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# Conversations in leadership through Lego®

Glasgow 2019

Professor John Boulton

Dr Sara Long

# Introductions

# Have you ever sat in a meeting where...

- Some people talk a lot
- Some daydream about more pressing matters
- Some have their noses in their mobile device
  
- Occasionally interaction occurs between the few
- 20% of the people account for 80% of the conversation
- No-one is really listening or seeking to understand other perspectives or views

**Draw me a  
shopping trolley**



@saral0ng

#legoforimprovement

@the\_rheum\_doc



@saral0ng

#legoforimprovement

@the\_rheum\_doc

# Ground Rules

- Everyone builds, everyone shares
- No modification without permission
- Whatever a builder says about their model is true
- Bricks can be anything that you say they are...
- ...until you decide it's something else!





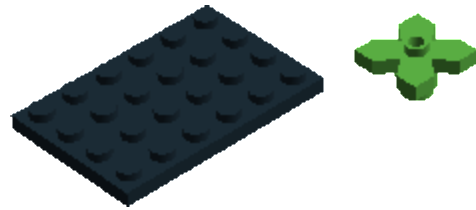
# Remember...

- Those on your table are all leaders
- Respect their position
- Respect their view



# First Task: Build a Tower

Must start with the black plate, have green leaves on top  
Must use yellow bricks and bricks of one other colour



You have 2 minutes to build!

# Sharing Time

Take it in turns to share your models with the table

Ask each other questions:

- Why did they make the choices they did?
- Did they break the rules? Why?
- Are there any parts you don't understand?

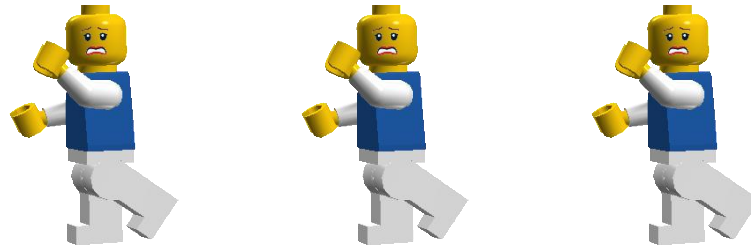




**Don't have a meeting with yourself.  
Think with your hands.**

Create a model to represent what  
**LEADERSHIP** means to you

You have **THREE MINUTES**



# Sharing Time



- Why did they make the choices they did?
- Are there any bricks you don't understand?

Go to [www.menti.com](http://www.menti.com) and use the code 36 10 03

Text in **THREE** words that describe your learning from your conversation

 Mentimeter



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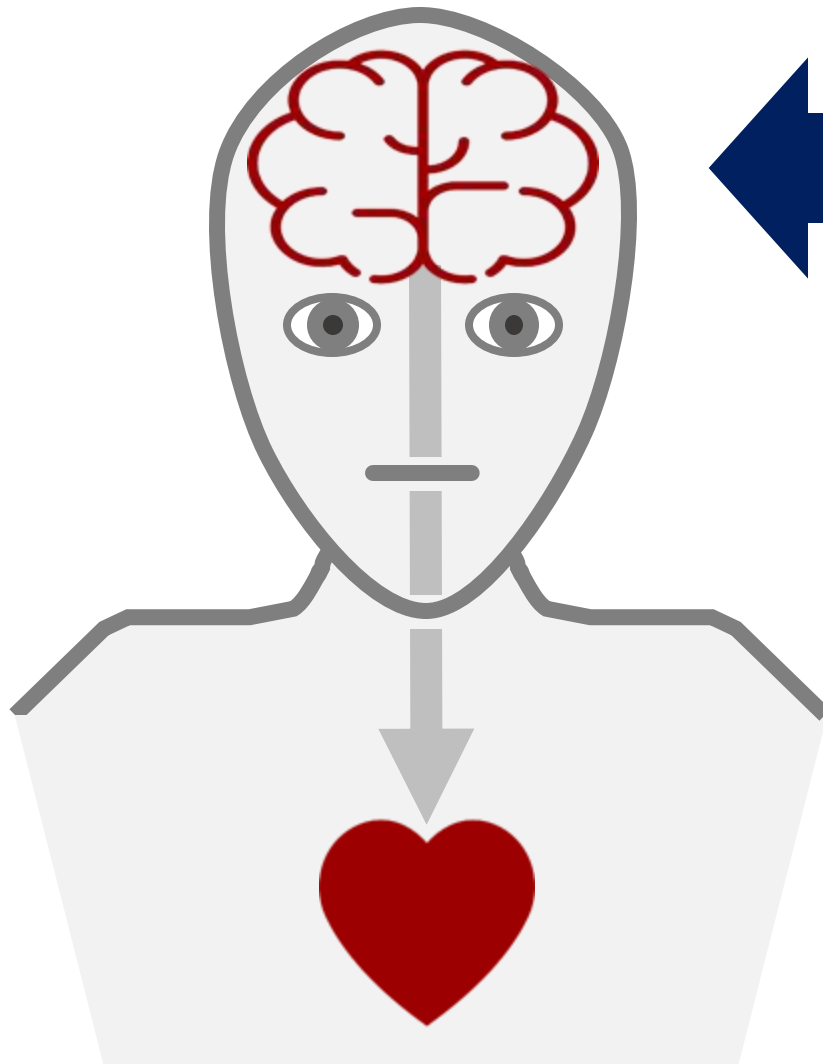
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# What is Serious Play®?

