Building new habits for continuous improvements

Toyota Kata

Image courtesy of the Earth Science and Remote Sensing Unit,
NASA Johnson Space Center Mission:AS11 Roll:44 Frame:6548

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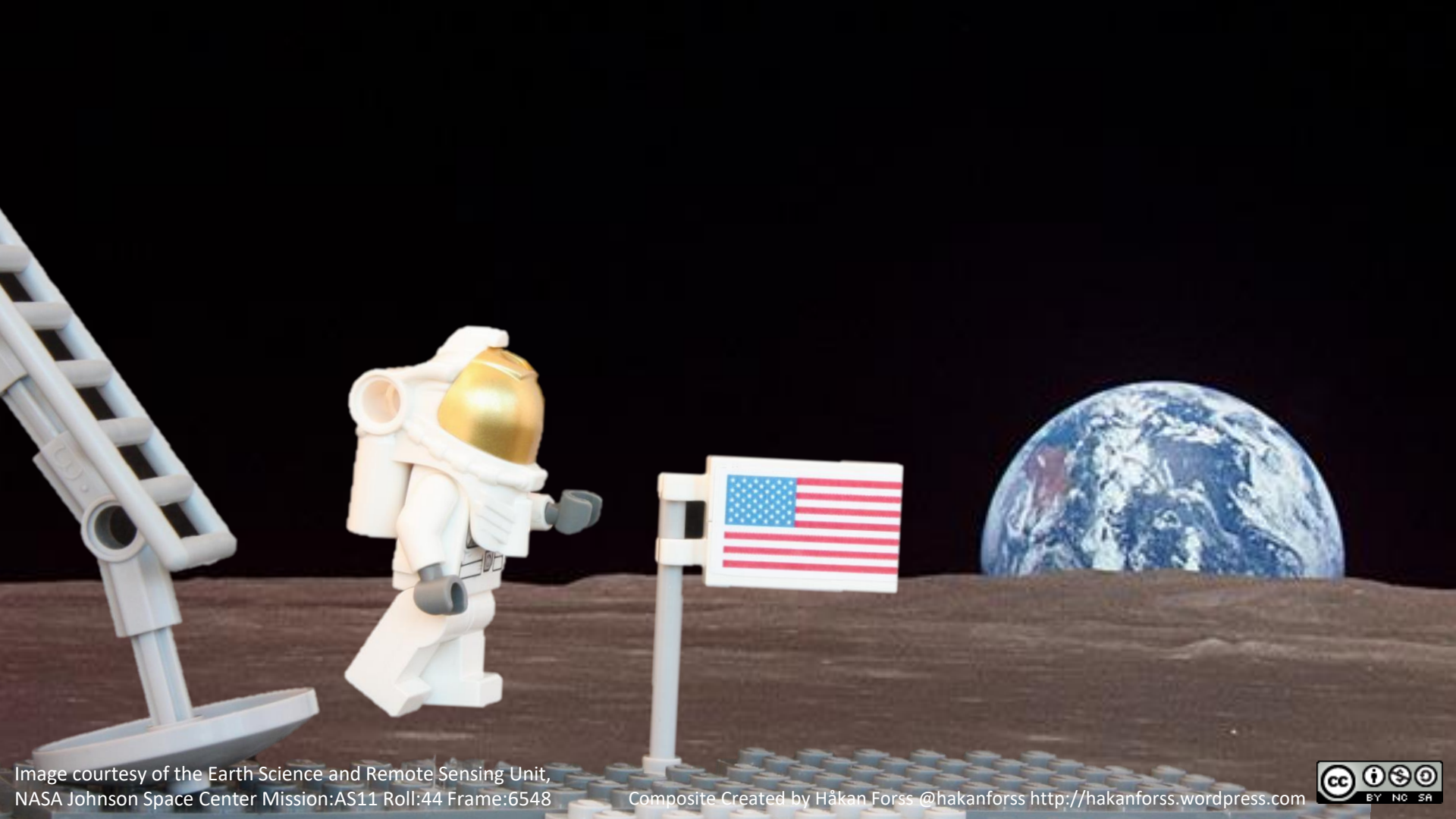

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Håkan Forss

Senior Agile Entriprise Coach
Flow Sensei
Toyota Kata Geek
International Speaker

Flow Behave

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I’m a huge LEGO fan!

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Wax on, wax off

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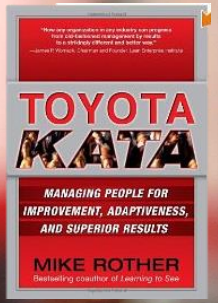
Toyota Kata



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What is a Kata?

It’s a routine you practice, so it's pattern becomes an automatic habit that gives you some new skills!

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Create ”muscle memory” for continuous im learning ts

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Improvement Kata

Coaching Kata

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Improvement Kata in a nutshell

Understand Direction

Grasp Current Condition

Set the Next Target Condition

Planning Phase

Experiment toward Target Condition

Executing Phase

Repeat

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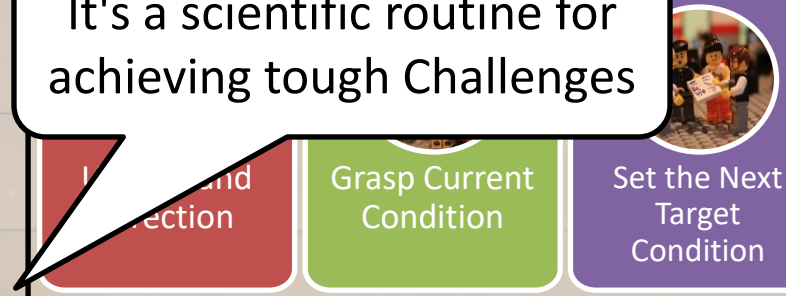
Improvement Kata in a nutshell

