

13 April 2026

REFERENCE LETTER

It is our pleasure to recommend Kaleidoscopes (represented by Marcin Badura) for their exceptional delivery of a Strategic Development Workshop conducted for JCI Latvia.

As an organization focused on leadership development and positive change, we were looking for a methodology that could effectively align our diverse group of local leaders and help us visualize our long-term goals. The workshop based on the LEGO® Serious Play® methodology proved to be the perfect choice.

Why we recommend Kaleidoscopes:

- Strategic Depth: Marcin demonstrated a deep understanding of organizational dynamics. He moved us beyond simple discussion into a 3D modeling process that revealed hidden challenges and untapped opportunities within our strategy.
- Total Engagement: The "hand-core" nature of the LSP method ensured 100% participation. Even the most complex strategic dilemmas were simplified and solved through metaphorical building.
- Professional Facilitation: The trainer managed the group dynamics with precision, ensuring a safe space for honest feedback while maintaining a high pace and focus on the final results.
- Actionable Outcomes: We left the workshop not just with ideas, but with a shared vision and a clear understanding of the values that will drive JCI Latvia forward in the coming years.

The professionalism, energy, and methodological expertise of the Kaleidoscopes team make them an invaluable partner for any organization looking to break through communication barriers and build a solid foundation for the future. We highly recommend their services to any company or NGO that values innovation in the development process.

"The workshop allowed us to see our organization's future from a completely new perspective. It wasn't just a meeting; it was a transformative experience that turned abstract concepts into a concrete roadmap."

Sincerely,
Evija Baravika
JCI Latvia
National President 2023
Senator #82020