



Remote meetings 2.0

Necessity can be the mother of invention and give us the chance to rethink and reimagine, how we do things. One result of COVID is the temporary collapse of in-person gathering. We have become buried in remote meetings. It appears that most people have simply moved their meetings to a remote format without thinking at all about how to do them differently. Maybe it is a testament to how little thought we generally give to making the most of the people in meetings, while at the same time bemoaning how disengaged people can be.

LEGO SERIOUS PLAY is more than the bricks

There are some limited cases in which the LEGO SERIOUS PLAY method can be used successfully online, but the power of the method is working with people in the same room to develop team insights, ideas and relationships.

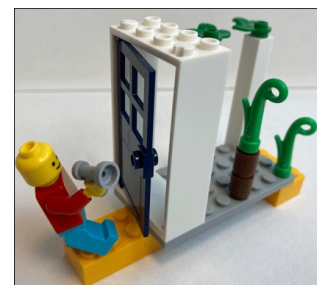
Rather than focusing on remote LEGO SERIOUS PLAY (LSP) interventions, [Richard Gold](#), an experienced LSP facilitator, set out to explore how he could extract some of the method's underpinning principles and then reimagine them for remote meetings and workshops – using the best tools for the job. Could such *Playful Principles* help people think about how to design and deliver meetings in a physically distanced world that are:

- playful, productive and inventive
- an antidote to meeting fatigue, and
- be meeting design and facilitation skills for the 'new normal' whether remote or not

Playful Principles - without the bricks

Richard argues that the [dozen or so principles](#) which he has listed as underpinning principles of LEGO SERIOUS PLAY can – and should – be applied in all meetings where collaboration is desired because, although the context is different, the underlying cognitive, neuro-scientific and social drivers are the same.

The Playful Principles will be familiar to anyone who has experienced LEGO SERIOUS PLAY – such as 100/100 participation; always having time to think before talking; everyone getting roughly equal 'airtime'; all dialogue being about the ideas (as expressed in the models); thinking with your hands; and listening with your eyes.



From 20/80 meetings to 100/100 meetings

For example, to bring the [100/100 principle](#) to life, Richard points out that well facilitated LSP workshops have a rhythm of engagement – thinking, responding, listening, exploring. So, he recommends planning for – and creating the expectation of – some kind of engagement for everyone every few minutes (indeed Zoom research suggests you need to get participants to do something every 8 minutes or so, or they'll drift off). He argues that everyone should be thinking, responding or listening the whole way through – with longer items structured into a series of tasks and questions.

Sincerely,

R. Rasmussen