- Articulating your thoughts and feelings can be difficult.
  - Words are clunky.
- Having a room of people speaking about a topic and at the same time trying to create alignment and a shared understanding is difficult.
- Traditional creativity methods don't always engage with the room
- The fear of something “looking bad” is eliminated because everyone understands that nothing built with LEGO® is going to look like a true representation of something.

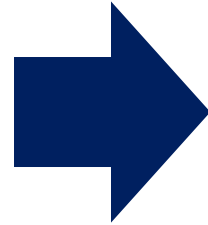




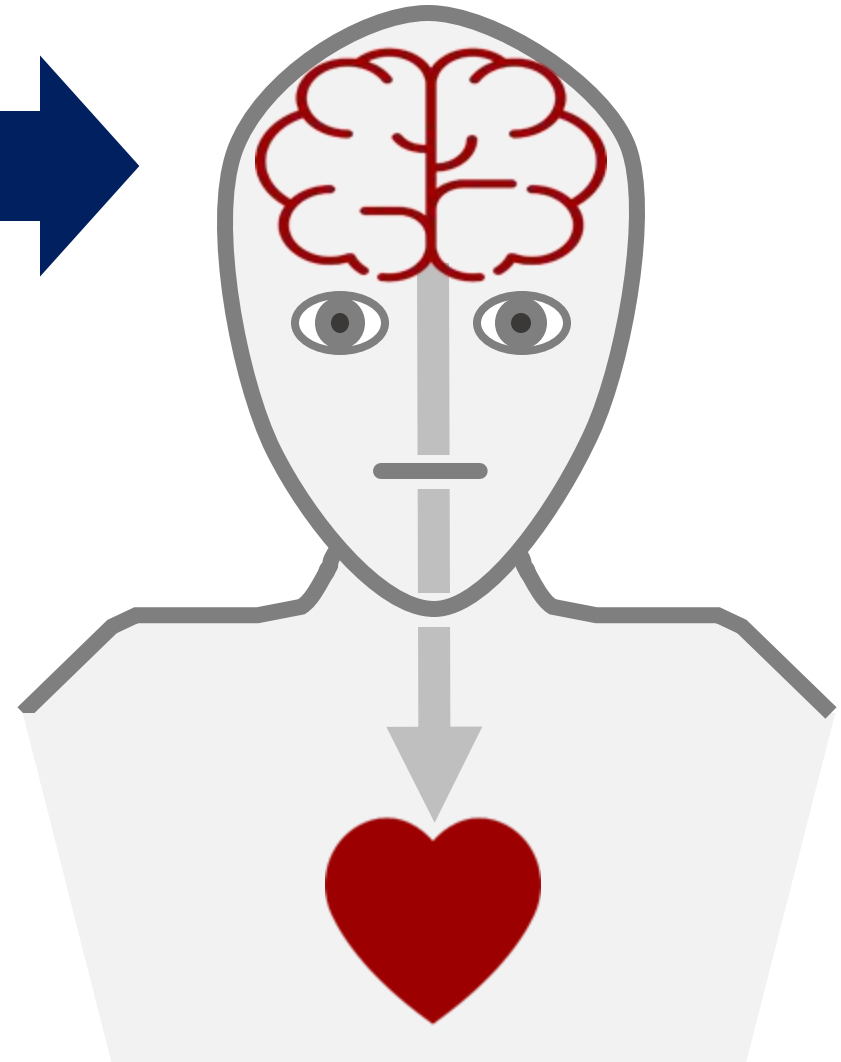
Language  
Numbers  
Analytical thinking

