



## **LEGO YOUR IDENTITY: BUILD, BREAK, GROW**

**Personal Development Certificate: Building Your Identity with LEGO**

**Course Code: M029/25**

**Duration:** 2 Days

**Delivery Format:** Hybrid

**Target Audience:**

- Teams within Standard Chartered, across various departments

**Program Outcomes:**

Upon completion of this program, participants will be able to:

- Enhance self-discovery and identity awareness.
- Develop problem-solving and strategic thinking skills.
- Strengthen teamwork and collaboration.
- Create actionable growth strategies.

### **Detailed Syllabus**

#### **Module 1: Aspired Identity**

**Outcome:** Participants will be able to visualize and articulate their desired future self and professional aspirations through a tangible lego model.

**Topics:**

- Skills-based exercises using lego bricks to express identity.
- Constructing models illustrating the vision of who they want to become.

**Activities:**

- Individual lego build representing their future aspirations, roles, and values.
- Guided reflection questions to prompt thinking about their ideal self.

**Assessments:**

- Observation of the creativity and thoughtfulness in their lego model.
- Brief verbal explanation of their aspired identity as represented by their model.

## **Module 2: Core Identity**

**Outcome:** Participants will gain a deeper awareness of their fundamental values, strengths, and characteristics that form their core identity, expressed through a lego model.

**Topics:**

- Exploring their core identity – who they are at their essence.
- Leveraging lego bricks to represent core identity.
- Consolidating insights into a shared visual representation.

**Activities:**

- Individual lego build focusing on representing their core values and strengths.
- Reflection exercise on significant life experiences that shaped their core identity.

**Assessments:**

- Observation of the connection between their lego model and their described core identity.
- Brief sharing of the key elements of their core identity as depicted in their model.

## **Module 3: Identifying Barriers & Building Connections**

**Outcome:** Participants will be able to identify and represent the obstacles (both internal and external) that impede their progress toward their aspired identity and begin to consider strategies for overcoming them.

**Topics:**

- Becoming aware of challenges hindering their aspired identity.
- Constructing models representing these obstacles.
- Exploring ways to overcome barriers.

**Activities:**

- Individual lego build representing the barriers they perceive.
- Group brainstorming of common challenges in achieving personal and professional goals.

**Assessments:**

- Clarity and representation of barriers in their lego model.
- Brief verbal explanation of the barriers and initial ideas for solutions.

**Module 4: Open Space & Action Planning**

**Outcome:** Participants will collaboratively generate potential solutions and begin to develop concrete, visual action plans using lego bricks to move towards their aspired identity.

**Topics:**

- Open-space format discussion on "what needs to be done?" to bridge the gap to their aspired identity.
- Exploring solutions and strategies.
- Designing models to map out key actions.

**Activities:**

- Participant-driven open space sessions focusing on specific challenges and potential solutions identified in the previous module.
- Individual lego build representing their initial action steps and strategies.

**Assessments:**

- Participation and contribution to the open space discussions.
- Representation of actionable steps in their lego model.

**Module 5: Master Debrief & Retrospective**

**Outcome:** Participants will be able to articulate their key learnings from the workshop, identify concrete steps for implementing these insights, and develop a personal strategy for continued growth and development.

**Topics:**

- Synthesizing key learnings.
- Discussing how to implement insights into personal and professional lives.

- Connecting the dots and identifying key takeaways.
- Strategizing for ongoing growth and future development.

**Activities:**

- Facilitated group debriefing session to share key insights and "aha" moments.
- Individual reflection and journaling on their learning journey.

**Assessments:**

- Active participation in the master debrief session.
- Brief written reflection summarizing their key takeaways and planned actions.