

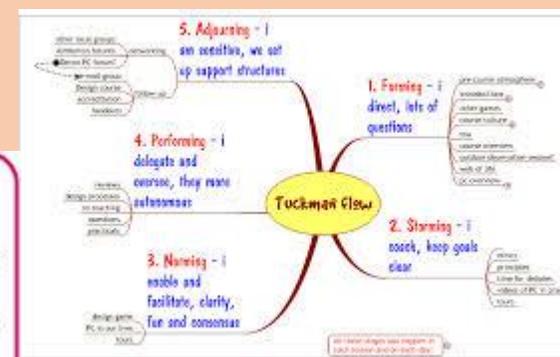
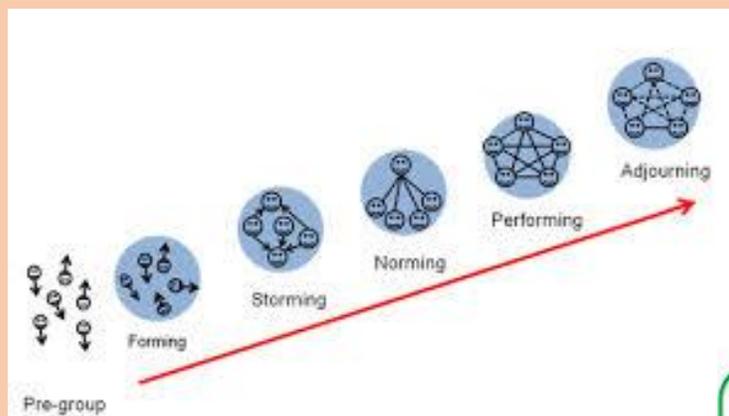
# Combining Lego Serious Play with Bruce Tuckman's Team Development Model

Presented In  
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Billund Denmark

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# Team building- Bruce Tuckman model



**Forming**

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.

**Storming**

Members start to communicate their feelings but still view themselves as individuals rather than part of the team. They resist control by group leaders and show hostility.

**Norming**

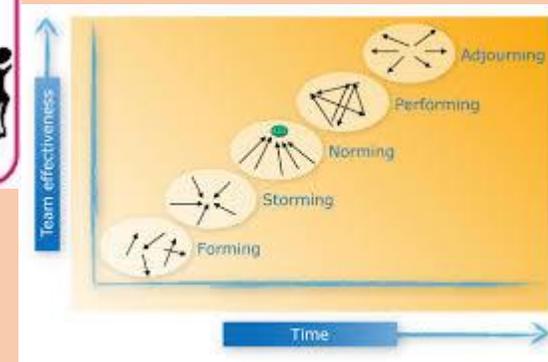
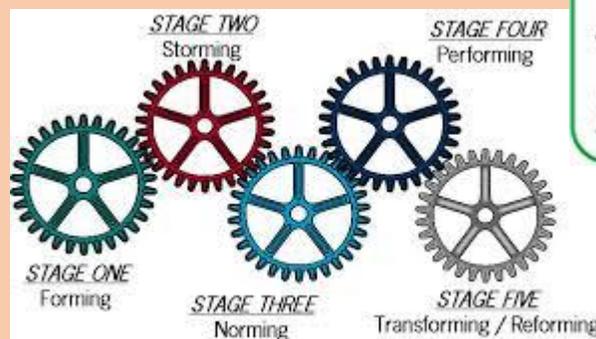
People feel part of the team and realize that they can achieve work if they accept other viewpoints.

**Performing**

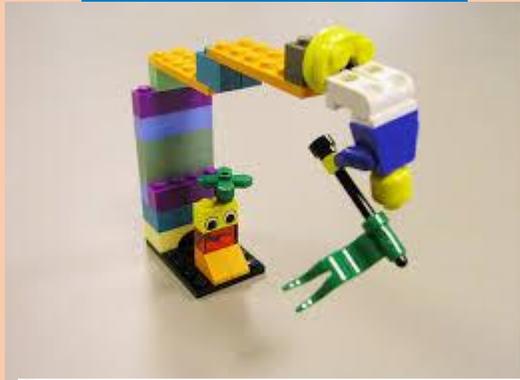
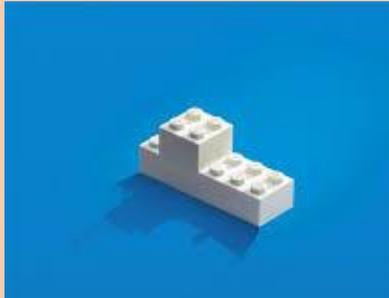
The team works in an open and trusting atmosphere where flexibility is the key and hierarchy is of little importance.

