



Why PowerPoint is Losing Power, Align your Tools with your Organizational Culture

- Picture PowerPoint-centric Presentations you have attended.
- Evolving Organizational Theories
- Align your Tools with your Leadership Approach

People inquiring about LEGO SERIOUS PLAY workshops or facilitator training tell us that they are getting more and more requests for programs without PowerPoint. This started us wondering why. A quick Google search of "death by PowerPoint" yields over 148 million references, obviously a widely held management challenge. There are 500 million PowerPoint users and 30 million presentations are created each day.

A brief sampling of some of the more popular death by PowerPoint articles provide suggestions on how to make PowerPoint better, such as limiting the number of bullet points on a page. No one has suggestions on better ways to convey information and engage employee creativity.

• Picture PowerPoint-centric Presentations you have attended.

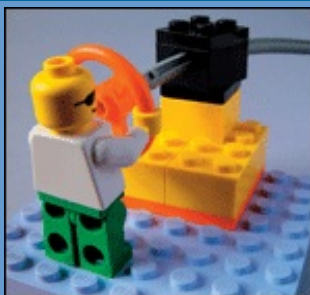


Death by PowerPoint:

Did you know, that the average length of 30 million presentations is 250 minutes! That is almost 5 hrs.

There is a single person in front of a partially darkened room, droning on and on. Often it is difficult to stay focused on the program content. Some people have been known to actually fall asleep. Could it be that our mental models of the "all-powerful leader" or "industry expert" (who knows a lot more than the rest of us, whose ideas cannot be challenged) are gradually becoming outdated? No one has all the answers. Leaders and organizational cultures that are truly committed to optimizing the potential of people want information to flow in more than one direction. Top down hierarchies are being replaced by networks and cross-functional teams.

• Evolving Organizational Theories



Management

- develops plans
- creates structures
- sets up procedures
- develops business processes

In 2002, when the first version of LEGO SERIOUS PLAY was released, the original marketing concept was to appeal to the concerns of the "lonely guy", the single person holding himself apart from the rest of the organization (possibly the guy with the PowerPoint clicker in hand). LEGO SERIOUS PLAY was designed to transform this dynamic. At the time of launch, the LEGO SERIOUS PLAY thinking - that everyone has something important to say, that people are the key to an organization's success and people can and want to do well - were avant-garde concepts. These ideas are gradually becoming widely accepted beliefs.

When relevant information and the best path forward live in the hearts and minds of many people, PowerPoint, if used at all, becomes the backdrop rather than the main event. Interactive methodologies, such as the LEGO SERIOUS PLAY method, change the

- controls performance
- controls the numbers

power dynamic. Ideally, information should flow from the bottom up and between and among individuals, unlocking access to our collective power.

• Align your Tools with your Leadership Approach



Leadership

- fosters learning
- makes connections
- promotes diversity
- challenges habits
- challenges assumptions
- works through conversations

[Check out the latest facilitator training schedule](#)

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Our intention with this article is not to make us all feel bad about using PowerPoint. This tool is great for sharing someone else's knowledge and for one-way communication, where one person does most of the talking and the rest of us listen, keeping all our practical concerns to ourselves. It is a tool for management.

LEGO SERIOUS PLAY is the opposite of PowerPoint and a tool for leadership. It is for unlocking people's own unique knowledge and a tool for leadership that enables engagement, acknowledgement and connection. The method is based on the belief that there is a vast untapped potential in people in organizations. When leadership understands that their success depends on hearing all the voices in the room, people in their organization will have the resources and imagination to resolve the most challenging issues.

Sincerely,

Rasmussen Consulting specializes in using LEGO SERIOUS PLAY to effectively harvest an organization's collective intelligence to enhance strategic behavior for better and faster decision-making. We are based in Denmark with offices in US, Japan and Singapore. www.rasmussenconsulting.dk.