TRAINING OUTLINE

COURSE TITLE	Leadership Excellence: Building Strategies with LEGO® Serious Play®
DURATION	2 days

Introduction

No matter how capable a person you are, you will not have sustained and lasting success unless you are able to effectively lead yourself, influence, engage, and collaborate with others—and continuously improve and renew your capabilities.

This engaging 2-day workshop leverages the innovative LEGO® Serious Play® (LSP) methodology to give an insight and techniques to the participants in becoming effective leaders. They will gain the skills necessary to self-analyze their leadership roles, building trust with the team, motivate their team members and coaching their people to achieve peak performance.

Training Objective

- Knowing the types of leadership and discover your leadership style
- Identify the strengths and weakness in leadership role for performance enhancement
- Prepare yourself in the transition to the leadership role
- Lead with purpose and align organizational goals with personal values.
- Learn to motivate the different generations
- Understand the dynamics of team leadership and how to coach the team.

Who Should Attend?

Executive, Team Leaders, Managers

Learning Methodologies

Interactive lecture, LEGO® Serious Play® blocks building, individual sharing, case studies discussion, videos playing and intellectual games

Course Content

Module 1: LEGO® Serious Play® for Leadership Excellence

1.Introduction to LEGO® Serious Play® Methodology

- Introduction to the LEGO® Serious Play® approach and learning process.
- Understanding the purpose of using physical model-building in leadership development.
- Introduction to the process of challenge → build → share → reflect.
- Establishing participation guidelines for individual and group activities.

2.The Power of "Hand Knowledge"

- Understanding how hands-on activities can support thinking and reflection.
- Using physical models to express ideas, perceptions and experiences.
- Translating abstract leadership concepts into visible models.

3.Understanding Leadership Identity & team dynamic

- Defining leadership identity and the role of a leader.
- Understanding how individual leadership behaviour influences team dynamics.
- Identifying factors that influence team interaction and collaboration.
- Exploring the relationship between leadership behaviour, trust and team performance.

4.Defining leadership excellence

- Understanding the difference between managing tasks and leading people.
- Leadership behaviours that support accountability, collaboration and performance.
- Identifying behaviours that can strengthen or weaken leadership effectiveness.

5.Leadership styles & their impact

- Introduction to different leadership approaches.
- Understanding the strengths and limitations of different leadership styles.
- How leadership style affects employee engagement, communication and performance.
- Adapting leadership approaches according to people, situations and organisational needs.

Workplace Application:

- Participants will be able to recognise how their leadership behaviour affects team members and identify appropriate leadership approaches for different workplace situations.

Learning Outcome:

- Participants develop greater awareness of leadership identity, leadership styles and their impact on team dynamics and performance.

Course Content

Module 2: Discover the Leader in You

1.Activity: Build a model "Who am I?" to express your strengths and weaknesses

- Participants build a LEGO® model representing their leadership identity.
- Identify personal strengths, values and leadership characteristics.
- Identify areas that may limit leadership effectiveness.
- Present the model through individual storytelling.
- Receive reflection and feedback from other participants.

2.Your motivation factors to be a successful leader

- Identifying personal drivers and sources of motivation.
- Understanding how motivation influences leadership behaviour.
- Exploring factors that encourage leaders to take ownership and responsibility.

3.Leadership style under stress situations

- Understanding how pressure can influence leadership behaviour.
- Identifying personal responses to stressful workplace situations.
- Recognising behaviours that may negatively affect communication and decision-making.
- Exploring strategies for maintaining effective leadership behaviour under pressure.

4.Developing a growth mindset

- Understanding the importance of continuous learning in leadership.
- Identifying how leaders respond to mistakes, feedback and challenges.
- Developing adaptability when facing organisational or industry changes.

Workplace Application

- Participants will apply self-awareness to identify their leadership strengths, manage their behaviour under pressure and develop strategies for continuous improvement.

Learning Outcome

- Participants gain a clearer understanding of their leadership identity, strengths, development areas and personal motivation while developing a growth-oriented approach to leadership.

