

A Real Time Strategy Trial workshop

This document outlines a process for how you can introduce the Real Time Strategy concept to a potential client - and also sell them on LSP.

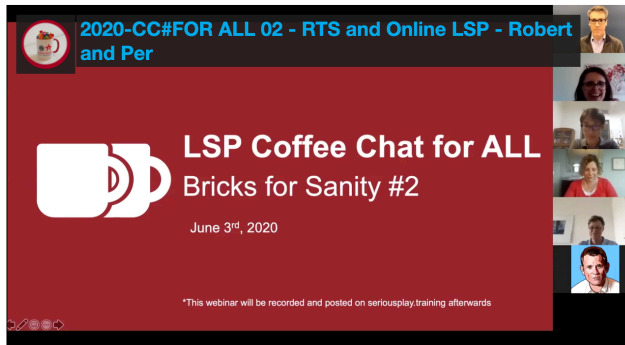
The basic messaging is a three step process:

Step 1 : Get them interested in the RTS and applying that to their business.

Step 2: For you (the client) to implement RTS you need to use LSP.

Step 3: Now let show what LSP is and how it can be applied to the RTS concept.

To make sense of the outline below you need to watch the recording of our Coffee Chat for all about this topic.



Find the video by logging into the Facilitator Community Section on www.seriousplay.training then



Flow of trial workshop presentation

Part 1. Connect to “why are you together in the room & goal of trial ws.”

Part 2. Illustrate the dilemma & offer a solution to this dilemma

Use the images and points from the coffee chat presentation. Ultimately the dilemma is how to be strategic in real time, when you live in an unpredictable environment. What can help guide you when it is not possible to give people a PLAN.

Do this:

- Have people build a pencil cup following the plan (instructions attached)*
- Have people build a pencil cup - without any directions*
- Have people build a pencil cup supported by the SGPs (SGP's attached)*

Part 3. Give the main RTS bullet points *(see main coffee slides attached)* – ultimately leading up to: “let me introduce you to the LSP method you need to use to get to your Simple Guiding Principles”

This is where you step back from the RTS concept and give people a general introduction to LSP. For how to do this you can use the standard script for a LSP trial workshop (attached)

Step 4. Experience the essence of LSP and relate it to Step 3

1.0 The tower (100-100, safe for all, benefit from diversity)*

2.1 One thing you find is characteristic for your business environment?

(See trial workshop script for more details/ideas)

Step 5. Give a small “taste” of the landscape, systems, scenario testing

3.0 Build a lesson learned in your business over the past year that will have an impact on your decision-making in the future

3.1 Do a simple AT3 with their models

3.2 Give each person a connection piece and ask them to apply it to two of the models

4.0 Explain the scenario testing process*

*) No hands-on

Step 6. Merging the RTS/SGP approach and LSP approach

- must be bottom-up and 100 – 100 to work
- must be practiced in a non-risk (LEGO version) to be ready for real life
- it is not a matter of having EITHER the plan OR the SGP approach
- relate the function of the SGP's to the zig-zag journey
- based on the belief that leaders don't have all the answers
- based on the belief that if you hear all voices in the room you will do better (see coffee chat slides for more inspiration)

Point 1: Strategy is an instrument that can help you make decisions with intention. One such instrument can be a PLAN

PLAN = a set of detailed instruction that tells you what to do.

A PLAN is NOT the optimal solution:

- When you need to be able to act swiftly and with intention on “black and white swans”
- When you operate in a dynamic environment
- When fast decision-making on all levels is critical
- When you trust people to make the right decisions without being micro-managed
- When decisions can differ as long as they achieve the shared goals
- When buy-in to the strategy on all levels is critical



Point 2: The Real Time Strategy SOLUTION (instrument)

The REAL TIME STRATEGY approach offers a different kind of instrument called

SIMPLE GUIDING PRINCIPLES = express descriptions of how a group/team should behave in order to achieve a common goal or purpose

They are not **RULES**: (task specific)

- Must hold 4 pencils
- Can not use red bricks

They are not **VALUES**: (deeply held personal beliefs)

