

SCIENTIFIC THINKING – GET OR KEEP GOING NOW

In times of uncertainty you can't pause. You still need to work on obstacles stopping you reaching your Target Condition, right NOW.

We know Toyota Kata patterns are a sound way to develop scientific thinking skills necessary for effective and efficient adaptation. And we need that now ... we should be striving for our goals. Through this live online 'Kata Practise' program you will develop your skills; face to face with us, you will participate.

It's been written about the TWI Institute that our value comes largely from making manuals and materials come alive in the hands, the minds and the places of our learners. Our challenge in developing this program was to maintain that along with 'live' telling, showing and illustrating. We have maintained both; people are telling us that..

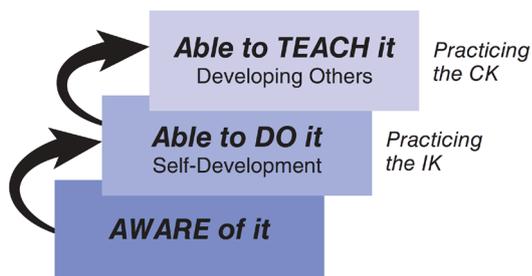


Figure 2.12, page 43 of the Toyota Kata Practice Guide (McGraw Hill 2018)

Our emphasis is on the (above) 2nd level DO and 3rd level TEACH through active participation in applying the Improvement Kata, follow up program of practise through coaching and mentoring, then Coaching Kata practise. You surely will get started and improve your scientific thinking and coaching skills in your workplace. If you use this as a refresher, you will hone your skills.

There are five stages in our program.

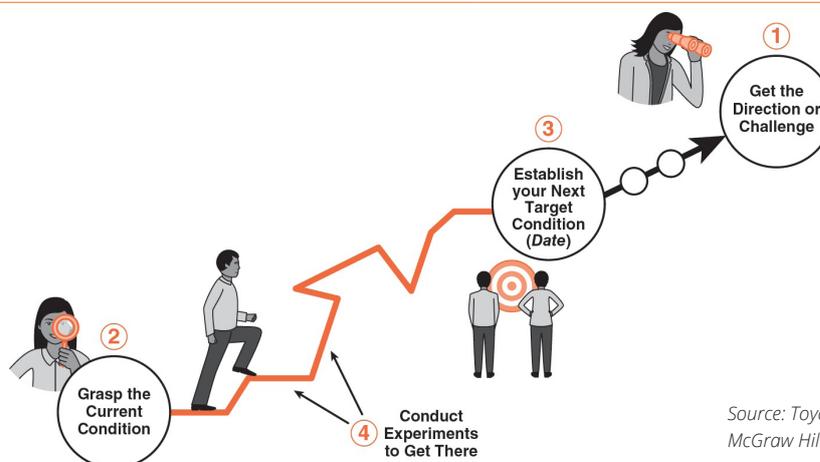
- ▶ Stage 1 – Knowledge focus, some live online, some pre-recorded.
- ▶ Stage 2 – Improvement Kata focus, 'learn by participating', live and interactive, online, all together.
- ▶ Stage 3 – 'Learn by doing', live online mentoring of Improvement Kata Practise.
- ▶ Stage 4 – Coaching Kata focus, 'learn by participating', live and interactive, online, all together.
- ▶ Stage 5 – 'Learn by doing', live online mentoring of Coaching Kata Practise.

Stage 2 is innovative. In two x two hour sessions participants will view a live simulated process, and then apply the four steps of the Improvement Kata to that process. Where participants are located won't matter, we will expect contribution regardless!

(We don't recommend it but you can opt out of Stage 4 and 5 and just focus on development of scientific thinking. Or opt out to start with and then opt in when you're ready.)

Purpose and emphasis of each session

STAGE	OBJECTIVES	EMPHASIS
Stage 1	Obtain base level knowledge of Toyota Kata. Understand expectations for sessions 2 and 3.	Background on Toyota Kata; introduction to the four steps of the Improvement Kata (IK) and the five Coaching Kata questions. What we will do and how.
Stage 2	Gain a deeper understanding of each of the four steps of the Improvement Kata alongside building skills in doing each of the four steps. Build knowledge and skill in conducting workplace-based experiments.	Elements of a Challenge (Goal). Current Condition is not just data. Target Condition is not just a number. Practical application of the Plan, Do, Check, Adjust cycle. Scientific thinking.
Stage 3	Practise the Improvement Kata! (For all four steps, confirm participants understanding based on what's happened and what's been learnt; make adjustments; agree on your next steps.)	Learn by doing ... PDCA.
Stage 4	Gain a deeper understanding of the Coaching Kata and build skills through application and critiquing.	Learn by doing ... Preparation is critical. Learning new things is uncomfortable, that's good! Striving; leadership and motivation. Our knowledge thresholds.
Stage 5	Practise the Coaching Kata! (Confirm what's happened and what's been learnt; make adjustments accordingly; agree on your next steps.)	Improve by doing ... PDCA.



Source: Toyota Kata Practice Guide.
McGraw Hill, 2018