Module 3: Visionary Leadership & Strategic Thinking

1.Crafting a compelling vision

- Identifying key elements of a meaningful vision.
- Connecting personal leadership purpose with organisational objectives.
- Translating organisational goals into team-level priorities.
- Communicating the vision in a way that creates understanding and commitment.

2.Exploring complex challenges through LEGO® simulations

- Identifying complex workplace challenges.
- Breaking down a complex problem into key factors.
- Using LEGO® models to represent relationships between different issues.

Course Content

3.Activity: Mapping strategic goals & scenarios

- Build a LEGO® model representing strategic goals.
- Identify key stakeholders, resources, challenges and priorities.
- Map possible future scenarios and explore the impact of different decisions on team and organisational outcomes.
- Present and discuss strategic options with other participants.

4.Adaptability in a Changing Environment

- Understanding the impact of change on teams and employees.
- Identifying resistance and challenges associated with change.
- Evaluating different responses to changing circumstances.
- Developing flexible approaches to decision-making and implementation.

Workplace Application

- Participants will be able to translate organisational objectives into team priorities, analyse workplace challenges, consider alternative scenarios and make more structured leadership decisions.

Learning Outcome

- Participants strengthen strategic thinking, vision-setting, problem-solving and adaptability skills needed to lead teams in changing business environments.

Module 4: Inspiring & Motivating Your Team

1.The Science of Motivation in Leadership

- Understanding the importance of motivation in employee performance.
- Factors that influence employee motivation and engagement.
- The relationship between motivation, satisfaction and workplace performance.

2.Recognizing & leveraging individual strengths

- Identifying individual strengths and capabilities.
- Matching employee strengths with responsibilities and opportunities.
- Recognising contributions and achievements.
- Using strengths to improve team effectiveness.

3.Herzberg's Two-Factor Theory

- Understanding hygiene factors and motivators.
- Identifying workplace factors that may contribute to dissatisfaction.
- Identifying factors that can encourage satisfaction and motivation.
- Applying the theory when reviewing employee needs and workplace conditions.

4.Theory X & Theory Y

- Understanding Theory X and Theory Y assumptions about employees.
- Exploring how management assumptions influence leadership behaviour.
- Comparing directive and empowering approaches.
- Identifying situations where different management approaches may be appropriate.

Course Content

5.Activity: Build a model and using storytelling & vision to inspire others

- Participants build a LEGO® model representing an inspiring team or leadership vision.
- Develop a leadership story around the model.
- Present the vision to other participants.
- Practise communicating purpose, expectations and desired outcomes.
- Receive feedback on clarity and effectiveness of communication.

Workplace Application

- Participants will be able to identify individual motivational factors, adapt their leadership approach and communicate team goals in a way that encourages engagement and participation.

Learning Outcome

- Participants develop practical skills to motivate, recognise and engage team members while building stronger alignment towards team and organisational goals.

Module 5: Leadership and Coaching

1.Coaching leadership vs servant leadership

- Understanding the concept of coaching leadership & servant leadership.
- Comparing the roles and responsibilities of a coaching-oriented leader and servant leader.
- Understanding how leadership approaches can support employee development.
- Identifying appropriate situations for coaching and supportive leadership.

2.Wearing the hat of a coach

- Understanding the role of a leader as a coach.
- Developing effective questioning and listening skills.
- Encouraging employees to identify their own solutions.
- Providing constructive feedback & supporting employees in setting development goals.

3.Transitioning from individual contributor to people manager (for new managers)

- Understanding the differences between individual contribution and people management.
- Moving from completing tasks personally to achieving results through others.
- Delegating responsibilities effectively.
- Managing accountability and performance expectations.
- Building trust with former peers and new team members.

4.People Management: Managing different personality types

- Understanding individual differences in workplace behaviour.
- Recognising different communication and working preferences.
- Adapting leadership and communication approaches.
- Managing misunderstandings arising from personality differences.

Course Content

Workplace Application

- Participants will apply coaching and people-management techniques to support employee development, improve performance, delegate effectively and manage different individuals within their teams.

Learning Outcome

- Participants develop practical coaching, delegation, communication and people-management skills to lead and develop employees more effectively.