



PROPOSAL: LEADERSHIP WORKSHOP

# From strategy to action

A full-day LEGO® SERIOUS PLAY® workshop for leadership teams

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Strategies often live in presentations and documents, far from the people who are supposed to carry them out. With **LEGO® SERIOUS PLAY®**, the leadership team builds the connection with their own hands. What is otherwise abstract becomes concrete. What is otherwise left unsaid becomes visible.

The workshop begins with a **free two-hour session**, where the leadership group has the opportunity to uncover the challenges that are actually present. If the group wishes to continue, we spend the rest of the day turning those insights into concrete commitments.

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## Aino Vonge Corry

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*This session delivers real value in its own right. The leadership group leaves with concrete insights about themselves, regardless of whether they choose to continue the day or not.*

### Welcome and introduction

A brief introduction to the LEGO® SERIOUS PLAY® method and its ground rules: everyone builds, everyone shares, the models are data. There are no wrong answers.

Participants go through a series of warm-up exercises that build familiarity with using LEGO as a communication tool. We conclude this part with:

*"Build a tower that represents you as a leader, what you stand for and what values you hold."*

The warm-up exercises show participants that they can build and have something to say with their hands.

### Individual models

*"Build your biggest challenge as a leader right now."*

Each participant builds individually in silence, then everyone presents their model. The facilitator asks open, curious questions about each model.

This exercise often brings surprises, both for the individual and for the group. Challenges that have never been put into words suddenly become visible.



Example of models from a previous workshop

### Shared model & reflection

*"Build our leadership group as it looks today, not as we would like it to look, but as it actually is."*

The group builds one shared model together. The process is just as important as the result: who builds what, what is placed in the centre, what is placed at the edges.

The facilitator gathers the themes that have emerged and closes with: *"What would be the most important question to continue working on?"*

This concludes the first part of the workshop. A decision is then made (on the day or later) on whether the participants would like to continue with the rest of the workshop.

If the group chooses to continue, we build on what emerged in session 1. We move from uncovering challenges to a picture of the future and from there to concrete commitments.

### From challenge to future

#### EXERCISE 1

##### **What is getting in the way?**

*"Build what is preventing us from functioning optimally as a leadership group."*

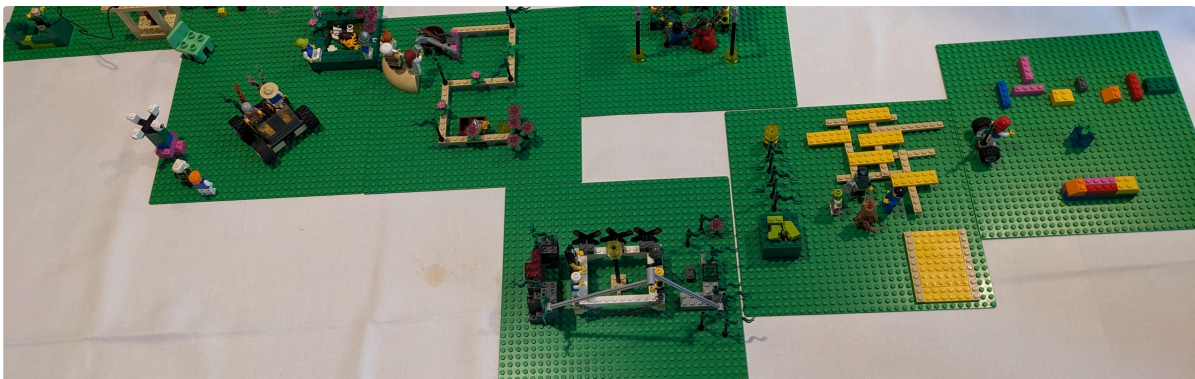
Individual models are shared and discussed. The group identifies shared barriers.

#### EXERCISE 2

##### **The future picture**

*"Build what our leadership group looks like in a year's time, if we succeed."*

A shared model built gradually, everyone contributes. What is different? What does it take to get there?



Shared landscape model from a previous workshop

### From future to action

#### EXERCISE 3

##### **The first step**

*"Build the first concrete step our leadership group needs to take."*

Individual proposals, then shared prioritisation. Who owns what? By when?

#### EXERCISE 4

##### **What could derail it?**

*"Build the biggest risk that we will not follow up on what we have decided today."*

A short exercise that gives the commitments more weight. When the group has named what could stop them, it becomes harder to ignore.

## Closing & commitment

Each person builds a small model representing their personal commitment and shares it with the group. When do we follow up?

SESSION	CONTENTS	PRICE
<b>Session 1: Introductory session</b> Uncovering challenges in the leadership group	2 hours Materials included	<b>Free*</b>
<b>Full day: both sessions</b> Session 1 + session 2 included	7 hours incl. lunch break Materials included	<b>30,000 DKK</b>

\* Session 1 is free if you choose not to continue. If you book the full day, session 1 is included in the price of 30,000 DKK.

All prices are exclusive of VAT. Travel costs are invoiced separately for locations outside Aarhus.

## What is included

- Preparation and design of the workshop tailored to your specific situation
- Facilitation of both sessions
- All LEGO® SERIOUS PLAY® materials (Aino brings her own set)
- Photos of all models from the workshop sent afterwards
- Written summary of the themes and commitments that emerged during the day

## Practical information

- The workshop takes place at your premises
- You will need to provide a room with tables and chairs, ideally round tables or rectangular tables that can be pushed together
- Recommended number of participants: 5–12 people
- Language adapted to the group: English or Danish

## Next steps

*Get in touch to arrange a time for the free introductory session.*

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