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connect

Workshops 2026

**Strategy
Skills**

**Change &
Adaptability**

Teamplay

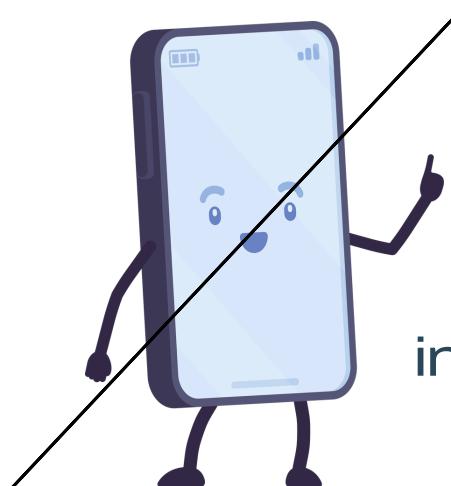
By using Lego® Serious Play®
Real Time Change®



What is Lego®
Serious Play®?

Lego® Serious Play® is a **facilitated workshop approach** that uses LEGO® bricks to boost creative thinking, collaboration, and communication.

It's designed for adults in professional settings, but there are also applications for education.



Our sessions are intentionally screen-free.

About Lego Serious Play Real Time Change®

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Real Time Change® is a next-generation evolution of the well-known Lego® Serious Play® method, originally designed to help leadership teams explore and shape strategy through hands-on thinking. Today, this approach provides a powerful, research-based process to help organisations and teams **navigate change, strengthen adaptability**, and stay focused amid continuous transformation.

As one of the first 100 certified facilitators worldwide in the Lego® Serious Play® Real Time Change® method, we guide organisations to deal more effectively with change and complexity, whether by **shaping a clear strategic direction** or by **building the collective adaptability** that strengthens change capacity both on and beyond the work floor. These sessions create **meaningful moments of connection** that foster learning, engagement, and resilience, with effects that often ripple into daily life, family dynamics, and communities.

Grounded in insights from organizational strategy, systems thinking, and cognitive science, this method enables groups to make sense of uncertainty, align around shared priorities, and take meaningful action together. The result is sharper strategy, stronger collaboration, and lasting impact on both employee and customer experience.

After our **workshops**, participants experienced an impact on:

- ✓ How they engage in dialogue about change and teamplay, turning differing perspectives into shared understanding and joint action.
- ✓ Their ability to recognise and apply the key drivers of successful transformation within their own team or project.
- ✓ The way they navigate ongoing change, with greater clarity, confidence, and strengthened skills to act effectively.
- ✓ Their problem-solving capacity and resilience when facing complexity or uncertainty.
- ✓ Their sense of connection and reflection, fostering deeper awareness and collective adaptability.



Workshop

Strategy



Duration: 1 day

An intake conversation always takes place prior to the workshop to align expectations and objectives.

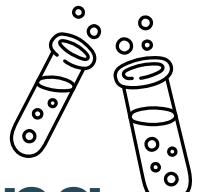
After the workshop, a follow-up conversation is included.

During the **deepdive**,

- 1** We start by understanding the current context right now.
- 2** We build our desired future.
- 3** We analyse what is influencing the way we work and act.

Together, the group translates discoveries into **concrete next steps** for strategy, innovation, or change initiatives.

Workshop Change & Adaptability



Micro learning



Duration: 1/2 day

An intake conversation always takes place prior to the workshop to align expectations and objectives.

After the workshop, a follow-up conversation is included.

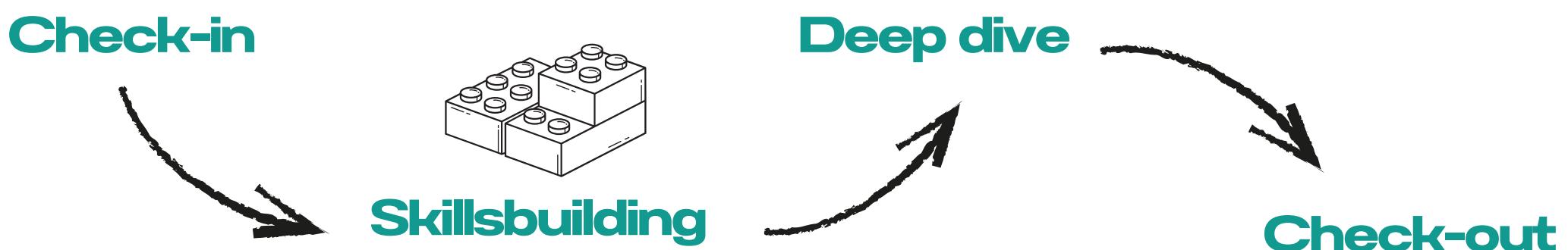
During the **deepdive**,

- 1** We explore a mini challenge to spark real-time reflection and learning.
- 2** We learn the drivers of successful change.
- 3** We connect the insights to our own context, identifying concrete next steps and shared priorities for moving forward.

