



THE LSP MAGAZINE.

20 Speak Out Loud in Your 2nd Language

28 Come Closer - Efficient Meeting Structure with LSP

34 Integrating Liberating Structures

48 How Long Does it Take to Build a Model?

ISSUE 15 | Summer 2024



**AROUND
THE GLOBE**
A **sunny** edition

The **LSP Magazine**
is a quarterly
magazine for
facilitators and
supporters of the
LEGO® SERIOUS PLAY®
Method.



LEGO®, SERIOUS PLAY®, the Minifigure and the Brick and Knob configurations are trademarks of the LEGO Group, which does not sponsor, authorize or endorse this cover and magazine.

COLOFON

Published by

LSP Publisher BV, Luitendaal 10, 5346 XG Oss

Content Management

Michel Cloosterman

Editing

Simon Dutton

Concept & Design

Monique van Helden

Photography

Simon Dutton | Michel Cloosterman

Cover illustration

Simon Petillon

Editorial Board

Simon Dutton | Stephanie Wheeler | Michel Cloosterman

Communication & Marketing

Tari Dekkers

Website

Matthias Renner | Damiaan van Vliet | Michel Cloosterman

Contributions on this edition

Adriana De Leon M. Pagouapé, Ágnes Varju-Katona, Andrew Berrigan, Dr. Evren Tok, Emilia Risu, Erika Hernández, Felipe Josue Quiroz, Frank Kobus, Guillaume Dreyer, Jaye Howard, Laila Ishaq, Martin Peterson, Mina Pura, Nadine Oppenheim, Yusuke Morotomi, Riccardo Piazza, Richard Gold, Rita Cardosa, Sarah Derriks – de Wit, Simon Dutton

Pricing and membership

Membership is for a year, starting on the subscription date:

- Premium Member Online version – US\$39
- Platinum membership Europe – US\$69
- Platinum Member World – US\$79
- Printed Magazine: US\$15

Circulation figures

350

ISSN number

2772 – 7149 The LSP Magazine – Online

2772 – 7130 The LSP Magazine – Print

© LSP Magazine. No part of this magazine may be reproduced, stored in an automated database or made public, in whole or in part, without written permission from the publisher.

LSP Magazine is a trademark of LSP Publisher BV

In connection with possible writing errors and interim changes, no rights can be derived from the prices and information stated in this publication.

The LEGO® SERIOUS PLAY® method is officially writing in caps and registered with ®. We use in our article mostly the abbreviation "LSP", to improve the reading for you, our readers.

Rita Cardoso

LSP Facilitator
E: go@lean-forward.pt
Company: Lean Forward



PORTUGAL

UNLEASHING CREATIVITY

Integrating Liberating Structures into LEGO® Serious Play® Workshops

Rita Cardoso



When the workshop concept is ambiguous in the client's mind and the diverse nature of the group makes it challenging to determine the workshop's focus, it can be hard to align a LEGO® SERIOUS PLAY® (LSP) workshop. However, such dead-ends often spark new ideas and innovative solutions. In this context, the fusion of the LSP methodology with Liberating Structures (LS) has emerged as a potent combination, effectively redefining how teams can engage with complexity and ambiguity. This integration provided a structured yet flexible approach, enabling participants to navigate uncertainties and collaboratively uncover insights leading to impactful outcomes.