**Adjourning**

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.



# Lego Serious Play



The LSP Application Techniques	
1	Building individual Models
2	Building Shared Models
3	Creating a Landscape
4	Making Connections
5	Building a System
6	Playing Emergence and Decisions
7	Extracting Simple Guiding Principles

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The Core LEGO SERIOUS PLAY PROCESS	
Step 1	Pose the Question
Step 2	Construction
Step 3	Sharing
Step 4	Reflection



# Games vs. Techniques

**Teambuilding: Forming**

**LSP: building individual model**



# Forming Team Skill

- **Pose a question:**

Build a tower, bridge or animal

- **Construction:**

Facilitator throw up the Lego Piece packs into the air and participants have to jump to catch up to 2 packs before they fall on the ground. Those with at least 4 different bricks can form a group.

Each team using the collected bricks to build a tower/bridge collectively.

- **Sharing:**

Before sharing every body must touch the tower in the same time. Not touching anyone else during the game.

It is crucial that all teams share their story with others.

- **Reflection:**

Facilitator and teams to add comments on inter-teams divergence.

# Games vs. Techniques

**Teambuilding: Storming**



**LSP: Building shared model**



# Storming Team Identity

- **Pose a question:**

Team to build a car

- **Construction:**

Players get all the Lego Pieces from the center ring into your own ring.

Rules: (1) Each person may carry only one Lego pieces at a time. (2) Pieces must be carried (no throwing items). (3) Once the center ring is empty, you may take pieces from any other ring. (4) You may not guard any of the rings. (5) Teams stop when up to 25 pieces are in your team ring. (6) Violation of a rule may result in a penalty of returning 5 items to the center ring. (7) Build a car with the pieces that represents the team unique identity.

- **Sharing:**

Before sharing each team must touch their car in the same time. Not touching anyone else during the game.

It is crucial that teams share their identity story with other teams.

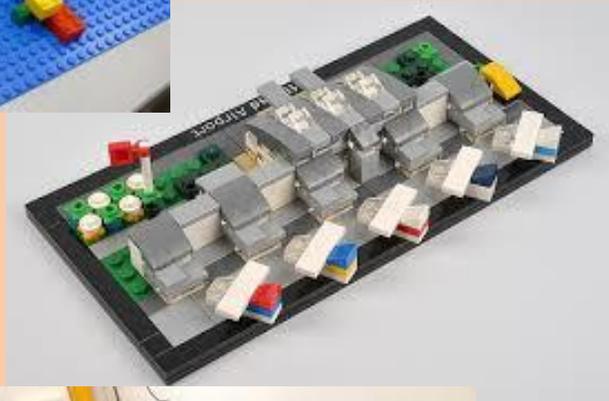
- **Reflection:**

Facilitator and teams to add comments or compare the identity models.

# Games vs. Techniques

## Teambuilding: Norming

## LSP: Building landscape



# Norming Landscape

- **Pose a question:**

create a landscape of race car set : driver, pit crew, pit shop, carwash, team banner, spectator stand, checkered flag, cone, car track and gas stand, etc.

- **Construction:**

In a room blindfold entire teams and allow them to search as a team and find a nearby up to 15 Lego pieces. After finding the Pieces instruct the team that their goal, while half of the team still blindfold, is to build a car race set.

The blindfolded team members cannot talk and the other can see and talk, but cannot touch the landscape or blindfolded teammate. The challenge requires each blindfolded person to build one of the race set by listening to the verbal instructions of their partners.

- **Sharing:**

Before sharing every team member must touch the landscape in the same time. Not touching anyone else during the game.

It is crucial that teams share their landscape story with other teams.

- **Reflection:**

Facilitator and teams to add comments or highlight the key points.

# Games vs. Techniques

**Teambuilding:** Performing

**LSP:** Making connections, building a system



# Performing Connections/System

- **Pose a question:**

making connections among race set elements

- **Construction:**

The created race sets will be placed in right positions and get connected properly. Each team member will be in charge of one part of landscape and its connections. each team spend 10 minute on the landscape mapping and then pass the mine field to collect more pieces blindfolded if the need more Lego pieces. The challenge requires each blindfolded person to walk from one side of the field to the other, avoiding the mines by listening to the verbal instructions of their partners.

each team member have to play his/her role perfectly to support the team success by passing their own team car in the race track as quickly and efficiently as possible. Teams will get the opportunity to run a few practice races on the track to get the feel for how their car is running. And then the official races begin...!

