

Is Culture Another Name for Tunnel Vision?

- [One Man's Reflection on Using Culture as an Excuse](#)
- [On a Deep Level, We Share Needs that Transcend Cultural Beliefs](#)

Are you often frustrated when your company or organization keeps doing things the same way, repeating the same mistakes? And do you feel powerless to actually change anything? Or maybe it's not your own organization, but one of your clients.

Sometimes it feels like the people around you can't get out of their own way. It's so easy for any of us to put our heads down, to complain and to blame other people and other factors.

Often when we speak to people about the power and the promise of LSP, they are excited and begin to see how building three-dimensional models could help remove barriers and open the door to understanding. And then they stop. They tell us that the process would not be accepted in their organization, in their culture.

- [One Man's Reflection on Using Culture as an Excuse](#)



Mike Allison, a Canadian business coach headquartered in Germany, has an interesting perspective on using culture as an excuse. Click the image to watch his video.

Understanding the perspectives of others is particularly important as organizations become more and more diverse or larger and multinational. It is important that we continually keep an open mind as new employees enter, whether they are new college graduates entering the job market or people from other countries or even other regions of the same country. All of us can benefit from learning how to express our ideas clearly and to listen respectfully to others. If we continue to use or accept culture as an excuse for being closed-minded to new ideas, we - and our organizations -- risk becoming irrelevant.

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- [On a Deep Level, We Share Needs that Transcend Cultural Beliefs](#)



"Often, what is called the 'culture' is just habit. So people use dreadful PowerPoint slides when they're presenting because that's what they've seen everyone else do and because they don't know any better. People sit in pointless, badly-run meetings because that's all they've ever experienced and they don't know how to do things differently."

After food, shelter and safety, humans share desires to connect with others, be understood (and understand others) and participate.

LEGO SERIOUS PLAY was designed to address these basic needs. Much of what we describe as culture are norms that were designed to keep us submissive to the establishment (rulers, government, owners). Many behaviors mandated by cultural pressures are outdated. They will not serve us as players in the global economy. The world is getting smaller every day. To succeed, we will benefit from using approaches and methods that release elements of the human spirit that keep us together, not the cultural norms that set us apart.

Check out this [video](#) from a LSP workshop to get an impression of a workshop.

Sincerely,



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Rasmussen Consulting 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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