It's a scientific routine for achieving tough Challenges



Repeat

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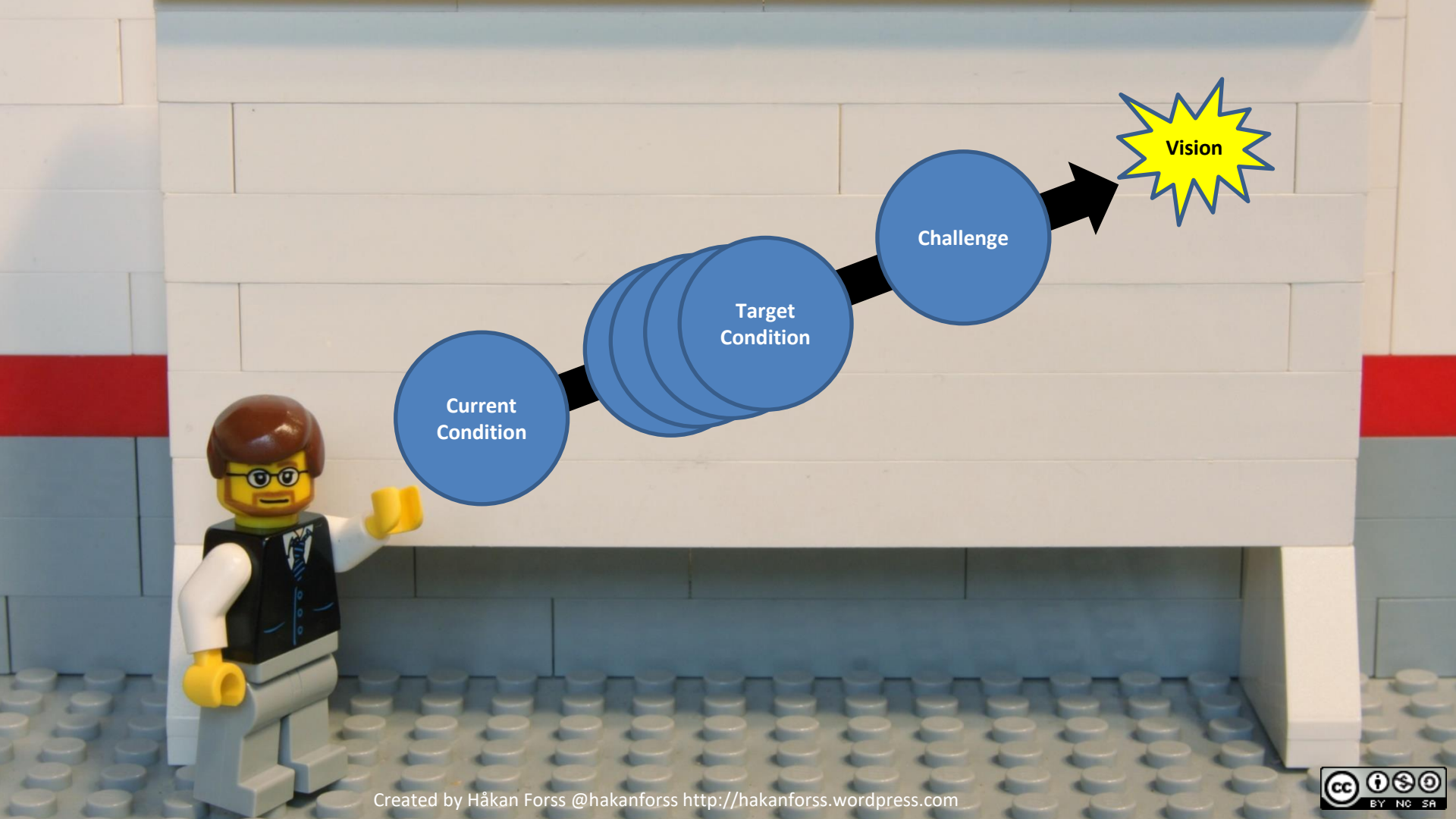

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Vision: To boldly go where no brick has been before!

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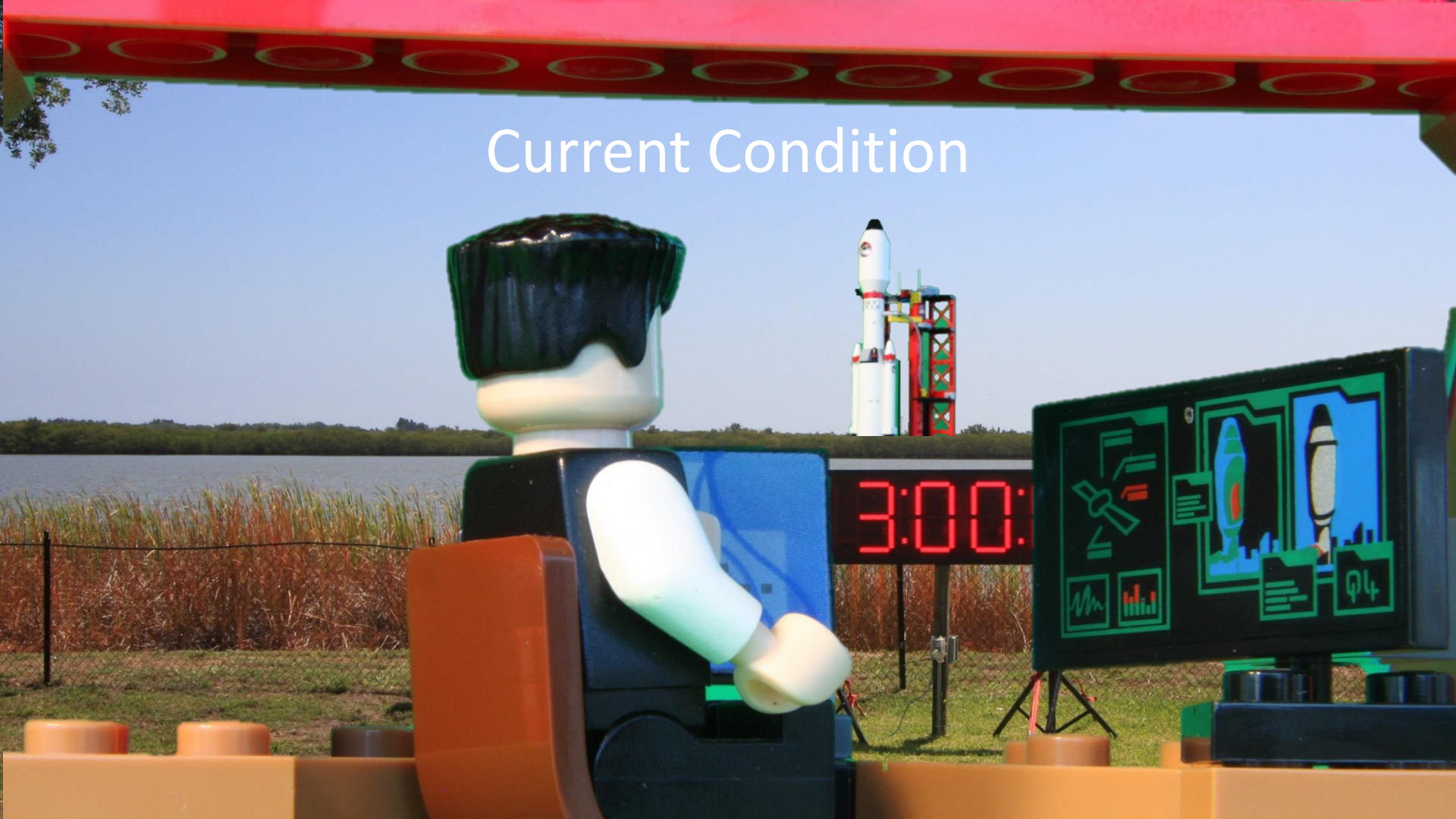
Current Condition