Workshop Teamplay



Micro learning



Duration: 1/2 day

An intake conversation always takes place prior to the workshop to align expectations and objectives.

After the workshop, a follow-up conversation is included.

During the deepdive,

- 1 Team members get to know each other in a fun, hands-on way.
- 2 They discover strengths, blind spots and different perspectives, and practice giving and receiving feedback in a psychologically safe setting.
- 3 This workshop helps teams address tensions and misalignment sooner, especially when things get difficult, while keeping collaboration focused on delivering real value for the customer.

Optional Extension - Peer Learning (Intervision)

For teams and leaders who want to embed the impact of the training workshops with Lego, we offer an optional peer learning trajectory as a follow-up, without Lego Serious Play.

Approach

Participants work with their own cases, challenges, and questions from daily practice. Each session follows a structured peer learning format that encourages:

- ✓ Case exploration from multiple perspectives
- ✓ Collective sense-making and problem-solving
- ✓ Reflection on behaviour, decision-making, and impact
- ✓ Practical next steps that can be tested on the work floor

This creates a safe and focused learning space where experience becomes a shared source of learning.

Format

6x two-hour sessions scheduled over a one-year timeframe

Small, consistent peer group for continuity and trust

Facilitated sessions to ensure depth, focus, and psychological safety

It is particularly suited for teams or leaders who seek lasting behavioural change, not just insight.

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Your facilitator

Hi, I'm Sofie! I have a background in Business and HR Management and +15 years of experience in Learning & Development, focusing on leadership and change.

I am officially licensed as Senior Advisor in Innovative Labour Organizations (specializing in organizational design & development, change management) by Antwerp Management School.

I especially enjoy playing with leaders and organizations that have a purpose-driven mission to create social impact.



Practicals

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Group size

Ideally 4-8 participants for optimal interaction and facilitation. For other group sizes, we explore what setup works best.

Duration

These type of workshops typically take ½ to a full day and can be extended to meet specific needs.

Location

Off-site settings are recommended for focus and openness. We're happy to suggest suitable venues!

Languages

Available in English or Dutch.

Investment

Standard setting: €1.500- €3.500 depending on type of workshop (excl. VAT, transport, location, and catering). We believe learning & development should be accessible, if budget is a barrier, let's talk. For long-term or structural collaborations, different rates apply.

Practicals

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This training offer supports the development of future-oriented skills required in 2026, including strategic thinking, adaptability, collaboration, reflective practice, and sustainable employability.

The learning formats combine formal training, experiential learning, and structured workplace learning.

Future-Ready Skill	Strategy Lego® Serious Play 1 day workshop	Change & Adaptability Lego® Serious Play ½ - full day workshop	Teamplay Lego® Serious Play 1 day workshop	Additional Intervention (Peer Learning) 6 sessions of 2 hours spread over one year
Critical Thinking & Problem Solving	✓	✓	○	✓
Adaptability & Resilience	○	✓	○	✓
Communication & Collaboration	○	✓	✓	✓
Learning Agility (Continuous Learning)	○	✓	✓	✓
Leadership & Self-Management	✓	✓	✓	✓

Legend

✓ = Primary focus of the workshop

○ = Supporting/secondary development

For each workshop and the peer learning trajectory, clear learning objectives are defined and documented.

These learning objectives can be directly integrated into an organisational training plan or training register, supporting HR reporting, compliance requirements, and learning impact tracking.

The learning objectives are formulated in a way that makes:

- ✓ The purpose of each learning intervention explicit
- ✓ The expected competency development transparent
- ✓ The link between training, workplace learning, and professional practice clear

This ensures that both the training workshops and the peer learning trajectory can be formally recognised within structured learning and development frameworks, while remaining strongly practice-oriented.

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Play is not childish.
It's the way that humans innovate.
It's the way that we create new things.
It's the way that we solve problems.

- Stuart Brown -

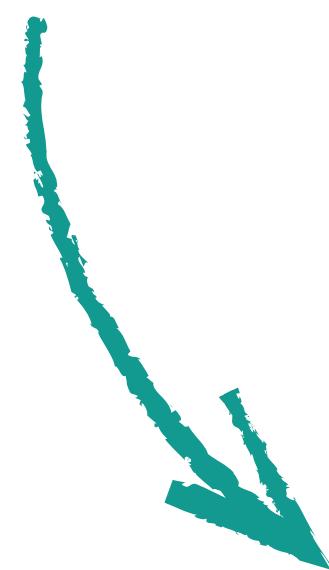
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