



## LEGO® SERIOUS PLAY® Case Study

### Organisation Culture Change

#### Background

The client is a European IT company operating in Seoul, employees typically reports to their overseas regional teams and thus have limited opportunity to interact with each other on a daily basis. This resulted in a silo culture within the local office where individual often focus only on their area of work and reluctant to collaborate.

#### RDI Intervention with LEGO® SERIOUS PLAY®

The client invited RDI to deliver a 1-day workshop with the purpose to create an opportunity for the team to bond, collaborate and discuss with each other how can they can change the organisation culture for the better.

**Number of participants:** 16

**Material:** 16 LEGO® SERIOUS PLAY® Starter Kit + 1 Landscape and Identity Kit



#### Outcome

The participants were able to spend time collaborate as a team to discuss, listen and work together for a common cause, they were able to look at the organisation as a whole through LEGO® SERIOUS PLAY® share model and identified actions they could implement to change their silo culture. Furthermore, their LEGO® SERIOUS PLAY® experience served as a springboard to enhance their collaboration as they realised the effectiveness of their collective efforts.

Feedback from HR manager "Great session to bring out the collaborative effort in the team, LEGO® SERIOUS PLAY® ensured that everyone had the opportunity to contribute and the day passed by so quickly because of how involved everyone was."