Challenge: …We choose to go to the moon in this decade…

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Target Condition

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Target Condition

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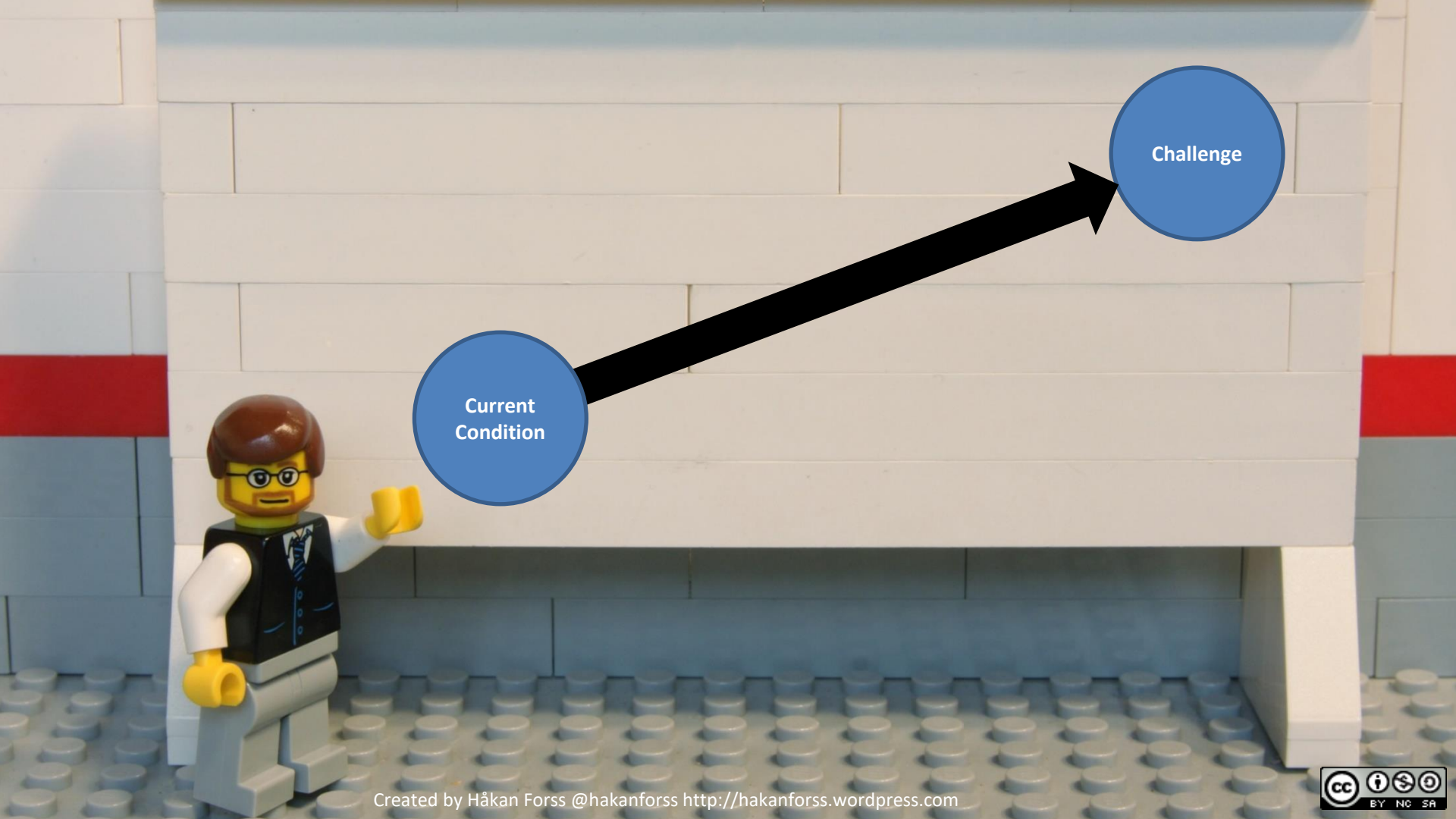

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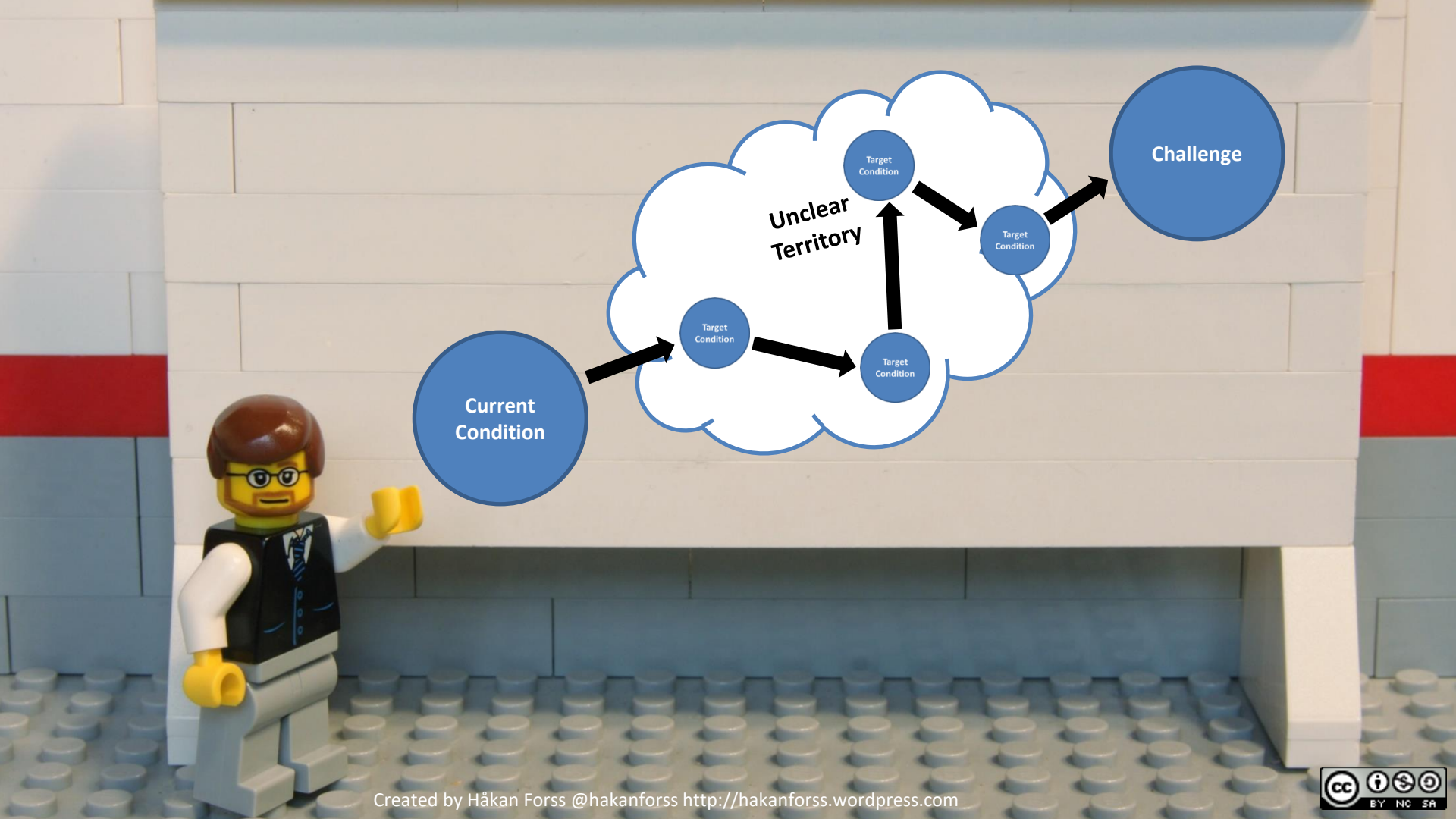

