

Workshops using Lego® Serious Play® methods

A fun and highly effective approach for successful workshops



Empowering Innovators



Frankfurt Munich Zurich London New York Vancouver Hong Kong

LEGO Serious Play Methodology

Combines fun with serious results

"You can learn more about a person in an hour of play than you can from a lifetime of conversation"
- Plato



The LEGO Serious Play methodology is an innovative process designed to enhance innovation and business performance. It is based upon scientifically proven methods to achieve excellent results in interpersonal, creative and reflective situations. And it is Fun!

- ✓ "Build" what you think with colourful multi-shaped LEGO pieces
- ✓ Turn thoughts into tactile expressions
- ✓ Explain your ideas by explaining your LEGO creation

- ✓ Listen to, see and "touch" the opinions of your team members
- ✓ Integrate everyone's ideas by connecting everyone's LEGO creations

Workshops using Lego® Serious Play® methods

Introduction

Dear results-seeker,

You are likely aware of the iconic LEGO bricks which almost every child knows. You are probably also aware of psychological research which shows that we only use a small portion of our brains in day-to-day work activities.

Have you ever thought of using LEGO bricks in a structured setting to engage much more of your subconscious and achieve astounding results?

In 1996 two professors from the IMD in Switzerland joined up with the LEGO CEO to develop a methodology to help LEGO identify a new strategy. Today Trestle Group is able to offer workshops to you, using this same methodology to:

- Perform lessons learned & retrospectives
- Help with team building, both for existing teams and when a new leader joins
- Identify and define visions and missions
- Coach individuals in their professional and personal development

We guarantee a truly engaging session with creative and concrete results.

Best regards,

Trestle Group Management Team

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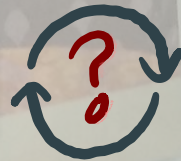


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Recommended Usage Areas

1

Lessons Learned & Retrospectives



2

Team-Building



3

Defining Company, Organisation & Product Vision & Mission



4

Personal & Professional Coaching



Advantages of LEGO Serious Play

- Engages full-brain-thinking to better identify opportunities and issues
- Ensures all participants are involved on an equal footing
- Removes finger-pointing & improves future team dynamic

- Creates a level playing field for everyone to get to know each other better
- Removes conflict and replaces it with playfulness and honesty
- Quickly generates a shared team experience

- Engages full-brain-thinking in the creative process
- Quickly identifies a wide range of ideas and iterates to a shared viewpoint
- Creates a complete, holistic picture of the company, organisation or product

- You can learn more about a person in an hour of play than you can from a lifetime of conversation – including yourself
- Creates an opportunity to express ideas not well enough identified for verbalisation

Example Use Cases

Where we would recommend LEGO Serious Play

"A very nice experience!

A big thank you to Mike for the facilitation!!"

- Agile Tour 2018 (Zurich) Organisation Committee

"New Leader" - A new manager takes over an existing organisation

- Meet the team, build the team
- Identify common ground
- Create shared vision



"Program Review" – A large program or project completes a major milestone

- Identify success factors and improvement opportunities
- Strengthen the team for the next delivery



"Strategy Offsite" – Executive leadership team looking to define future strategy

- Create a SWOT analysis agreed by all
- Define a clear strategy incorporating all parties' expertise
- Ensure full ownership by all



"Succession planning" – Personal & professional development for your targeted successor

- Identify honest and realistic overview of current strengths, weaknesses, goals and needs
- Create action plan, review progress and adapt



"Career planning" – For employees in the HR-Pool / Social plan

- Identify honest and realistic overview of current strengths, weaknesses, goals and needs
- Create action plan, review progress and adapt



"Transformation plan" – Reorganisation, Mergers, Agile Transformations

- Create a clear and complete picture of the current situation
- Define the target state and next steps, incorporating all parties' expertise
- Build the transformation team and ensure shared ownership



Anywhere where the answer is not clear and the results need to be owned by everyone involved

Anywhere where the team dynamic needs to be strengthened or team building is required

