



THE GAZETTE

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The Power Lives in the Facilitator, Not the Bricks

Why invest in training if anyone can buy bricks and claim they are using the LSP method?

- [The Art of Getting People to Lean Forward - or Not!](#)
- [A Toolkit of Actions that Work!](#)
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Now that LEGO SERIOUS PLAY is open source, any Maria, Carlos, Kim or Peter can order LEGO SERIOUS PLAY kits and invent ways to use the kits. And naively, people who have not yet benefitted from LEGO SERIOUS PLAY facilitator training may believe they are using the LEGO SERIOUS PLAY methodology. After all, they purchased and are using the special LEGO SERIOUS PLAY kits.

This would be like buying test tubes and thinking you know how to conduct scientific experiments or buying paints and attempting to create museum quality art.

The Art of Getting People to Lean Forward - or Not!



How to playfully coax, coddle and cajole reluctant participants to build, even when they don't know what to build or why it's going to help their understanding, is also an acquired art that one can begin to acquire by observing a master.

As trained facilitators know, the science and art of the LEGO SERIOUS PLAY methodology are embedded in the theoretical foundations of the methodology and the accumulated experiential learning of facilitators who have completed training and are actively engaged in designing and facilitating workshops and learning from doing.

The workshop flow and how to engage trust and build confidence that allow the insights and stories participants share to go deeper and deeper has to be experienced, and is close to impossible to explain. And how to question components or elements of the models others build in a non-threatening and productive manner is best demonstrated in real time.

How to design open and inspiring challenges, with enough structure to address the goal of the workshop while still leaving room for new, unanticipated and surprising constructions and stories, could be the topic of a Ph.D. dissertation. Four days of training is barely enough to provide some parameters and context to create challenges that get to the essence of complex issues and deeply held beliefs.

A Toolkit of Actions that Work!

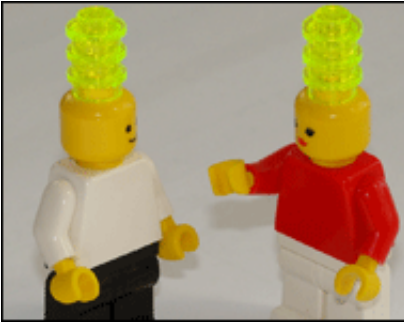


One of the most powerful aspects of the LEGO SERIOUS PLAY process is when teams create a landscape where individual models relate to each other in specific ways or a shared model. Both processes require the facilitator to empower the confidence of individual participants while protecting the group from the dominance of one or two members. And when the group is completely stalled, there are emergency actions that move the group forward that a skilled trainer will share.



The lasting value of LEGO SERIOUS PLAY workshop comes through the documentation. Trained facilitators are exposed to a variety of templates and options for ensuring lasting value of the workshops they design and deliver.

Calendar of Events



In the News

Schedule for upcoming LEGO SERIOUS PLAY facilitator certification sessions:

USA - Boston October 15 - 18

Mexico - Mexico City October

Chile - Santiago November 3 - 6

France - Paris December 2 - 5 Colombia - Bogota December 3 -

6 United Kingdom - London January 15 - 18

[View full training schedule for sessions in English, Spanish and French](#)

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Rasmussen Consulting I/S specializes in using LEGO SERIOUS PLAY to effectively harvest an organization's collective intelligence to enhance strategic behavior for better and faster decision- making. We are based in Denmark with offices in US, Japan and Singapore. www.rasmussenconsulting.dk.

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