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Experiment toward Target Condition

Understand Direction

Grasp Current Condition

Set the Next Target Condition

Planning Phase

Experiment toward Target Condition

Executing Phase

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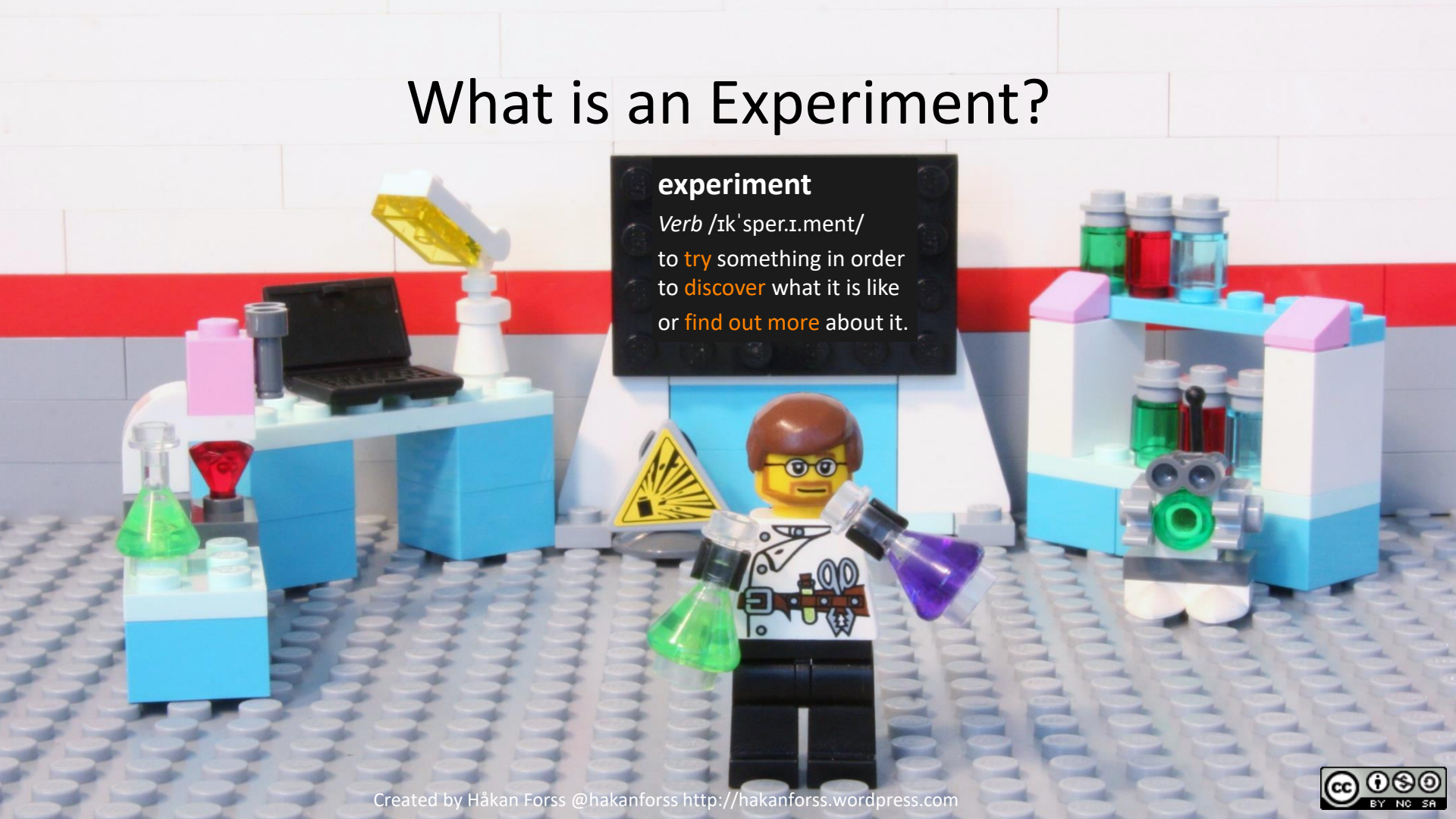
What is an Experiment?



