

# **Leadership Educator in Residence (LEIR)**

## **Tulane University, April 2025**

### **Workshops facilitated by Miriam O Donoghue**

#### **Unlocking Leadership Potential Through Play: The Power of LEGO® Serious Play®**

Welcome to our series of workshops, part of the Leadership Educator in Residence program (LEIR), where we explore leadership through LEGO® Serious Play® (LSP). With over 40 years of experience in the education sector and as a certified LSP trainer and facilitator, I bring a hands-on, creative approach designed to spark new insights, foster meaningful dialogue, and ignite innovative problem-solving. In leadership, we navigate complexity and inspire others, but how often do we pause to play and unlock our creativity?

#### **The Power of LEGO® Serious Play® (LSP)® for Leaders**

LSP is more than a tool! Through the power of metaphors and storytelling it's a shared language, and a methodology that helps participants to externalize their thoughts, visualize challenges, and discover solutions from fresh perspectives. The hands-on, three-dimensional process encourages deeper reflection, inclusive conversations, and collective understanding—surfacing insights that traditional discussions often miss.

#### **Why Playfulness, Curiosity, and Creative Thinking Matter for Leaders**

- **Playfulness Fuels Innovation:** Play disrupts rigid patterns, opens the mind to new possibilities, and reduces the fear of failure, encouraging experimentation and creative breakthroughs.
- **Curiosity Drives Growth:** Great leaders ask questions and explore different perspectives. Curiosity fosters discovery, deeper understanding, and a culture where innovation thrives.
- **Creative Thinking Inspires Solutions:** Today's complex challenges require creative, out-of-the-box thinking. LSP engages both hands and minds, enabling leaders to generate diverse solutions and make unexpected connections.

#### **Why Adults Need to Be More Playful**

In high-pressure, outcome-focused environments, adults often lose their sense of play. Yet, play is essential for problem-solving, reducing stress, and fostering innovation. It cultivates adaptability, resilience, and deeper human connections, qualities vital for impactful leadership.

#### **Join Us to Lead Differently**

As part of the Leadership Educator in Residence program, these workshops will empower you to lead with curiosity, courage, and creativity. Whether you are a seasoned leader or an emerging leader, you'll leave inspired to think differently, collaborate more effectively, and apply playful, creative approaches to everyday challenges.

#### **Come and Join Us!**

Explore one or more of our leadership-themed workshops, each offering a unique perspective on leadership, all through the power of LEGO® bricks. Experience how different aspects of leadership, can come to life in the most unexpected and meaningful way!

## Finding Your Treasure – Uncovering Strengths Through LEGO® Serious Play®

Discover the hidden treasures within you! In this workshop, participants will use LEGO® Serious Play® to explore their personal strengths, talents, and valuable gifts. With a mystery treasure chest of LEGO® pieces, you'll explore your hidden potential, gaining new insights into what makes you valuable as a leader, teammate, or individual.

Through guided reflection and playful exploration, you'll leave with a deeper understanding of your personal "treasure chest" and a powerful question to carry forward: *What will I do with my personal treasure?*

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## The Leadership Elephant: Building Collective Leadership using Lego® Serious Play®

When we think of leadership, we often picture a single figure leading the way. But true leadership is rarely a solo act; it's a shared effort, where different strengths come together to create something greater than the sum of its parts. Just like an elephant, strong and steady, leadership thrives on collective support and shared responsibility.

This will be an interactive LEGO® Serious Play® workshop where participants collaboratively build a "Leadership Elephant"; each contributing a section that symbolizes their role in shaping and supporting a unified leadership structure. Through creative model-building and guided discussion, this session will explore the power of collective leadership, encouraging participants to step up, support one another, and move forward together with purpose.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## The Power of Focused Conversations in Leadership: A Framework for Building Structure and Clarity

Great leaders don't just speak, they listen, reflect, and guide conversations that create clarity and drive action. But how can leaders move discussions beyond surface-level dialogue to unlock deeper insights and meaningful outcomes? The Power of Focused Conversations in Leadership is an interactive LEGO® Serious Play® workshop that applies the Focused Conversation Method (ORID) to leadership discussions. Through hands-on model-building and guided reflection, participants explore how structured dialogue can bring clarity, align perspectives, and lead to actionable decisions. By engaging with leadership concepts in a tangible, creative way, this session provides a powerful framework for fostering meaningful conversations that shape stronger, more effective leadership.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



# Crossing the Bridge: Your Journey with LEGO® SERIOUS PLAY®

In every journey—whether personal, professional, or leadership-related—there are challenges to overcome, gaps to bridge, and milestones to celebrate. In this interactive workshop, you'll use the LEGO® SERIOUS PLAY® method to build a bridge that represents your current journey, exploring where you started, where you are now, and where you want to go.