Left Brain thinking

Expression  
Emotional intelligence  
Imagination

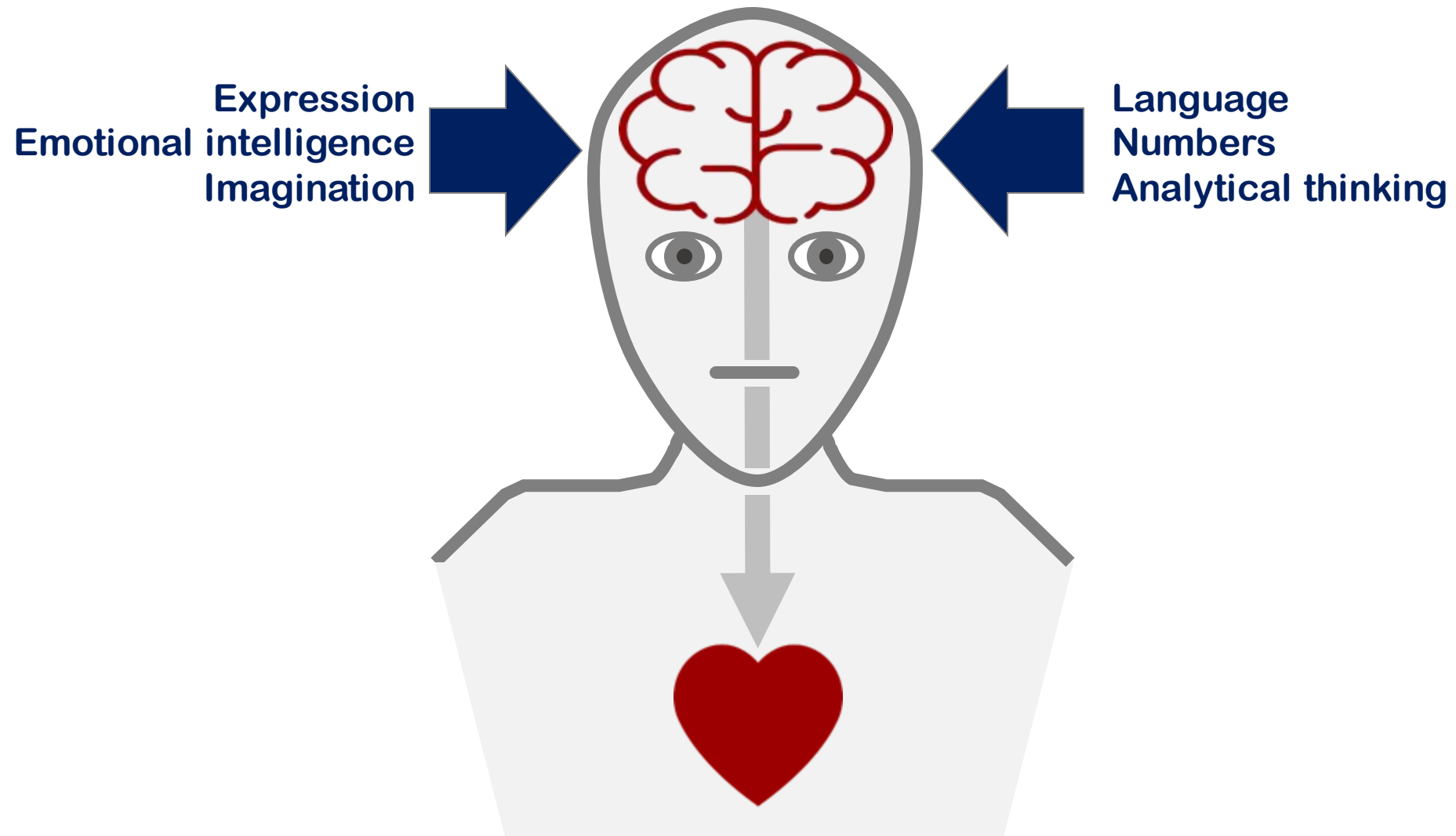


Right Brain thinking



