



AHC Learning Ltd.

CASE STUDY: LEGO®
SERIOUS PLAY®

Bringing
High
Performing
Team Habits
to Life



Summary

A one-day workshop designed to help embed FidesOak®'s 'High Performing Team Habits' - a practical framework defining the everyday behaviours that support team cohesion, leadership, psychological safety, and more. This wasn't just an introduction to a new model - it was a dynamic, hands-on session to explore what high performance looks and feels like in action.

Alison says :

*"Introducing a new framework is one thing but embedding it is another. I designed this session to help the team move beyond knowing **what** the High Performing Team Habits are, and begin to explore **how** they show up day to day. We used metaphor and playful challenge to bring the habits to life, challenge assumptions, and reflect on the part each person plays in shaping team performance."*

About The Client:

FidesOak® is a culture transformation consultancy, specialising in supporting organisations create High Performing Teams and Cultures that drive sustainable and measurable success, based in the UK. They support individuals, teams, and organisations to create high-performing, purpose-driven cultures. This session brought together their internal team...the very people who design and deliver transformation programmes for clients.

What We Did

The LEGO® SERIOUS PLAY® session was structured around FidesOak®'s High Performing Team Habits framework. These habits define the elements that drive team effectiveness: cohesion, communication, leadership, vision-sharing, and psychological safety.

We began by building LEGO® minifigures to represent how each person was showing up that day - encouraging presence and personal reflection. From there, the team explored the five core elements through a series of metaphor-rich builds and structured reflections:

- Unusual animals: Challenge assumptions and reflect on hidden strengths.
- Structure builds: Explore shared vision and alignment.
- Scene creation: Surface behaviours that support or hinder team cohesion.
- Blind individual builds within a group task: Highlight how information is shared, and withheld.
- Bridge building: Explore leadership and accountability.

Throughout the session, the group connected each activity back to the relevant "I will..." and "I will not..." habits from the HPT® framework, bringing theory into tactile, experiential learning.



Challenges

Having a remote participant in a highly tactile and visual session may have posed a challenge and with thoughtful facilitation and the group's openness ensured they remained included and engaged.

"A truly engaging and fun way to reflect on how we work together and individually."

Assessment and Measurement Specialist

Feedback and Results

Here's what the participants had to say:

"A great learning experience." Finance Director

"Engaging, interactive and insightful." Programme Manager

"A creative, hands-on workshop that fosters team collaboration and reflection." Operations Manager

"Be open and willing to take part and you will get the best out of it." Coach Support

"I loved the day. At first I was apprehensive however I quickly started creating with the Lego pieces and during the exercises that Alison facilitated it was amazing to see the real life applications of playing with Lego." Programme Manager

"Insightful, engaging, and transformative team-building experience." Marketing Strategy Consultant

If you want to find out more please click the links below to listen to Alison discussing this workshop on the Every Day People Extraordinary Performance Podcast.

[Watch on YouTube](#)

[Listen on Spotify](#)

Does your organisation want to bring values to life through powerful, creative facilitation?

Since 2001, AHC Learning Ltd. have excelled in delivering personal and professional learning and development workshops. We aim to make a real difference while forming true and lasting partnerships with our clients, enabling us to deliver the right solution at the right time.

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