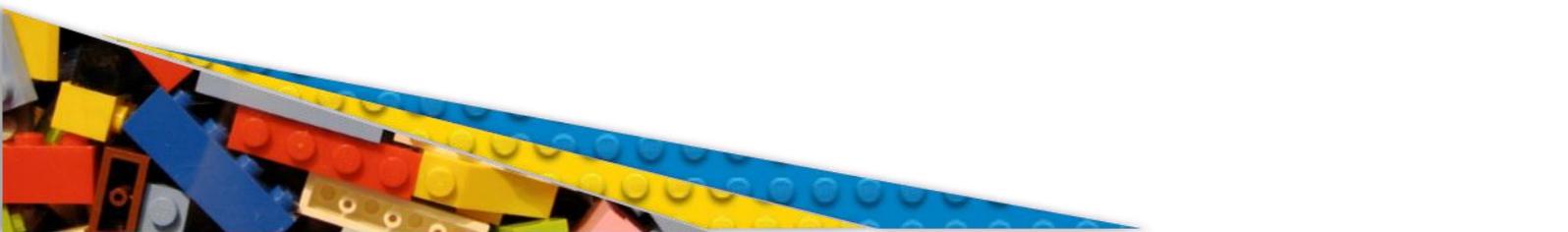




# S-PLA

LEGO SERIOUS PLAY Learning for SMEs



## National summary template

### Participants

#### General information

Number of participants: 6 – only 4 remained for the feedback forms

Number of SMEs (might differ from the number of participants) taking part: 1

Kind of sectors SMEs were coming from: Textiles / Manufacturing

Topic of the workshop: Workshop 1 – Identifying Training Needs

#### Acquisition of participants

How did you acquire your participants for the workshop. Please give a short explanation:  
Members of the team were involved in discussions with local business organisations. Amongst these, one CEO expressed an interest in trying an innovative CPD tool such as LEGO.

#### Preparation

##### Preparation of participants

How did you prepare the participants?

The participants were prepared for a training session using LEGO. In the session participants were given a short presentation which outlined the rationale and theoretical basis of LSP method. Some basic rules and conventions were explained

What kind of documents and information was handed out?

Project Flyers were made available before the session. Information sheets and consent forms were handed out and signed by the participants, in accordance with local ethical guidelines.

#### 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: 3 x(a) 1 x(b)

Question number 2: 4 x(a)

Question number 3: 2x(a) 2x(b)

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: 3x(a) 1x(b)

Question number 2: 3x(a) 1 x(b)

Question number 3: 2x(a) 2 x(b)

Question number 4: 4 x(a)

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: 1x (a) 3x(b)

Question number 2: 2x(a) 2x(b)

Question number 3: 2x(a) 2x(b)

Question number 4: 3x(a) 1x(b)

Question number 5: 1x(a) 2x(b) 1x(c)

Question number 6: 1x(a) 3x(b)

Question number 7: 3x(a) 1x(b)

Question number 8: 2x(a) 2x(b)

Question number 9: 2x(a) 2x(b)

Question number 10: 2x(a) 2x(b)

Question number 11: 2x(a) 2x(b)

Question number 12: 3x(a) 1x(b)

Question number 13: 2x(a) 2x(b)

Question number 14: 2x(a) 2x(b)

Please sum up the comments regarding suggestions , likes and dislikes

The workshop met the expectations of all participants

The participants liked that every participant was heard and that the models helped identify what the organisation needed to grow.

There were few 'dislikes' these were about the amount of space available and one about the short time allowed for some tasks.

Beyond this, there were no suggestions for improvements.

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

***Strengths***

Nice to see that everybody has the same idea about the aims of the company. This was a surprise to some.

Made it interesting, fun, maintains engagement and alertness.

In discussions around a table, it is easy to forget what has been said. The models helped people to remember and think about them. Allows ideas to be 'parked'.

***Opportunities***

Allows time to think through ideas rather than answer on the spot. Allows you to answer with what you want to say.

The explanation is an important part of the process. Not just a statement, but an explanation of why

***Weaknesses***

Sometimes, initially, you have an idea which is difficult to express.

***Threats***

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## Facilitators

### **Number of facilitators:2**

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*)

Training in Serpiano, and the workshop in Lugano. Followed by some practice workshops with students, using warm-up tasks and identity activities

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

### **Strengths**

People are familiar and relaxed with LEGO, ready to play

### **Opportunities**

Allows people to present themselves in different ways, provides an open and equal environment which values everyone's opinion

### **Weaknesses**

It is time-consuming

Some people might think it is easier to write down the ideas.

It can be difficult to get people started with building representations and warm-up tasks might take up a lot of the time. By the time you reach the group tasks, a lot of the 'play' has gone and the session can seem to be dragging on

### **Threats**

The advantages of LSP might be in its novelty, it might only work in small doses. If used commonly, people might get used to it and not engage fully

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

### **Organisation / partner who has been organizing the workshops**

*Statement: Each partner, while reflecting the workshop for SMEs, should estimate the usability and the acceptance of the LSP-Method and give a statement.*

The method used in Workshop 1 seemed to be successful. These were technical workers who may not be used to such representations. The start was quite worrying and difficult. Perhaps some small simpler tasks might be used to get people used to the ideas of building symbols. We need to think of some activities to reintroduce some lightness and play into the procedures we head into the group task etc. These are quite intense, and often the humour and 'play' has left the situation. This is quite an intensive 3 hr workshop.