Appendix

Trestle Group Overview

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Trestle Overview

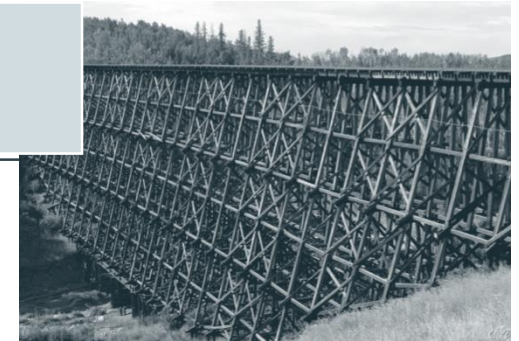
Quick Facts

The Trestle Vision



We empower innovators to create the future of their industry

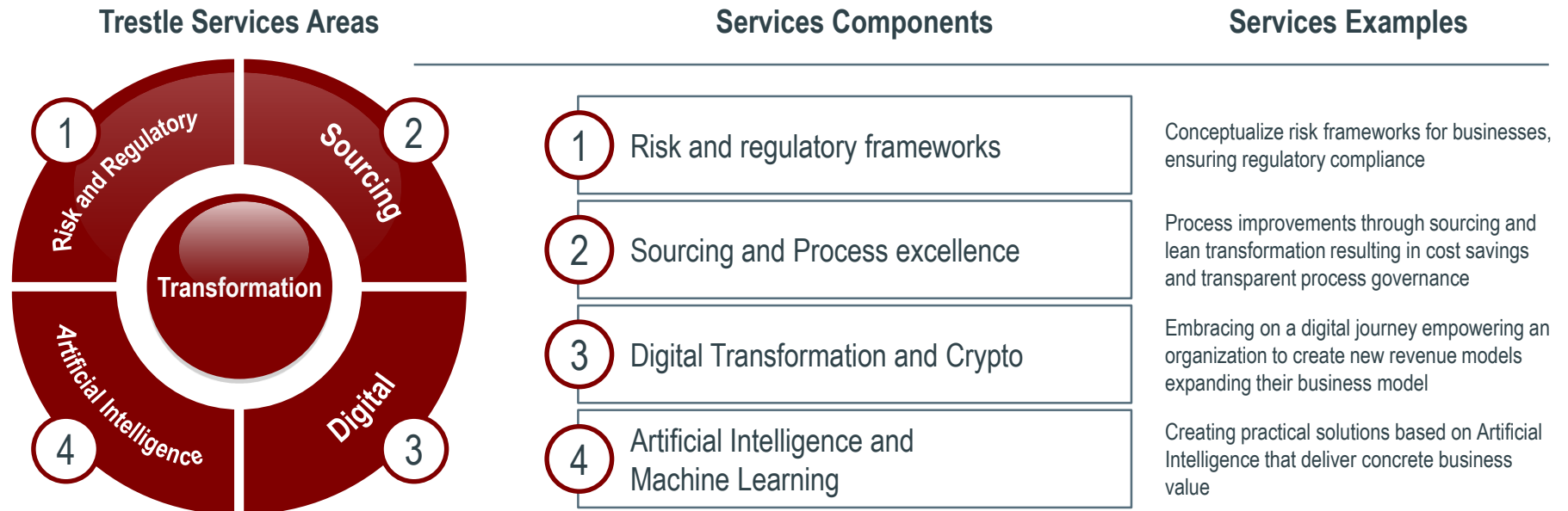
- **Founded in 2003** - in 2019 with around 70 headcount in international locations (see slide 19 for an overview of locations). German locations include Frankfurt and Munich; the company is headquartered in Switzerland.
- Trestle is dedicated to making business better, **building bridges to the future**, with a strong focus on **transformation and delivery**. (see Appendix for an overview of the Trestle service offerings)
- Trestle conducted **risk and regulatory projects** for multiple clients in various industries since 2003. Experienced in all aspects of organizational change based on our Trestle framework.
- Since three years, invested heavily into the **practical application of Artificial Intelligence** with several pilot projects in the Financial Services industry.
- The **Trestle team** consists of consultants that bring a combination of strong personality, process and industry expertise and methodology know-how.



Trestle:
*an open framework
used to support an elevated
structure such as a bridge*

Appendix: Trestle Overview, Services Areas

Trestle focuses upon transformation in four key areas



All Services are centered around the Trestle **transformation expertise**. Only by implementing the solution and integrating it into the organization, the client will harvest tangible business benefits.

Trestle Locations

Around the Globe for our Clients

TRESTLE GROUP

Trestle Group Holding

Trestle Consulting

Germany (Frankfurt, Munich)

Switzerland (Zurich, Zug)

United Kingdom (London)

United States (New York, Bay City)

Canada (Vancouver)

India (Dehli)

China (Hong Kong)

Empowering innovators to create the industry eco-systems of the future



Trestle Foundation

Empowering Innovative Entrepreneurs in Emerging Markets

Trestle Initiatives

Further Trestle Group initiatives



4TH-IR is an organization that focuses upon the development and integration of practical AI solutions. Various solutions in the health care space are being piloted in conjunction with partner organizations out of the health care and nursing care industry



Trestle is a member of the Crypto Valley Association – an independent, government-supported association established to take full advantage of Switzerland's strengths to build the world's leading blockchain and cryptographic technologies ecosystem.



Developed by entrepreneurs, for entrepreneurs, Trestle Group Foundation is an innovative non-profit organization dedicated to creating and expanding sustainable economic opportunities in developing and emerging economies by supporting women-led businesses.

Appendix: Trestle References

Selected references for projects in areas of Transformation and Sourcing



TRESTLE GROUP

empowering innovators

Frankfurt, Germany
Munich, Germany
Zurich, Switzerland
Zug, Switzerland
London, UK

New York, USA
Michigan, USA
Delhi, India
Vancouver, Canada
Hong Kong, China

www.trestlegroup.com
www.trestlegroupfoundation.org
www.4th-ir.com
www.icofactory.ch