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Help for the Lonely Guy

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Over fifteen years ago, all of us working on the original launch of LEGO SERIOUS PLAY wanted to help the "lonely guy" in the workplace. By "lonely guy" we were thinking about all the employees who see corporate plans as someone else's plan, who see corporate goals as someone else's ideas, who sit at tables in boardrooms, conference rooms or lunch rooms and listen to others doing all the talking.



Last month I was in Latin America to promote the release of our book, *Building a Better Business Using the LEGO SERIOUS PLAY Method*, in Spanish and Portuguese. I used the lonely guy story and could tell it still resonates. Today there are even more factors contributing to worker isolation such as increases in distributed teams, people working from remote locations such as their cars, client's office or home, and the overwhelming pressures of "not-enough-time" created by staff cut-backs, and juggling work, family and community commitments.

Lonely, Another Word for Not Being Able to Contribute



The current HR buzz-word for the lonely guy is "disengaged employee". Best-selling business researcher and author [Kevin Kruse](#) defines employee engagement as "the emotional commitment an employee has to the organization and its goals, resulting in the use of discretionary effort". Numerous studies from around the world, in a variety of market sectors, continue to reinforce the tangible value of engagement in terms of increases in sales and profit, improvements in product quality, and reductions in absenteeism and employee turnover.

Creating MORE Insights, Confidence and Commitment

When we hear about the naturally-occurring phenomena of 20 percent (or fewer) meeting attendees doing 80 percent of all the



It's heartwarming to be in the room when people are working with LSP. There is a productive energetic feel, some laughter, smiles and eye contact, and a room full of optimistic people eager to learn more about each other while moving forward to advance a shared direction. Anyone who feels it is hungry for more.

talking, most nod with shared understanding. Most of us - the BIG 80 percent - too often experience sitting in meetings that are far too long (or longer than they need to be) that provide little more than a platform for people with egos as big as the room to posture, speculate, hypothesize and direct.

With the knowledge, understanding and resources now available, we can end outdated practices. Let's pledge to end meetings that waste time, talent and enthusiasm. With training and understanding of the LEGO SERIOUS PLAY process and etiquette and the power of the brick and our shared enthusiasm, we can create a better future for everyone around us.

Wishing you a joyful holiday season and a year full of helping make work better for all the lonely guys.



Sincerely,

R. Rasmussen

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

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.

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