

Workshop name: Preview/trial workshop for LSP

Workshop goal: To give the participants powerful emotional and hands-on experience

Number of participants: Ideally 4 – 6

Total time available: 60 – 80 minutes

Materials: Window exploration kits. Lean backward/forward poster and CP + AT poster. Sample images with workshop output

Message	Time	Instruction, framing, question
I. What is the purpose of LSP? (from 20-80 to 100-100). Remember to point out that the real problem with 20-80 is that you loose out on the potential of the 80%.	5 min.	Use the images of a leaning forward vs. leaning backward image
II. How does it work 1) - introducing the core process After having finished the tower build and sharing, use this to drive home the following 2 points: - the process is Question, Build, Share, Learn. 100% participation 100% of the time. Lead by a facilitator - lsp is about benefitting from everyone's sees things differently	5 – 7 min.	1.0 Build a tower. Start with the black plate and use only yellow and green. Finish the flag. Next. Share are few words about your tower
II. How does it work 2) - introducing metaphors ie. how you can convey meaning with the bricks After the hands-on you talk about how LSP is very safe, because the focus is on the model. And how you avoid group thinking, because everyone has to build before starting talking. Therefore they can also concentrate on listening You can also talk a little about the power of using metaphors and how LSP caters for all learning styles.	10 – 15 min	2.1 Build a model to tell the story about “what you love about working here”. 2.1 Alternative question: “What the company or department would be missing, if you were no longer here In either case you skip the 2.0. However before they have to build you prepare them by giving examples of how you can convey meaning with the bricks.
III. Why it is a good idea with these bricks! The important thing is that whatever you have them build here indeed is REAL for the participants. If the group work together on a daily basis you can also ask them up front, if there is a topic/issue they are struggling with – debating/discussing. If yes, understand what it is and formulate a LSP question that helps them discuss the matter. When people share their models also make sure you ask questions to the models, so you illustrate the role and value of the facilitator. After the 3.0 or 3.1 hands-on experience you talk briefly about how the bricks can help you unlock knowledge ie. make it clearer so you can communicate and problem solve.	10 - 15 min	If the people in the demo all are from the same department, group or similar and they have to work together the question is: 3.0 “What are one of the issues/challenges that you are struggling with right now in the team” If they people don’t have anything in common then you can use one of these questions 3.1. “What is one of the strategic challenges you are juggling with right now? One where you know intuitively that when you make a decision it will feel good and you can move forward” 3.1. “Think of something that made you happy last week and build why it made you happy”
IV: I have only shown you the tip of the iceberg! This message is about making sure that they understand that LSP is MUCH more than what they have just experienced. Show the chart with the 4 Step CP and the 7 Application Techniques. Talk about how there are techniques for decision-making, analysis, building complex systems, strategic thinking etc.	10 - 15 min	If the group all has answered the same question in 3.0 then you instruct them in how to build a simple landscape using clustering and flow. "Place the models in relation to each other so we can see how they fit together in a landscape."
Closing remarks High light the benefits of LSP with special emphasis on the the speed and effectiveness dimension	5 - 10 min	If it feels relevant finish with the duck to make the diversity learning benefit