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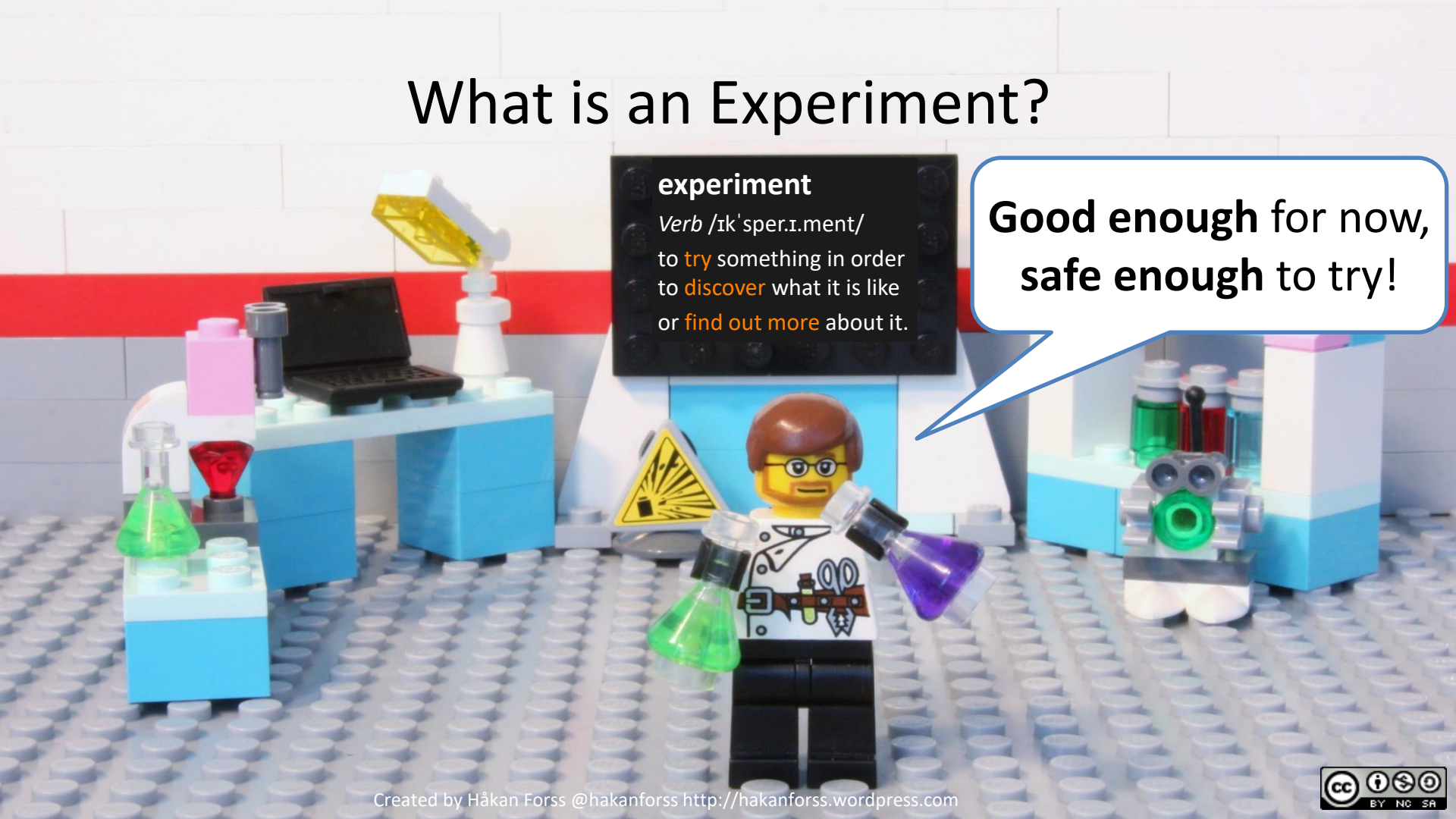
What is an Experiment?



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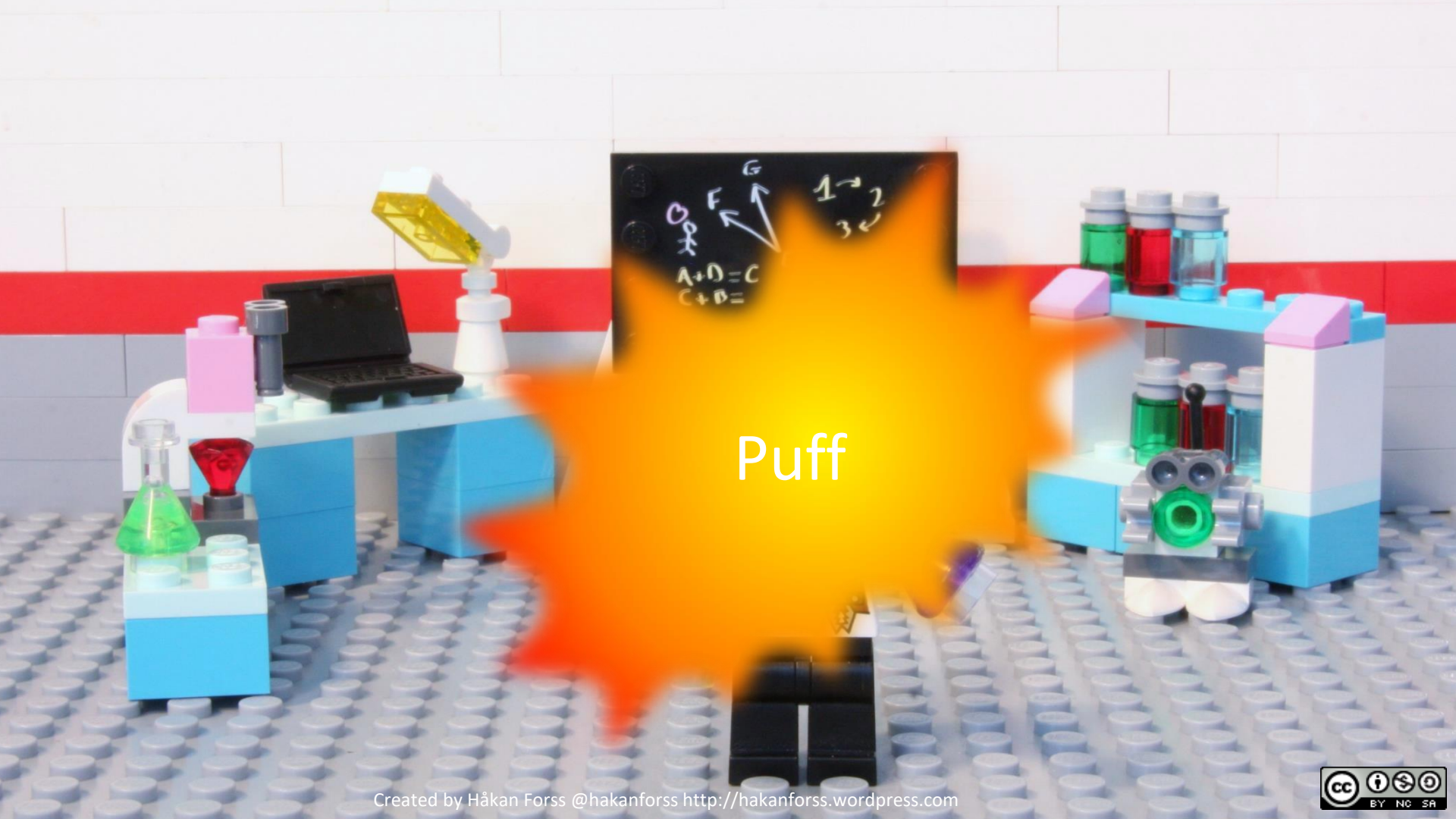