- Honesty
- Integrity
- Trust



Point 3: The benefits of having an RTS with Simple Guiding Principles

A) Speed:

Faster action when the unpredictable happens, opportunities, threats and the undefinable

B) Alignment:

It works for both bottom-up and top-down

C) Commitment:

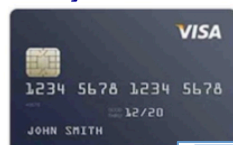
Buy-in on all levels of the organization

D) Execution:

Decision are made fast, aligned and with commitment at the right level = power-full execution

Point 4: Credibility story & “name throwing”

“A clear sense of direction and compelling principles about conduct in pursuit of it are far more effective than long-term plans and detailed objectives”



Point 5: How to develop the Simple Guiding Principles and find out if they work

Step 1:

Involve the entire group/team that will be implementing the strategy ie. using the Simple Guiding Principles

Step 2:

Create a complete understanding the organizations current purpose/mission, identity, aspirations/vision and its business environment

Step 3:

Play out imagined futures and explore possible decisions, actions and consequences

Step 4:

Learn from steps 1 – 3 and extract/develop you from SGP's from this and test them



A pencil cup is a cup that can hold pens and pencils

Following the instructions below build a PENCIL CUP		
Note: You can only use the pieces from the WINDOW EXPLORATION KIT		
TO MAKE THIS:	YOU NEED THESE:	AND YOU DO THIS:
The Base	1 of 4 x 6 stud Black Plate	Start with this
The first row of bricks...	2 of 1 x 4 Pink Bricks 2 of 2 x 6 stud Yellow Plates 1 of 1 x 4 Red Brick	Place 1 each along the short sides of the Black Plate Place the long sides together and wedge the yellow plates short ends vertically between row 1 and row 2 of studs on the black plate. Place the red brick opposite the yellow plates at the edge of the black plate
CHECKPOINT 1 There is now a clear space, 2 x 4 studs in the middle of the base.		
The two Columns	2 of 1 x 2 Lime Bricks 2 of 1 x 2 Grey Bricks 2 of 1 x 2 Green Bricks 2 of 1 x 2 Transparent Red Bricks	Stack the bricks on top of each other in this sequence : 1 x lime, 1 x grey, 1 x green, and 1 x transparent red topmost. Repeat. This will form 2 columns. Place each column on each side on top of the pink rick. The columns will be flush with the yellow plates.
The front Facade	2 of 1 x 4 Green Bricks 1 of 1 x 4 Red Brick 1 of 1 x 4 Light Grey Arch Brick	Stack the bricks on top of each other in this sequence : green, green, red and then the arch brick topmost. Place this stack on top of the red brick.
CHECKPOINT 2 Your model is now 5 bricks high above its base.		
Final Touch	1 of 2 x 4 orange plate	Place the orange plate lengthwise on the back of the 2 yellow plates fixing them firmly together one row of studs above the yellow plates.



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Instruction #1

Think outside the box

Instruction #2

Don't ignore usability

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

Purpose	Time	Instruction, framing, question
1. To give a very short introduction to LSP focusing on - what is the big purpose of LSP? - why is it so effective?	5 – 7 min.	Use the images of a leaning forward vs. leaning backward image Use the drawing of the triangle with the 5 + 10% consciousness
2. First hands-on experience. After having finished the tower build and sharing, use this to drive home the following 2 points: - Lsp is about benefitting from everyone's sees things differently - the process is Question, Build, Share, Learn. 100% participation 100% of the time	5 – 7 min.	Build a tower. Start with the black plate and use only yellow and green. Finish the flag. Next. Share a few words about your tower
3. Second hands-on experience. After this you might talk about how LSP is very safe, because the focus is on the model. You can also talk a little about the power of using metaphors and how LSP caters for all learning styles.	10 – 12 min	Build a model to tell the story about "what you love about working here" Alternative question: "What the company or department would be missing, if you were no longer here"
4. Third hands-on experience 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. After this hands-on exp. you might give a super short story about why it works such as "when you build in the world it helps you build in the mind"	15 – 20 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: "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 this question: "What are 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"
5. Solicit their comments and feedback		