**At some point in our lives we were told (or told ourselves) that we couldn't draw**



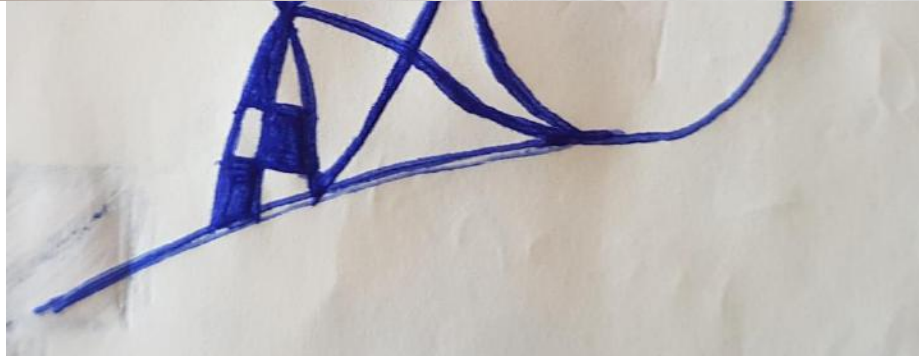
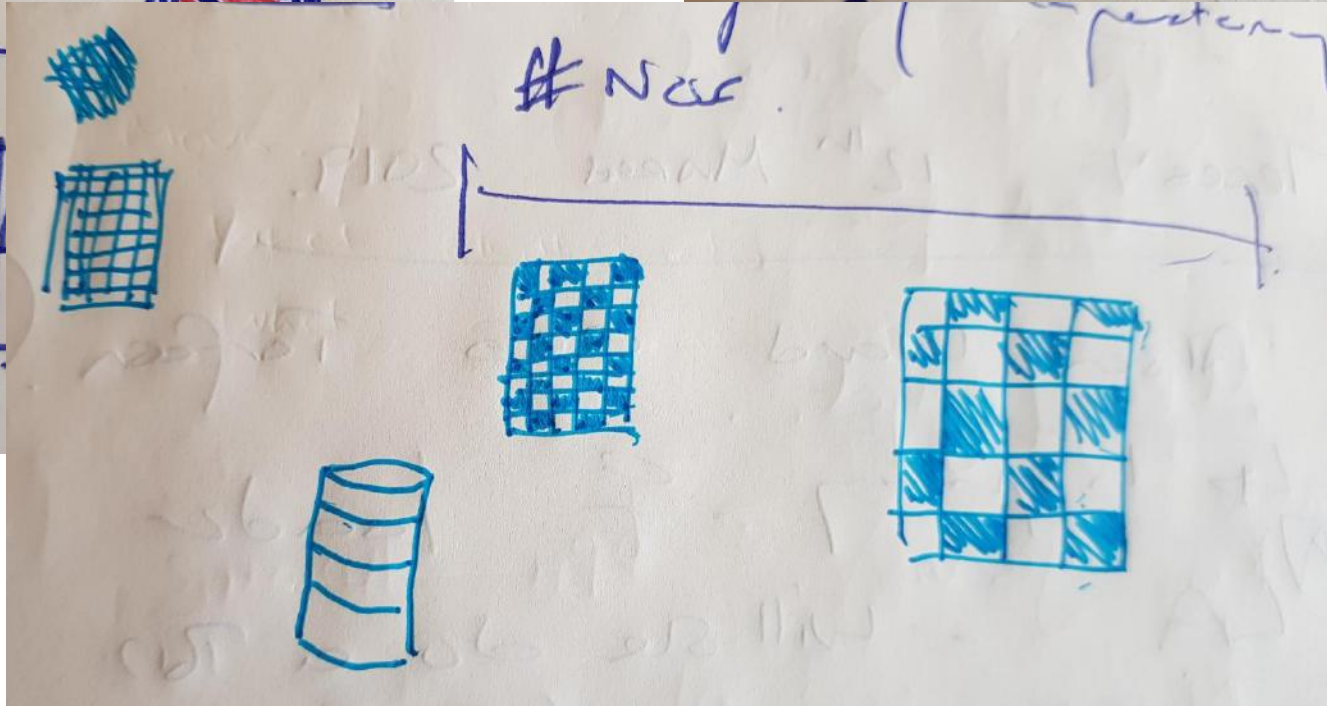
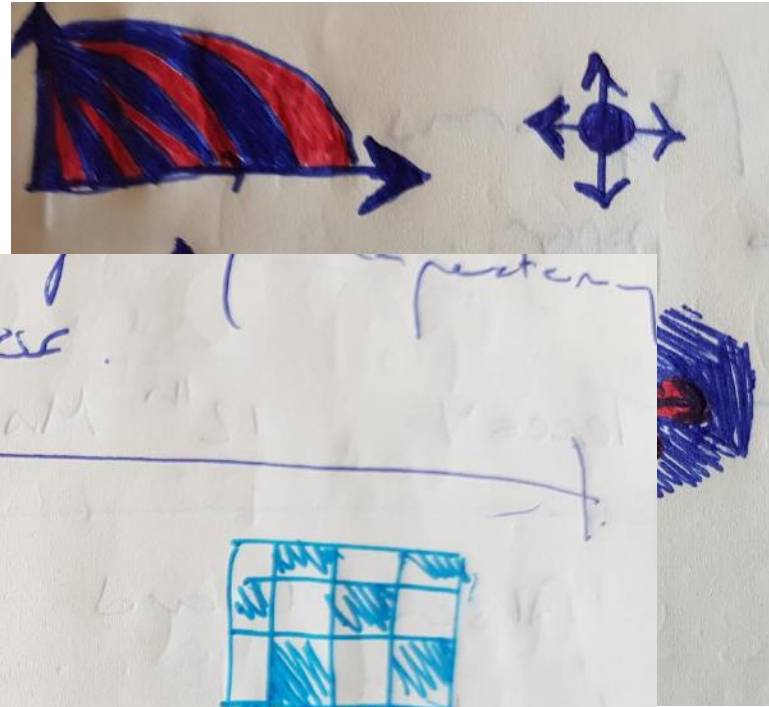
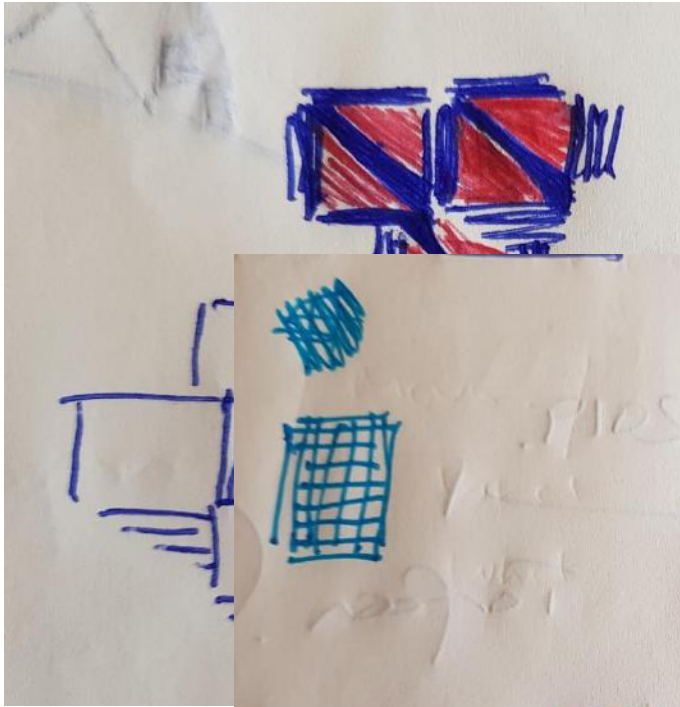