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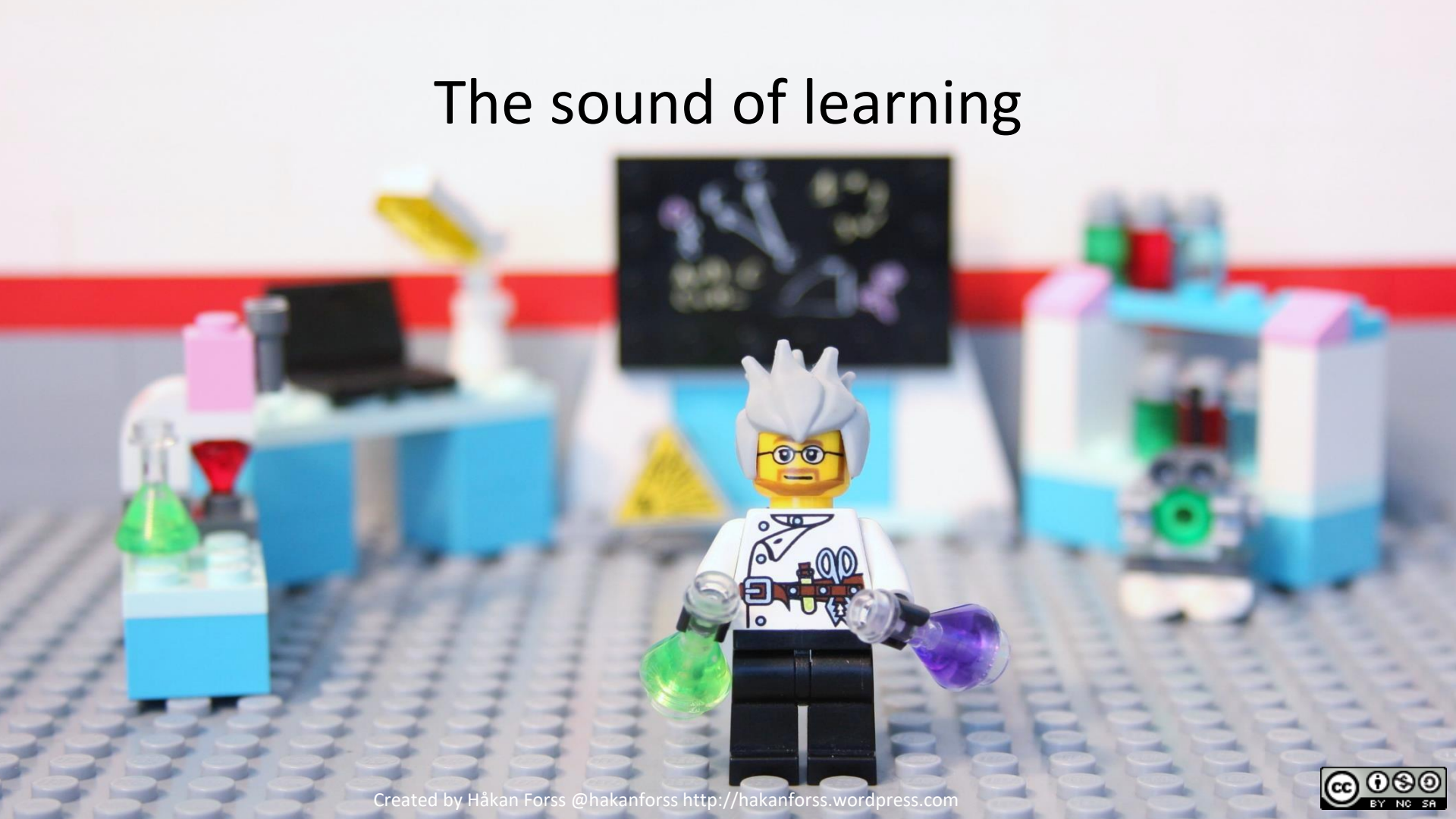
The sound of learning



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Expect at least 50% of the experiments should not give the **expected** result

This is when we REALLY learn!

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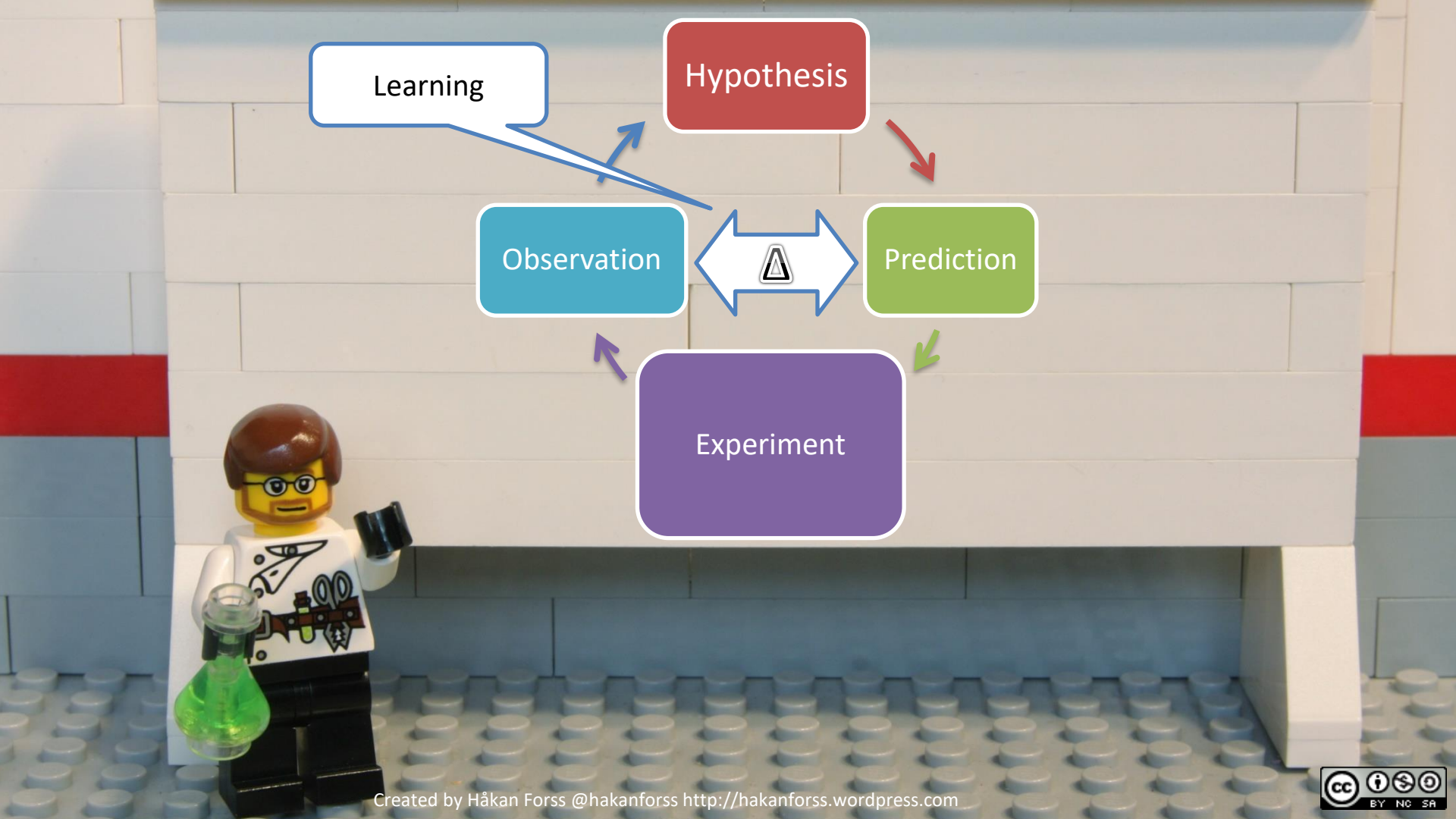

