

## Meet Carlo Spellucci, Italy, and his work with

- the Roadmap Landscape

- how to measure the quality and success of his workshops



Carlo is a 15y professional specialized in Corporate Innovation, Process Excellence, Lean and Business Acceleration. During weekdays he travels to run trainings and workshops at pharma company where he works as Customer Facing Innovation for Europe and Canada. At weekends you might spot him mingling with millennials in hackathons and start-up competitions trying to stay current with latest trends, or coaching at his family professional training institute in Rome.

Trained by Robert in Sep 2015, he quickly realized that the LSP facilitator's art and craft rely on - funny enough - a very solid hands-on experience. The more you practice, the more you discover the inner depths of LSP, the more you really understand its power, the

more you will add value as facilitator.

And a large multinational corporation (approx 40k employees ) offers more than enough room for practice. But make no mistake, introducing LSP at your workplace offers quite some challenges. You risk over-exposing people to the bricks before they really understand the value of LSP, thus undermining their interest in using it on serious challenges. You risk commoditizing LSP if you do not factor the long-term cultural transformation in the way you pick your workshops. You risk your own equity as an employee, so you really want to improve and get good at it fast.

To win this challenge, Carlo moved with a PULL approach, carefully waiting for word of mouth to spread around the organization without actively pushing for adoption, almost being shy to talk about the bricks. Among many tricks and strategies he adopted in his first 12 months as facilitator, in this paper, Carlo will tell us more about two of them: - **the FAMILIARITY principle, when you try to mix LSP with frameworks that are familiar to the players.**

**-the FEEDBACK loop approach, when you measure workshop's quality in a systematic way, to analyze your performance as facilitator, no matter the number of players, the length of the workshop, the topic.**