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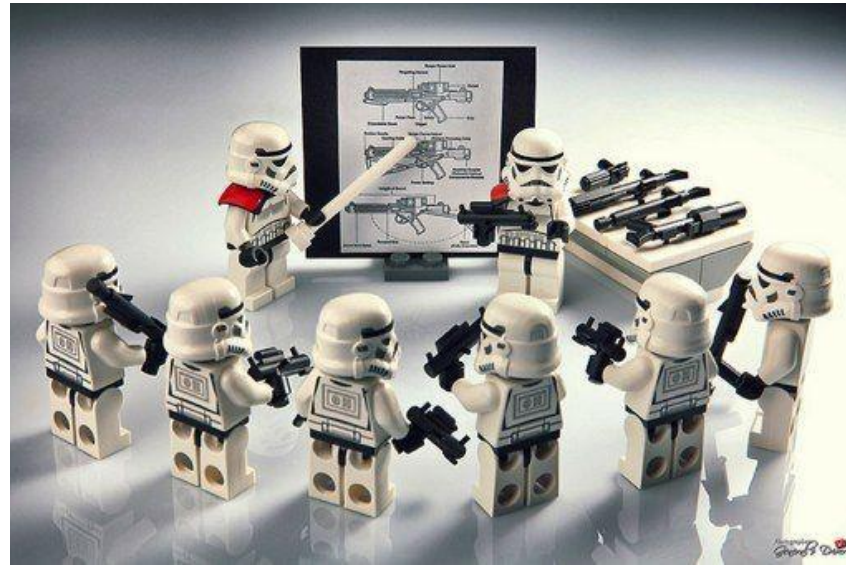
**Generating ideas requires group  
wide participation**

# Thinking styles...

Business Thinking	Creative Thinking	Design Thinking
Left brain	Right brain	Whole brain
Analytical	Creative	Analytical and creative
Well defined problems	Ill defined complex problems	Well defined and ill defined problems
Convergent	Divergent	Convergent and divergent
Analyse and decide solution	Ideate then decide	Prototype and test, then decide
The answer	One possible answer	Explores, tests and iterates
Judges	No judgement	Withholds judgement until tested



# Build a model of the components you think are required for effective QI leadership



You have 3 minutes to build.

# Sharing Time



**DO NOT BREAK THE MODEL DOWN**

Go to [www.menti.com](https://www.menti.com) and use the code 36 10 03

**Text in THREE words that describe  
your learning from your conversation**

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# Ground Rules

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# Working Together

Combine your components into a  
leadership system.  
How do they interact?



You have 5 minutes



# Sharing Time



Go to [www.menti.com](http://www.menti.com) and use the code 36 10 03

# What are the challenges we face to building such a leadership system

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# Finally...

Take a small red brick.

Place it on the model part you think is  
**THE** most important from today's  
discussion.

Share why you chose this part.





# Sharing Time



If nothing else, playing  
with LEGO® is fun!

And we could all use a bit  
of play in our workplace.



Go to [www.menti.com](https://www.menti.com) and use the code **36 10 03**

# Feel free to comment on this afternoon's session

 Mentimeter



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he\_rheum\_doc

@saral0ng



 @ABCiAb  
 sara.long@wales.nhs.uk



 @1000LivesWales  
 john.boulton2@wales.nhs.uk