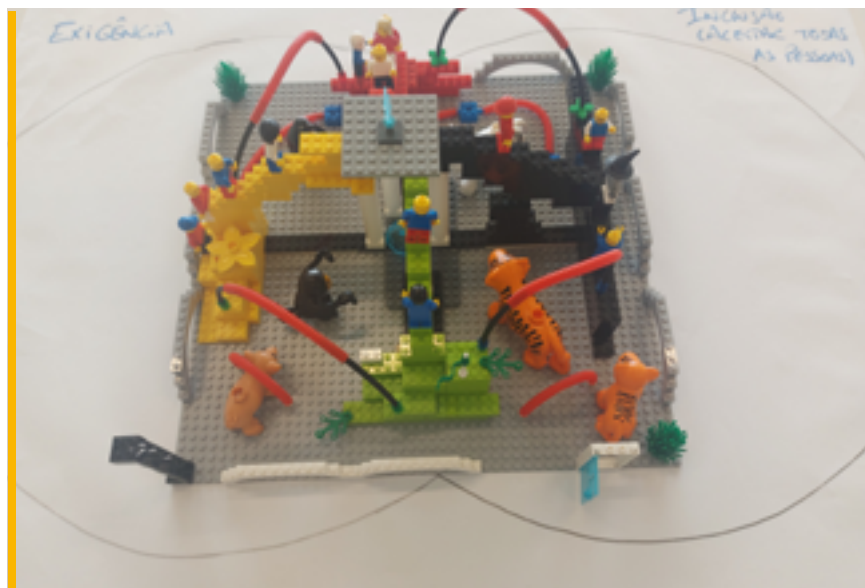
This 'enabling workshop' that we recently facilitated had the following alignment:

Facilitator agenda

- LSP - Skills Building
- LS - Wicked Question
- LSP - Building an Individual model (demand)
- LSP - Building an Individual model (inclusion)
- LS - Integrated Autonomy
- LSP - Building a Shared Model
- LS - The 25/10 approach - Crowd Sourcing

LIBERATING STRUCTURES

Before leading the group into the LSP method, we asked them to articulate the paradoxical challenges that a group must confront to succeed using LS - 'Wicked Questions' to help uncover hidden paradoxes and tensions within a situation, fostering deeper understanding and guiding teams towards more comprehensive and innovative solutions. Having per basis this question "What opposing-yet-complementary strategies do we need to pursue simultaneously in order to be successful?", the participants were challenged to define the workshop's Wicked Question. The conclusion was the following: "How can we be demanding and accept everyone at the same time?", therefore having the paradoxical motto of the workshop: "Demanding" and "Inclusion".



LEGO® SERIOUS PLAY® AND LIBERATING STRUCTURES

From here we were able to start building an Individual Model, asking each participant to build two models: one representing the reasons for being demanding, and another one to represent the reasons for being inclusive.

We introduced Integrated Autonomy from Liberating Structures to provide a framework for harnessing the diversity of perspectives within the group while maintaining alignment with overarching goals.

The participants placed their models in the two circles ("Demanding"; "Inclusion"), and then they reflected on which actions boost both demand and inclusion, placing them on the intersection of the circles (to create a Venn diagram).

Having the selected models in the circle's intersection, the participants were asked to build the shared model to tell the story about the reasons that make us demanding and inclusive. To rapidly generate powerful actionable ideas, we returned to LS and invited the participants to think big and bold and discover the most attractive of their ideas together by asking: "If you were ten times bolder, what big idea would you recommend making the company more demanding and inclusive? What first

step would you take to get started next Monday?"

LS-The 25/10 approach - Crowd Sourcing enables rapid, democratic idea generation and prioritisation, ensuring the most promising and innovative solutions rise to the top through collective input. By the conclusion of the workshop, participants emerge with a renewed sense of purpose and direction, armed with actionable strategies to drive innovation within their respective teams.

SUMMARY

The integration of Liberating Structures tools and the LSP method in a workshop represents a powerful synergy that unlocks new possibilities for creativity, collaboration, and problem-solving. By leveraging these kinds of tools, facilitators empower participants to navigate complexity, address paradoxes, and co-create solutions that drive meaningful change within organisations. As new frontiers in facilitation and organisational development are everyday being put in place, the fusion of these methodologies holds immense promise for unlocking the full potential of teams and individuals alike.



THE LSP MAGAZINE.

LEGO®, SERIOUS PLAY®, the Minifigure and the Brick and Knob configurations are trademarks of the LEGO Group, which does not sponsor, authorize or endorse this magazine

The LSP Magazine, Luitendaal 10, 5346 XG Oss, Netherlands
Write us to magazine@lspmagazine.com