Allow the team multiple attempts. After each attempt, ask the team if they can beat their previous time. You can end the race when the teams believe which one has the fastest time possible or supply them with a set amount of time to complete the match. After several heats, teams will compete in the semi-finals and the final race to determine the Fast & Furious Champions!

- **Sharing:**

Before sharing every body must touch the connections in the same time. Not touching anyone else during the game.

It is crucial that teams share their connections/systems story with other teams.

- **Reflection:**

Facilitator and teams to add comments or discuss the performance of teams.

Teams will receive Lego coins depending on how successful they are with this race. Teams can use the coins that they earned to “purchase” more bricks for next step.

# Games vs. Techniques:

**Teambuilding:** Co-creating



**LSP:** Play emergence and decisions



# Co-creating Scenarios

- **Pose a question:**

What would you do if your team car hit another car, crashed into a concrete wall, flipped upside down, blinded by dust, struck while changing tire, hit a dog/horse, slid off of a slippery road, fell off of a gorge, crashed into a tree, ran into the back of another car, etc.

- **Construction:**

Team brainstorm possible ideas to deal with unexpected events and improvise solutions to manage them through repositioning the landscape or connections or building new metaphor. If interested they can work with other teams to collectively reconcile the dilemma through testing various scenarios.

Winner team starts by building a solution perhaps with a few Lego bricks. Next team then tries and does exactly the same and complete it by adding something new to it.

Everybody ready, then facilitator play out various events while the race is repeated. The teams must react quickly to deal with unexpected challenges.

- **Sharing:**

Before sharing every body must touch the event and relevant solutions in the same time. Not touching anyone else during the game.

It is crucial that teams share their scenarios story with other teams.

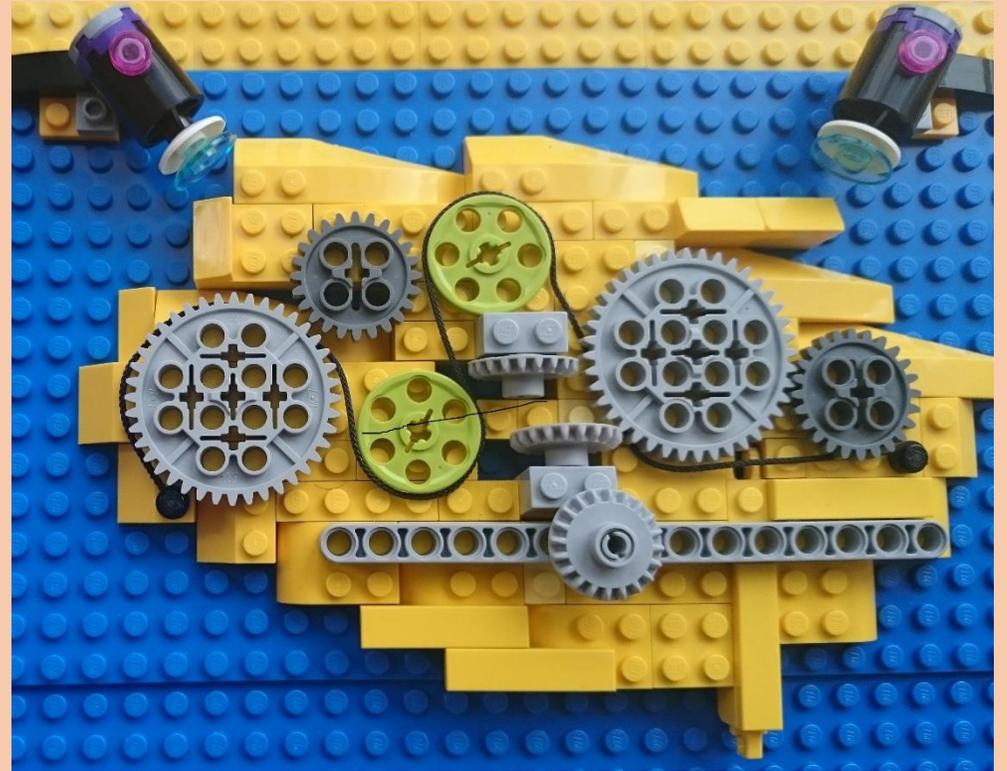
- **Reflection:**

Facilitator and teams to add comments or discuss about inter-teams collaboration and convergence.

# Extracting Simple Guiding Principle

**Invite everybody to share the lessons learned:**

- Tell story by building
- Building not talking
- Play as you build
- Co-build ideas
- Accept and build
- Learn by building



happy play



Leading Change advantage



Leading Innovation advantage



Leading Happiness advantage