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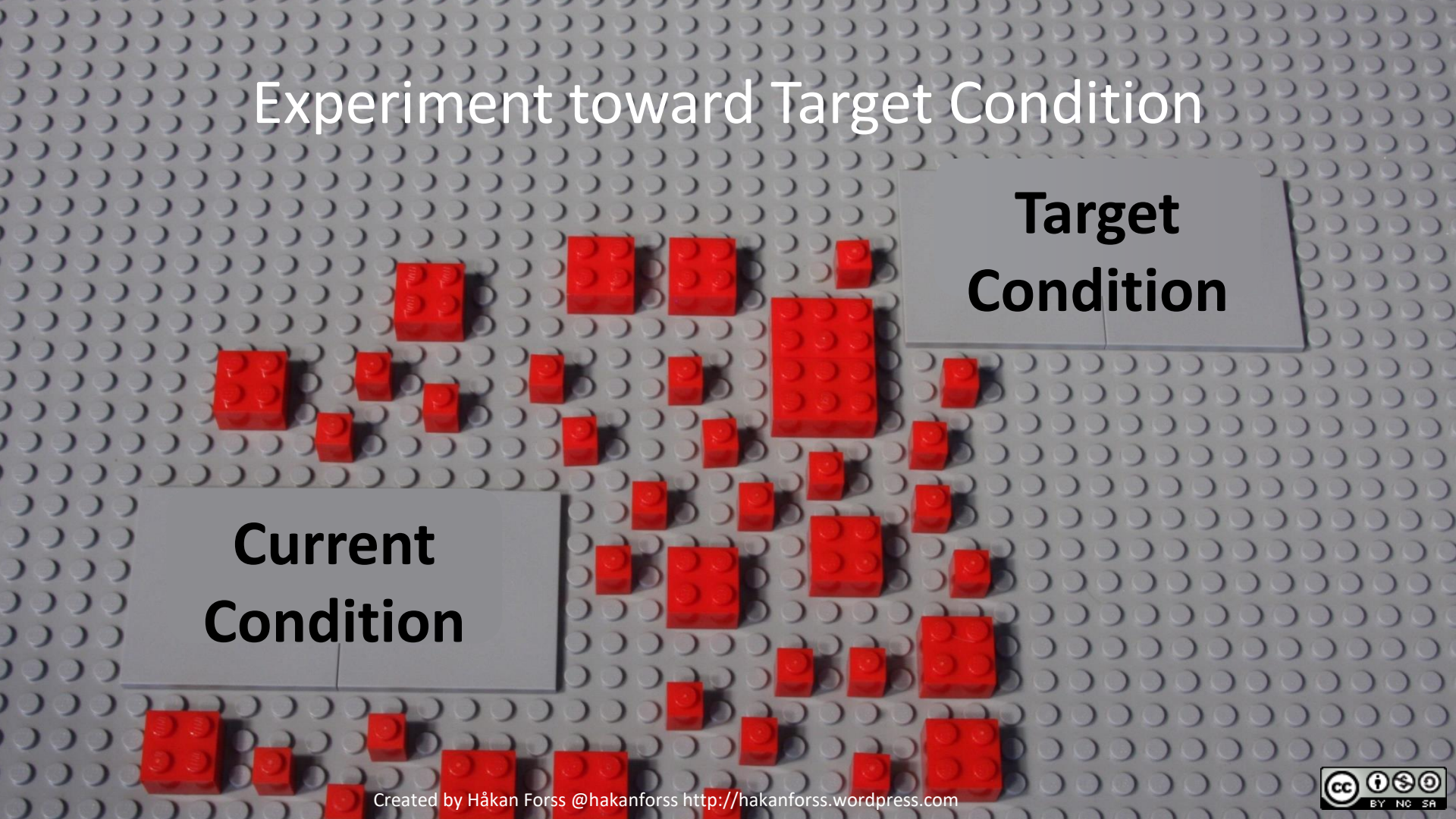
Experiment toward Target Condition



