

# LEGO Career Tuesday October 26, 2021



- Presenters : **Lisa Pickering** (Sr. Director, Business Intelligence),  
**Lissa Alberto-Calma** (Manager Talent Operations, a UCONN Alum)
- **Mission:** *to inspire and develop the builders of tomorrow*
- Family-owned **Danish company** (headquartered in Denmark)
  - **American hub in Enfield, Connecticut**, also in the **UK, Singapore, Shanghai**
- 37 sales offices worldwide, 737 LEGO branded stores (110 in Americas)
- 17 min Movie on YouTube that narrates the story of start of company in 1932
- #1 toy company in the world, #1 reputable brand
- Products sold in 130+ countries, 20,000+ colleagues and still hiring
- Collaborative working culture : open seating format at the office
- What they look for in candidates
  - The Leadership Playground: **being brave, being curious, being focused**
  - **"Everyone can be a leader"**
- Opportunities in **eCommerce, field sales, business intelligence, digital and brand marketing, digital merchandising, consumer services, data analytics, supply chain, LEGO retail stores** (most roles in Enfield, keep checking the website regularly)
- <https://www.lego.com/en-us/careers>
- Connect with Lego on social media
- Analytics is quite prevalent in all the work departments for decision-making.
- Depending upon the role you are entering, you are usually provided with a one-month action plan to accommodate better and also are trained properly.
- Resources for new hires such as LinkedIn learning, webinars, training
- Hiring Manager also provides a Brick mate: someone who takes care of the new hire during first weeks and throughout position, serves as mentor
- Also, employee advocacy groups are there
- Skills they look for while hiring: Depends on the role.
  - Example: for Business intelligence role: academics, work experience around data analytics to understand data end-to-end and how to influence business decisions
  - Also, Being Brave & Curious is most important. To ask WHY?
  - Behavior, tackling situation and people.
- Innovation, Creativity will also make a difference
- Summer internship: no formal internship program yet, internships are more in marketing area.



Also look for student workers of all areas/years available throughout the year (10-15 hours per week in office and remote)

- Interview Process:
  1. First round : Interact with Recruiter : Telephonic, more behavioral
  2. Second round: video interview with hiring manager or panel within the team (more technical, based on skillset, defining expectations)
  3. Final round of interview: A task or case study depending on the role
- Robust process to make it win-win
- How innovative you are and how you communicate to the team. (There is no correct answer. Approach is important). Sometimes, in in-person interviews, they give you LEGO blocks box and say what skill you can add in the team with this.
- Culture: Familial, Family owned company, so care about employee and work together, collaborative. Every input from anyone at the company can represent the company. You have people having your back always and you can develop your growth
- 6 Core Values: creativity, imagination, caring, **FUN**, learning, quality Only company which encourages FUN to make you refresh always.
- Favorite part about working at LEGO, WHY LEGO??? : Opportunity to grow always, do different things, be challenged. You can also switch your area of work if you want. A Global company, so work with people from all over the world.