Through hands-on building and guided reflection, you'll uncover insights about the obstacles you face, the supports that keep you going, and the next steps needed to move forward. Whether you're a leader navigating change, a professional striving for growth, or someone at a career crossroads, this session will help you see your path more clearly.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## Climbing the Stairs to Insight using Lego® Serious Play®

When we picture progress, success, or overcoming obstacles, a staircase often comes to mind. But not all staircases are straightforward. Some turn corners, some have handrails, and others feel unstable. In LEGO® Serious Play® building a staircase is more than just stacking bricks; it's about exploring the unique paths we take in life, work, and learning.

Climbing the Stairs to Insight using LEGO® Serious Play® invites participants to explore personal and professional growth. Through creative LEGO® model-building and guided reflection, participants can delve into themes such as leadership and navigating change. By constructing and sharing unique models, participants will gain fresh perspectives and actionable insights to enhance their journey in a supportive space where they can reflect and grow.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## Leadership in Bloom: A LEGO® Serious Play® Reflection with Rose, Thorn, Bud

Great leadership requires reflection, adaptation, and growth. In this hands-on, interactive workshop, we'll use LEGO® Serious Play® alongside Rose, Thorn, Bud, a powerful retrospective tool to explore your leadership journey.

This session offers a unique way to look back in order to move forward, using structured reflection and creative problem-solving to uncover key insights about your leadership approach. Through guided LEGO® building and storytelling, you'll gain fresh perspectives, deeper self-awareness, and actionable takeaways to enhance your leadership practice.

Whether you're an experienced leader or stepping into leadership for the first time, this workshop will help you reflect, adapt, and grow.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## Leading with Focus: Mastering Covey's Circles Through LEGO® Serious Play®

Participants will use Stephen Covey's Circles of Control, Influence, and Concern, brought to life through LEGO® Serious Play®, to explore where to direct their energy for the greatest impact. Through hands-on builds and guided reflections, participants will uncover insights about their challenges, identify what is within their power to change, and develop strategies to let go of distractions. This session will empower leaders to sharpen their focus, prioritise effectively, and lead with clarity. Participants will leave with practical tools to apply Covey's framework to real-world challenges, helping them make better decisions, reduce overwhelm, and focus on what truly matters. Whether facing complex problems or navigating change, this session offers a creative and powerful approach to problem-solving and leadership growth.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## The Three Little Pigs of Leadership: Building Stronger Leadership with LEGO® Serious Play"®

What makes a strong and resilient leader? In this hands-on and interactive workshop, we'll take a fresh, creative approach to leadership reflection using LEGO Serious Play (LSP) and a well-known story as inspiration.

Through structured activities, leaders, managers, and aspiring changemakers will explore where their leadership is strongest, where it's growing, and where it might need reinforcement.

The workshop will facilitate meaningful discussions, and new insights so that participants leave with practical actions to strengthen their leadership approach.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



## Building Team Values with Six Bricks

Values are the foundation of strong teams, shaping decisions, guiding actions, and fostering trust. But in diverse groups, aligning on core values can be complex. How do we make values tangible, visible, and engaging?

Building Team Values with Six Bricks is an interactive workshop where participants use the Six Bricks approach to explore, prioritize, and connect with key values. Through hands-on building and guided reflection, participants will gain fresh insights into value alignment, fostering deeper collaboration and shared understanding. By engaging in creative, practical exercises, participants will walk away with strategies to bring values to life in any group setting.

**Duration:** 90 minutes

**Maximum Number of Participants:** 30



# Exploring Leadership Through Space using LEGO® Serious Play®

Leadership isn't just about what we build—it's also about the space we create for ourselves and others. The balance between structure and flexibility, control and collaboration, can shape the way we lead. But how often do we pause to explore this intentionally?

Exploring Leadership Through Space, is a hands-on LEGO® Serious Play® workshop that invites participants to reflect on their leadership style through mindful building. As you construct models, you'll pay attention to the spaces you create—both physically in your build and metaphorically in your leadership. Through guided reflection and meaningful discussion, this session offers a chance to slow down, explore new perspectives, and walk away with actionable insights to enhance your leadership practice.

**Duration:** 90 minutes

**Maximum number of participants:** 30



# Build, Reflect, Journal: A Self-Reflection Journey with LEGO® Serious Play®

Leadership growth begins with self-reflection, but finding the right tools to explore challenges, strengths, and aspirations can be difficult. How can we make reflection more engaging, insightful, and actionable?

Build, Reflect, Journal: A Self-Reflection Journey with LEGO® Serious Play®, is a hands-on workshop that blends LEGO® Serious Play® with the power of journaling. Through building, you'll externalize thoughts, visualize leadership challenges, and uncover new perspectives. Journaling deepens this process, offering a structured space to analyze insights, align them with your leadership values, and develop actionable strategies. Together, these creative tools provide a unique framework for meaningful self-discovery, empowering you to navigate your leadership journey with greater clarity, purpose, and confidence.

**Duration:** 120 minutes (2 hours)

**Maximum Number of Participants:** 30

