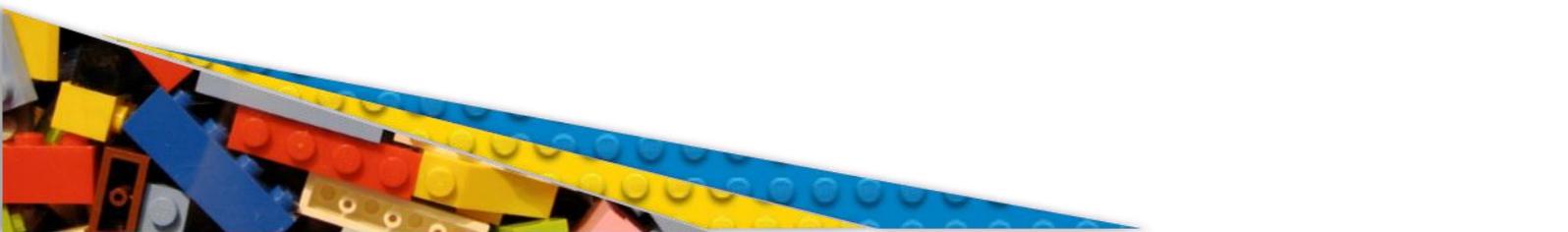




S-PLA

LEGO SERIOUS PLAY Learning for SMEs



National summary template

Participants

General information

DE: Number of participants: 6 participants

Number of SMEs (might differ from the number of participants) taking part: 6

Kind of sectors SMEs were coming from: health sector

Topic of the workshop: diabetes, how to train patients to deal with the illness in an appropriate way

Acquisition of participants

How did you acquire your participants for the workshop. Please give a short explanation:

This was a regular workshop taking place. We used the S-Play method within our workshop without having to acquire the participants.

Preparation

Preparation of participants

How did you prepare the participants?

Participants received some information about the project , the method and the range in which the method can be used.

What kind of documents and information was handed out?

No specific information was handed out since the method was used within a running seminar.

Feedback

Explanation: Sean has already provided a feedback questionnaire for participants. We (IHK-Projektgesellschaft) also added some questions. The questionnaire is mainly about ticking boxes

Participant feedback regarding the following aspects

please sum up the feedback given regarding question 1-4 and count the numbers of strongly agree (a) – disagree (b) – undecided (c)– agree (d) - strongly disagree (e)

(example = question number 1 = 3 times a, 2 times b, 5 times c and so on)

A. Overall Evaluation

Question number 1: strongly agree (2); agree (4)

Question number 2: strongly agree (1); agree (3), undecided (1)

Question number 3: agree (2); undecided (1); disagree (2); strongly disagree (1)

B. the Facilitator - please sum up the feedback given regarding question 1-4 and count the numbers of strongly agree (a) – disagree (b) – undecided (c)– agree (d) - strongly disagree (e)

(example = question number 1 = 3 times a, 2 times b, 5 times c and so on)

Question number 1: strongly agree (3), agree (2), undecided (1)

Question number 2: strongly agree (3), agree (3)

Question number 3: strongly agree (3), agree (2), disagree (1)

Question number 4: strongly agree (1), agree (5)

C: The LEGO Serious Play Method - please sum up the feedback given regarding question 1-15 and count the numbers of strongly agree (a) – disagree (b) – undecided (c)– agree (d) - strongly disagree (e)

(example = question number 1 = 3 times a, 2 times b, 5 times c and so on)

Question number 1: agree (4), undecided (2)

Question number 2: strongly agree (1), agree (5)

Question number 3: strongly agree (1), agree (3), undecided (1), disagree (1)

Question number 4: agree (2), undecided (2), disagree (1), strongly disagree (1)

Question number 5: agree (3), disagree (2), strongly disagree (1)

Question number 6: agree (4), disagree (2)

Question number 7: agree (3), undecided (3)

Question number 8: agree (2), undecided (3), strongly disagree (1)

Question number 9: agree (3), undecided (2), strongly disagree (1)

Question number 10: strongly agree (1), agree (3), undecided (2)

Question number 11: agree (6)

Question number 12: agree (3), undecided (1), disagree (1)

Question number 13: agree (3), undecided (1), disagree (1), strongly disagree (1)

Please sum up the comments regarding suggestions , likes and dislikes

For 3 participants the workshop met their expectations.

3 other participants did not have any expectations, but that does not mean that they did not like the approach.

4 out of 6 liked the approach:

since it was creative

the atmosphere was relaxed

liked the different way to gain new findings /insights . One positive feedback was about the pictorial representation, which shows problems in a different kind of way.

2 participants made negative remarks like “I couldn’t let myself in for this method” – “ I didn’t see the connection with my practical work”

Please sum up the main aspects of the interview with participants regarding:

Strengths

The LSP method stimulates creativity

One can touch things – haptical approach

Everyone is allowed to speak

It improves the team spirit

Everyone is equal

Opportunities

Gives new ideas

Can be used in team meetings and conflict management

Weaknesses

Can be strange to work this way with people you don’t know

Might take willpower to accept this “playful” method

Threats

The joy of playing might distract from the topic being tackled

Facilitators

Number of facilitators: 1

Kind of training facilitators did receive. (*Meaning, did facilitator take part in the training in Serpiano, or are there additional facilitators who got their knowledge of the method from another workshop*)

Facilitator received training in Serpiano

Please sum up the main aspects of the interview with facilitators regarding:

Strengths

Everyone is allowed to have their say – everyone is equal

Nobody shies away but has to make their point

The team spirit will be furthered by this method

It is a way of thinking with the hands. It furthers creativity

It is a haptic and visual approach

Results can be gained quickly

Being a value-free method

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Moderator

Combines creativity and communication

Visualises unconscious aspects

By using this method the distance between facilitator and participants is smaller

Opportunities

It is a good method for groups which are little communicative

It is a good method to express oneself

The method is a good way to come up with new ideas.

The method could be used for team meetings

The method could be used within conflict management

- Facilitator

With this method one could neglect hierarchies. This can be a rather important aspect in case different departments within one company are supposed to work together using this method

Weaknesses

For some participants it might a lot of willpower to open up themselves to this method.

For people without creativity it is difficult to find access to the approach

Some people do have inhibitions to work in this way with people unknown to them

Facilitator

This method needs a lot of space and good preparation

One has to take in mind that all the boxes with lego bricks have to be carried

Threats

In particular focusing on the implication the LSP-method might have on the role of the trainer / facilitator

In the first run the method might seem to be some childish game. If that is the case participants would not take it seriously which affects the group dynamic and might affect the outcome. It would also have a negative effect on the reputation of the facilitator.

In some enterprises the method might not be accepted