



RES  **NATE**
LEADERSHIP

Navigating Complexity with LEGO® Serious Play®

24th April 2025



Who we are

- A collaboration between Katie da Gama and Eadine Hickey, unlocking organisational potential through playful discovery.
- Eadine has a 30-year track record as an I.T. consultant, COO and Leadership Coach, having worked with Accenture, General Electric and Resonate Leadership in Ireland, the U.K., France and Portugal.
- Katie has 20+ years' experience as a lawyer (in Ireland, the UK and the US) and was the Managing Partner of DAC Beachcroft. She has spent the past 6 years as a Leadership Development & Organisational Change Consultant and Executive Coach.
- Client organisations include: universities, professional services firms, public sector and tech firms.



Small Models : Big Ideas is a trading name of Senatum Ltd.

What is LEGO® 'Serious Play'®?

LSP is “a mode of activity that draws on the imagination, integrates cognitive, social and emotional dimensions of experience and *intentionally brings the emergent benefits of play to bear on organisational challenges.*”

Johan Roos & Bart Victor - Founders of LEGO® Serious Play

It is an innovative method, combining **construction, metaphors, storytelling** and **imagination** that is used to empower individuals and organisations to make sustainable change happen.





Why use Lego® Serious Play® in organisations?

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- Engages all learning styles: visual, auditory and kinesthetic
- Breaks down barriers to innovation and creativity leading to freer thinking
- Encourages personal reflection, forward thinking and ownership



How can LSP be used in Organisations?



- Navigating Complexity & Change
- Leadership Development
- Creating & Maintaining High Performance Teams
- Strategy Development & Implementation
- Idea Generation

‘We couldn’t possibly have got the same result through flip-charting this work’

Director of a scientific organisation

Characteristics of an Adaptive Challenge



LEARNING



BEHAVIOUR CHANGE



LOSS

Source: Class notes from the 'The Art and Practice of Adaptive Leadership' –
Harvard Kennedy School of Government

1st Build

*In relation to your
complex challenge,
what are you
looking to achieve?*



Complex/ Adaptive Challenges

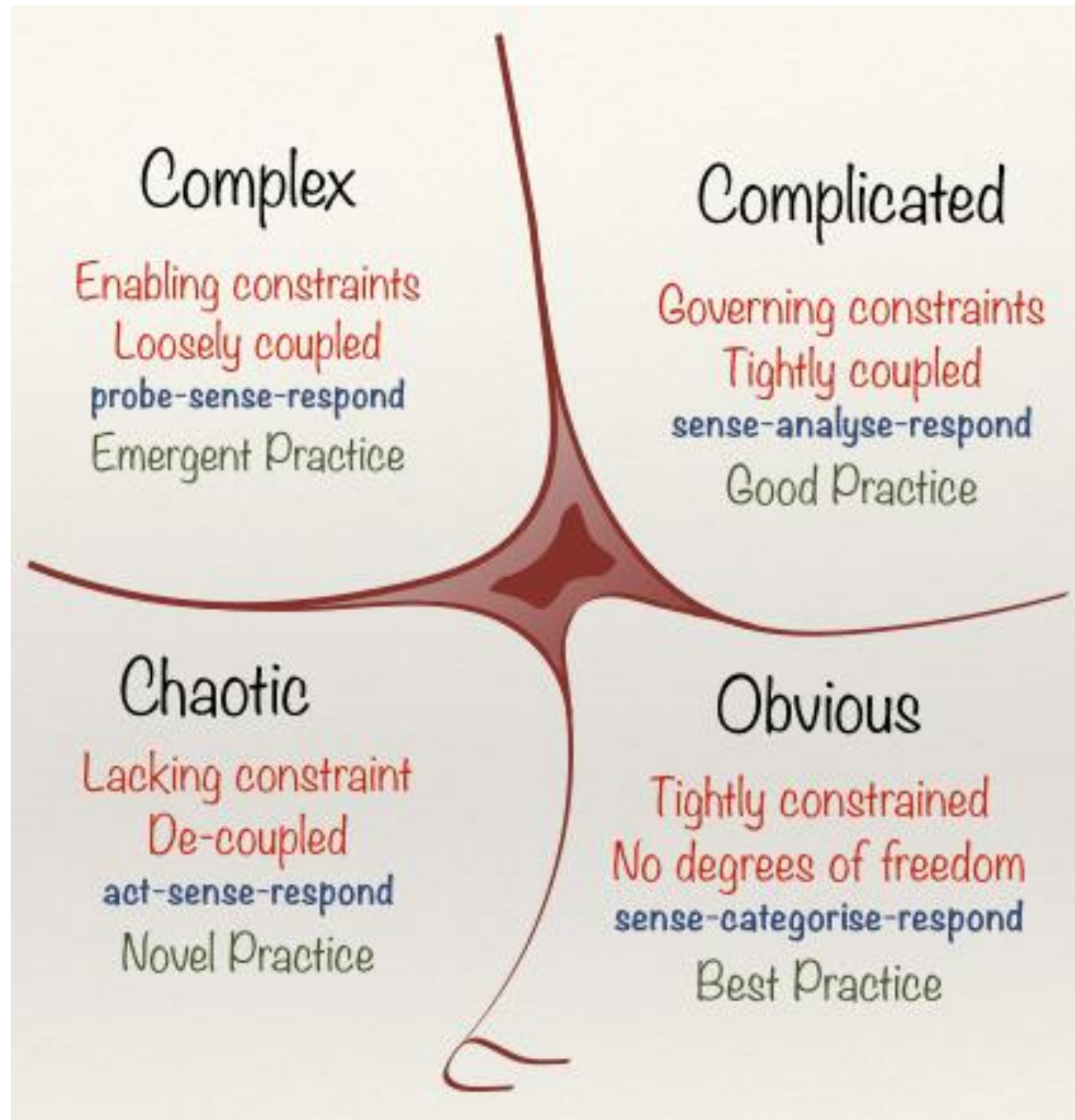
	TECHNICAL	ADAPTIVE
PROBLEM	clear	requires learning
SOLUTION	clear	requires learning
WHOSE WORK IS IT?	experts, authority	stake holders
TYPE OF WORK	efficient	act experimentally
TIMELINE	ASAP	longer term
EXPECTATIONS	fix problem	make progress
ATTITUDE	confidence, skill	curiosity

2nd Build

‘Who are the key stakeholders in relation to this challenge?’

‘What do they have to gain or lose by you achieving your purpose?’





Probing and Sense-making

How can you probe the system to make progress on this challenge?

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Stay in Touch

- *Individual and Team Coaching*
- *Leadership Development*
- *LEGO® SERIOUS PLAY® facilitation.*

*Feel free to connect with us on LinkedIn:
Eadine Hickey & Katie da Gama*

*Book a Discovery Call:
<https://calendly.com/eadinehickey/>*

www.resonateleadership.com