

Lego Serious Play Facilitator Training



Lego Serious Play Facilitator Training is a specialized program designed to equip individuals with the skills and knowledge necessary to facilitate engaging and productive workshops using LEGO bricks. This innovative methodology leverages the power of play and creativity to unlock ideas, solve complex problems, and enhance team collaboration. In a world where traditional communication methods often fall short, Lego Serious Play (LSP) offers a dynamic alternative that encourages participants to express themselves in a tangible and visual manner. This article explores the essence of LSP facilitator training, its benefits, the training process, and practical applications in various settings.

Understanding Lego Serious Play

Lego Serious Play is a facilitated meeting, communication, and problem-solving method that uses LEGO bricks as a medium for expression. Developed in the late 1990s, LSP was initially created for corporate strategy development but has since expanded into various fields, including education, healthcare, and community development. The core idea behind LSP is that building with LEGO encourages participants to think with their hands, fostering creativity and innovation.

The Principles of Lego Serious Play

The methodology relies on several key principles:

1. Everyone is equal: LSP emphasizes that all participants have an equal voice. By building models, everyone can share their thoughts without the constraints of traditional verbal communication.
2. Hands-on learning: Participants learn and express themselves through the physical act of building, which enhances engagement and retention of ideas.
3. Metaphor building: LEGO models serve as metaphors for complex ideas, allowing participants to visualize and discuss abstract concepts in a concrete manner.
4. Facilitated dialogue: A trained facilitator guides the process, ensuring that discussions remain productive and focused.

The Benefits of LSP Facilitator Training

Becoming a certified LSP facilitator offers numerous benefits, both professionally and personally. Here are some of the most significant advantages:

1. Enhanced Facilitation Skills

- Learning how to effectively guide discussions and encourage participation.
- Developing techniques for managing group dynamics and fostering a safe space for creativity.
- Mastering the art of questioning to elicit deeper insights.

2. Improved Team Collaboration

- Encouraging open communication and breaking down silos within teams.
- Building trust among team members through shared experiences.
- Enhancing problem-solving capabilities by leveraging collective intelligence.

3. Increased Creativity and Innovation

- Stimulating creative thinking by engaging participants in hands-on activities.
- Allowing teams to explore new ideas and perspectives through playful engagement.
- Encouraging experimentation and risk-taking in a supportive environment.

4. Versatile Applications

- LSP can be applied in various contexts, from corporate strategy sessions to educational settings and community engagement initiatives.
- Facilitators can tailor workshops to meet specific objectives, making LSP a flexible tool for diverse challenges.

The Training Process

Lego Serious Play facilitator training typically consists of several components designed to build the necessary skills and knowledge to effectively lead LSP sessions. The training program is often delivered in a workshop format over several days.

1. Introduction to the LSP Methodology

Participants begin by learning about the foundations of LSP, including its history, theory, and core principles. This section covers:

- The rationale behind using LEGO as a communication tool.
- An overview of the LSP process and its various applications.
- Understanding the role of play in professional settings.

2. Hands-on Practice

A substantial part of the training involves participants engaging in hands-on activities. This includes:

- Building individual models to reflect personal experiences and insights.
- Participating in group exercises that simulate real workshop scenarios.
- Practicing facilitation techniques with feedback from trainers and peers.

3. Developing Facilitation Skills

Training participants learn specific facilitation skills necessary for leading successful LSP workshops, including:

- Techniques for encouraging participation and managing group dynamics.
- Strategies for framing questions that prompt deeper thinking.
- Methods for guiding discussions and synthesizing insights from built models.

4. Application of LSP in Real-world Scenarios

Participants are encouraged to think about how they will apply their newly acquired skills in real-world contexts. This includes:

- Identifying potential workshop topics relevant to their organizations or communities.
- Developing a workshop agenda and objectives.
- Planning for potential challenges and how to address them during a session.

5. Certification and Beyond

Upon successful completion of the training, participants receive certification as LSP facilitators. This certification not only validates their skills but also connects them to a global community of LSP practitioners. Continuous professional development opportunities are often provided, including advanced workshops, networking events, and access to resources.

Practical Applications of LSP Facilitator Training

Lego Serious Play can be applied in various settings, and trained facilitators can tailor their approach to meet specific organizational needs. Here are some common applications:

1. Corporate Strategy Development

- Facilitators can help teams articulate their vision, values, and strategic objectives using LSP.
- Workshops can be structured to explore challenges and opportunities, fostering collective problem-solving.

2. Team Building and Development

- LSP sessions can enhance team dynamics by promoting trust and collaboration.
- Participants can build models representing team roles, dynamics, and aspirations, leading to richer discussions.

3. Innovation and Design Thinking

- Facilitators can utilize LSP to stimulate creative thinking during product development or service design processes.
- Teams can prototype ideas using LEGO, quickly iterating based on feedback and insights.

4. Educational Settings

- Educators can incorporate LSP into classrooms to encourage student engagement and collaborative learning.
- Students can use LEGO to express complex concepts, enhancing their understanding and retention.

5. Community Engagement

- LSP can be employed in community development projects to gather input from stakeholders and encourage participation.
- Facilitators can help communities visualize their goals and collaborate on solutions to local issues.

Conclusion

Lego Serious Play facilitator training is a transformative experience that equips individuals with the skills to foster creativity, collaboration, and effective communication. By leveraging the power of play, trained

facilitators can unlock new perspectives and drive innovation across various sectors. Whether in corporate settings, educational environments, or community initiatives, LSP offers a unique approach to problem-solving that resonates with participants of all ages. As organizations increasingly seek ways to engage their teams and navigate complexity, the demand for skilled LSP facilitators is likely to grow, making this training an invaluable investment in personal and professional development.

Frequently Asked Questions

What is LEGO Serious Play (LSP) and how does it work?

LEGO Serious Play is a facilitated meeting, communication, and problem-solving method that uses LEGO bricks to enhance creative thinking and collaboration. Participants build models that represent their ideas and insights, which facilitates deeper discussions and understanding.

What are the key benefits of becoming a LEGO Serious Play facilitator?

Key benefits include improved facilitation skills, the ability to engage participants creatively, enhanced team collaboration, and the capacity to unlock new perspectives on complex issues, all of which can lead to more effective problem-solving.

What qualifications are needed to attend LEGO Serious Play facilitator training?

While there are no strict qualifications required, participants generally benefit from a background in facilitation, coaching, or team development. A willingness to engage in creative processes and a passion for innovation are also essential.

How long does LEGO Serious Play facilitator training typically last?

LEGO Serious Play facilitator training usually lasts between two to four days, depending on the specific program and the depth of content covered, including both theory and practical application.

What types of organizations can benefit from LEGO Serious Play?

LEGO Serious Play can benefit a wide range of organizations, including corporate teams, educational institutions, non-profits, and community groups. It is valuable for any group looking to improve collaboration, creativity,

and strategic thinking.

Are there any specific tools or materials required for LEGO Serious Play training?

Yes, participants will need access to a LEGO Serious Play kit, which includes a variety of LEGO bricks, baseplates, and facilitation guides. Training programs often provide these materials, but facilitators may also choose to invest in their own kits.

What should participants expect to learn during the training?

Participants can expect to learn the principles of LEGO Serious Play, effective facilitation techniques, how to design and run workshops, and methods for creating a safe and engaging environment for participants to express their ideas.

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