foundations such as:

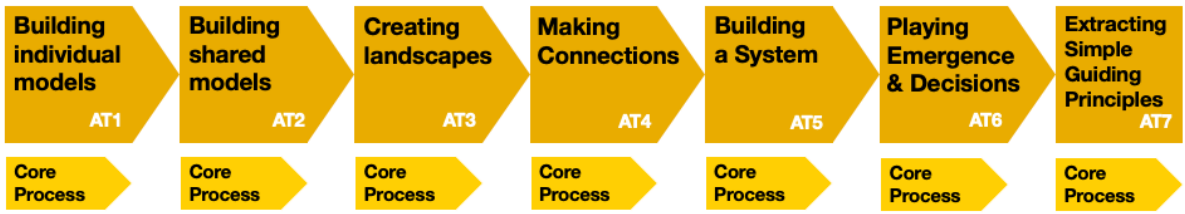


- Storytelling & metaphors
- Hand-mind connection
- Constructionism
- The flow model

Furthermore, LSP is based on the following basic assumptions:

- Think with your hands
- The answer is in the system
- There is no one right answer
- Every participant has a voice

Beside the bricks the LSP Core Process is the base of the method. It consist of the following essential steps:



The Core process is typically applied in 7 application techniques (AT). With every new AT, you go deeper and deeper into the solution finding process. The following process shows only the ideal workshop process. The application technologies (AT1-AT7) do not depend on each other. They can be applied independently of each other in any order. However, every workshop should start with technique AT1.

Materials

Bricks

Following you will find original sets & kits for LSP by the LEGO Group. The Kits are not essential but in general you will need a bunch of LEGO bricks to facilitate the workshop.

Starter Set

Identity & Landscape Set

Connection Kit

Timer

Since the workshop consists of several steps, you should have a timer that not only assists you but also the participants. Most of them will be in "flow" during the workshop, so they might forget the time.

Room & Basic Equipment

- Make sure that the workshop room is not only big enough for all participants to fit in, but also leaves enough room for creativity.
- Depending on the number of participants, it should be possible for all participants to be seated around a large table
- Don't forget your laptop with the slides and a beamer, so that the participants can follow the workshop not only linguistically but also visually

- Use flipcharts to present the rules & etiquettes and the workshop schedule to the participants in the room.
- A moderation kit can support your workshop with pens, paper, scissors, etc.

Preparation

You as a facilitator take a very central role in this workshop! You guide the participants with your questions through the Core Process. It is important that you plan the workshop appropriately in advance. Depending on the scope of the session, you may not need all seven application techniques, so you can shorten the workshop. You decide the order and timing - the given order and timing is best practice of the literature.

Step-by-Step Instructions

Action	Description & Side Information	Slides	Time
	Introduction		
Indroduction &Theoretical Foundation	Mediation of the Theoretical Foundation. You can convince sceptical participants with facts & get ambitious participants in the mood for the workshop.	1 – 12	30 Min
Q&A	After presenting the theoretical foundation, answer open question to make sure everyone is on the same base	13	15 Min
	Warm Up Sessions		
	Before you start with the actual workshop you should have a warm up session. This gives the participants the opportunity to familiarize themselves with the bricks and at the same time it will be demonstrated that no perfect models have to be designed.		
Technical	Ask the participants to build an individual tower.	14 – 17	2 Min Build 5 Min Share 5 Min Reflect
Methaporic	Ask the participants to create a duck.	18 – 20	2 Min Build 5 Min Share 5 Min Reflect
Storytelling	Ask the participants to represent the highlight of their last vacation.	21 – 24	2 Min Build 5 Min Share 5 Min Reflect
	The seven Application Techniques		
	Note: Every AT goes through the 4 Step Core Process!		
Building individual models	Kick off with your research question. The goal is to exchange personal opinions, ideas and points of view among the participants. Each participant builds his model and explains it to the group afterwards.	25 – 30	30 Min Build 10 Min Share 10 Min Reflect
Building shared models	The participants build a shared model from the parts of the individual models and extend it with further bricks if necessary. The goal is to create a common understanding among the participants about the topic	31 – 34	30 Min Build 10 Min Share 10 Min Reflect
Creating a Landscape	The participants should systematically place their models on the table according to their own criteria. Distance and proximity between the models can be a possible approach. The goal is to understand the distribution and dimension of the models.	35 – 38	30 Min Build 10 Min Share 10 Min Reflect
Making Connections	Here, correlations and connections between the models will be investigated. Are there dependencies, connections or fractures? The models are physically linked with the help of LEGO connecting elements.	39 – 42	30 Min Build 10 Min Share 10 Min Reflect
Building a System	Look for cascading effects between the linked models & make them visable.	43 – 46	30 Min Build 10 Min Share 10 Min Reflect
Playing Emergence & Decisions	Investigate the consequences of potential decisions by simulating scenarios. What happens if we loose this connection?	47 – 50	30 Min Build 10 Min Share 10 Min Reflect
Extracting Simple Guiding Principles	Transfer the results in action points or guiding principles. Ask the participants to make it visable – The shoul construct result into something tangible & add an short description on a post it.	51 – 55	30 Min Build 10 Min Share 10 Min Reflect
	Feedback & Discussion Round		
Feedback	Ask the participants to share their experience.	56	20 Min

Remarks, Tips, Limitations

Although LEGO Serious Play is open source — The method is protected with to trademarks by the LEGO Group: LEGO (bricks) and Serious Play™. Workshops that use (parts of) the LSP method but do not use a certified facilitator may not be announced and marketed as "Workshops according to the LSP method". (More Information: https://seriousplaypro.com/about/trademarkguidelines/) LSP thrives on interaction with tangible elements and the joint exchange with colleagues at the same table. The use of the method is therefore limited to physical presence and cannot be performed online.

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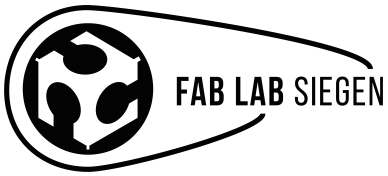

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