

## **Stage 1 Certification Training in Designing and Facilitating workshops with the LEGO® SERIOUS PLAY® methodology**

The LEGO SERIOUS PLAY method is based on a body of unique research by Professors Johan Roos and Bart Victor and the well-known theories Constructionism (S Papert) and Flow (M Csikszentmihalyi). Recent academic work includes David Gauntlett (University of Westminster) on how it can help express identity (Creative Explorations, Routledge); Louise Moeller Nielsen (Aalborg University) on how it 1) stimulates conversation within a team and between a team and its stakeholders; and 2) creates shared frames of reference within a team at the early stages of innovation. Furthermore, Claus Jacobs (University of St.Gallen) has looked into how it enables birth of metaphors that symbolize important issues that organization needs to tackle.

The full Facilitator Certification program offered by Trivium rests on two core programs, Stage 1 and Stage 2. The program follows the roadmap developed by the Association of Master Trainers in the LEGO® SERIOUS PLAY® method, of which we are founding members.

We will here introduce the stage 1 certification program, which focuses on the core method and how to apply it to personal development and team development workshops.

The trainer will be Per Kristiansen from Trivium, one of the two original master trainers at LEGO, for his bio, see below.

### **Who is this for?**

The facilitator certification program is aimed at people already skilled in facilitating and/or coaching. It is ideal for company trainers, in-house learning and development specialists, educators, HR staff, team leaders as well as for professional consultants who want to use it in their business.

### **Objectives and Outline**

The program runs over two full days, both days will start at 8.30 and end no later than 17.30. Day 1 focuses on the methodology, the key theories and the design elements. Day 2 focuses on the standard application Real Time Strategy for the Team, which is workshop designed to unlock the potential in a team.

The overall objectives of the training session are:

1. To experience and learn the LEGO SERIOUS PLAY methodology and its standard application Real Time Strategy for the Team
2. To learn about and experience the theories underpinning the methodology.
3. To gain the knowledge needed to effectively develop and facilitate workshops using LEGO SERIOUS PLAY in the participants' own practice.

The training qualifies for the Stage 2 certification training, which is primarily focused on designing and facilitating workshops, and on the standard application for strategy development.

### **Deliverables for the facilitator (participant)**

The program is designed to provide the participant with sufficient insights, information and experiences to prepare and carry out interventions and workshops using the LEGO SERIOUS PLAY methodology. The training provides the facilitator with hands-on experiences, theory, facilitation guidelines and application ideas.

Upon completion of the Stage 1 certification the facilitator will have

1. A complete set of instructional materials/manuals covering:
  - Introduction to LEGO SERIOUS PLAY methodology incl. history, why and when to use the process
  - Step-by-step instructions for facilitating the LEGO SERIOUS PLAY methodology
  - Guidelines and tools for preparing customized processes
  - The science behind the LEGO SERIOUS PLAY methodology
  - Step-by-step instructions for facilitating the team development application.
2. The opportunity --without any restrictions-- to use the LEGO SERIOUS PLAY methodology and the special LEGO SERIOUS PLAY materials in their work.
3. A document of qualification that shows the facilitator has completed the Stage 1 Certification in designing and facilitating workshops with LEGO SERIOUS PLAY provided by Per Kristiansen, Trivium.

### **Logistics & Investment**

The program is priced at €1500,- (ex VAT)

This fee covers

- The facilitator manual and document of qualification upon completion
- LEGO SERIOUS PLAY materials
- The training venue, refreshments and lunch on both days
- Time of the consultants - both preparation and delivery of the training
- One hour personal mentoring call after the training

€250 are to be paid when signing up for the program, the remaining €1250 before the training starts

The max number of participants is 10; this helps secure a very intense experience.

Dates: June 13-14, 2011

Venue: FoAM, Koolmijnenkaai 30-34, Brussels, Belgium (<http://www.fo.am>)

### **About the trainer(s)**

Per is a partner in Trivium – a Danish consultancy company located in Copenhagen. He supports his clients as coach, facilitator and change architect in leadership development, strategy and innovation.

Per is one of the most experienced facilitators of the LEGO SERIOUS PLAY method globally; he has provided facilitator certification to a major part of the global network, and is acknowledged as one of the world's leading trainers.

Per draws upon experiences that include a leadership position in the innovation and science park Danfoss Universe and as director in the LEGO owned start-up 'Executive Discovery, which owned, managed and developed the LEGO SERIOUS PLAY method. Per was initially P&L responsible for EMEA and South Africa and a master trainer in the method. When Executive Discovery was integrated into LEGO, he was promoted to "Head of LEGO SERIOUS PLAY" assuming the overall global responsibility. In this position he continued to drive the continued development of the training curriculum.