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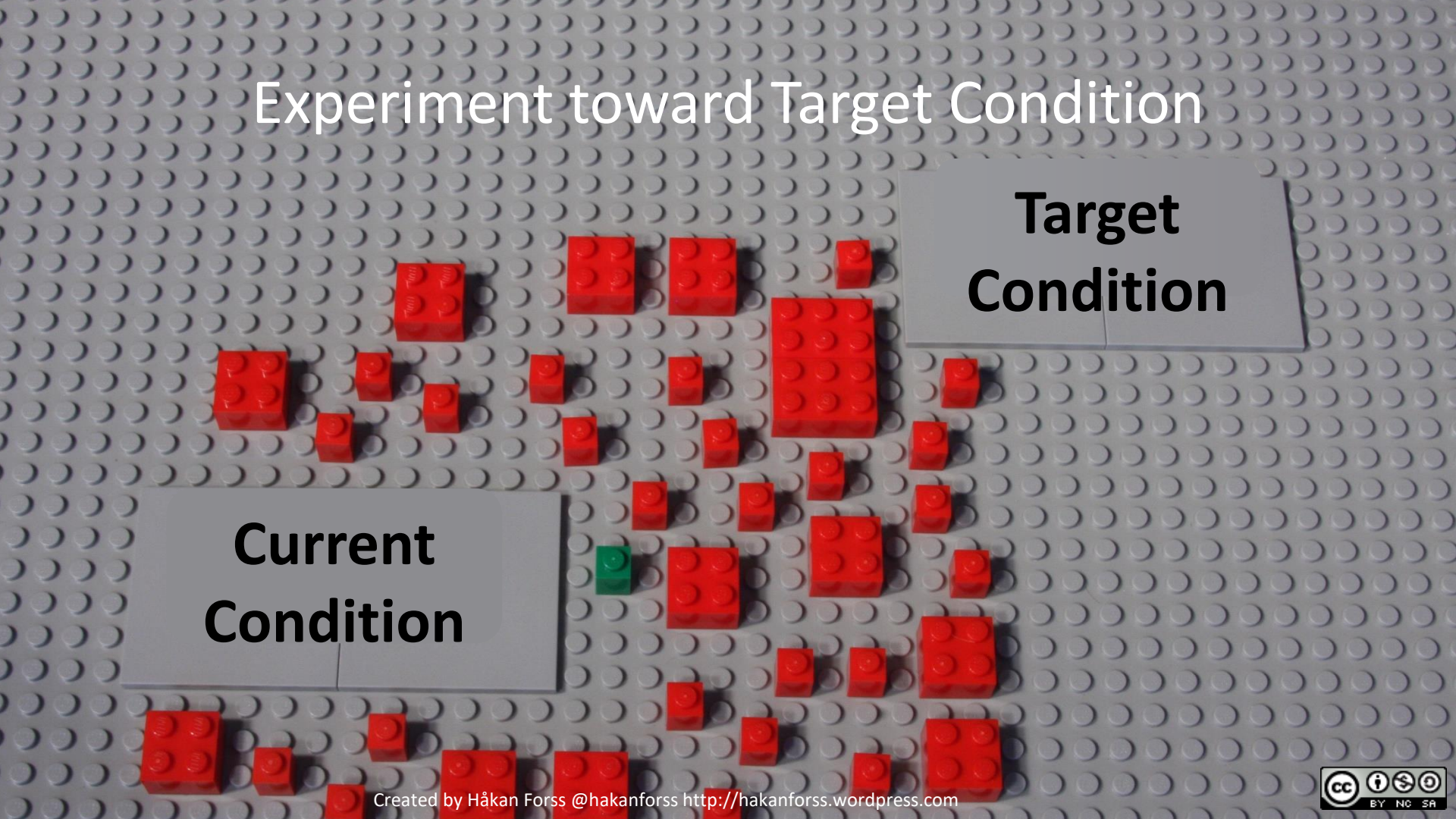

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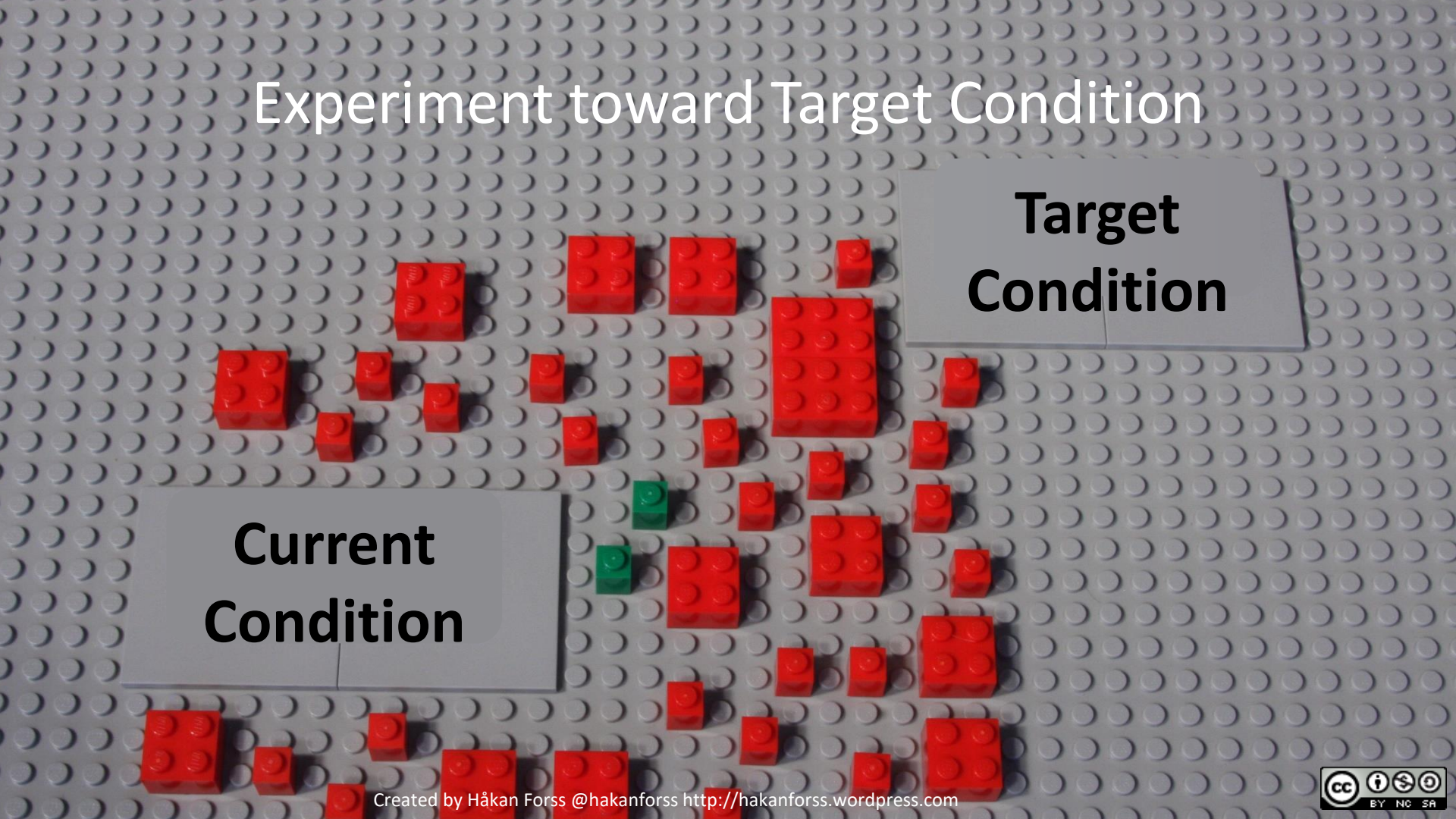

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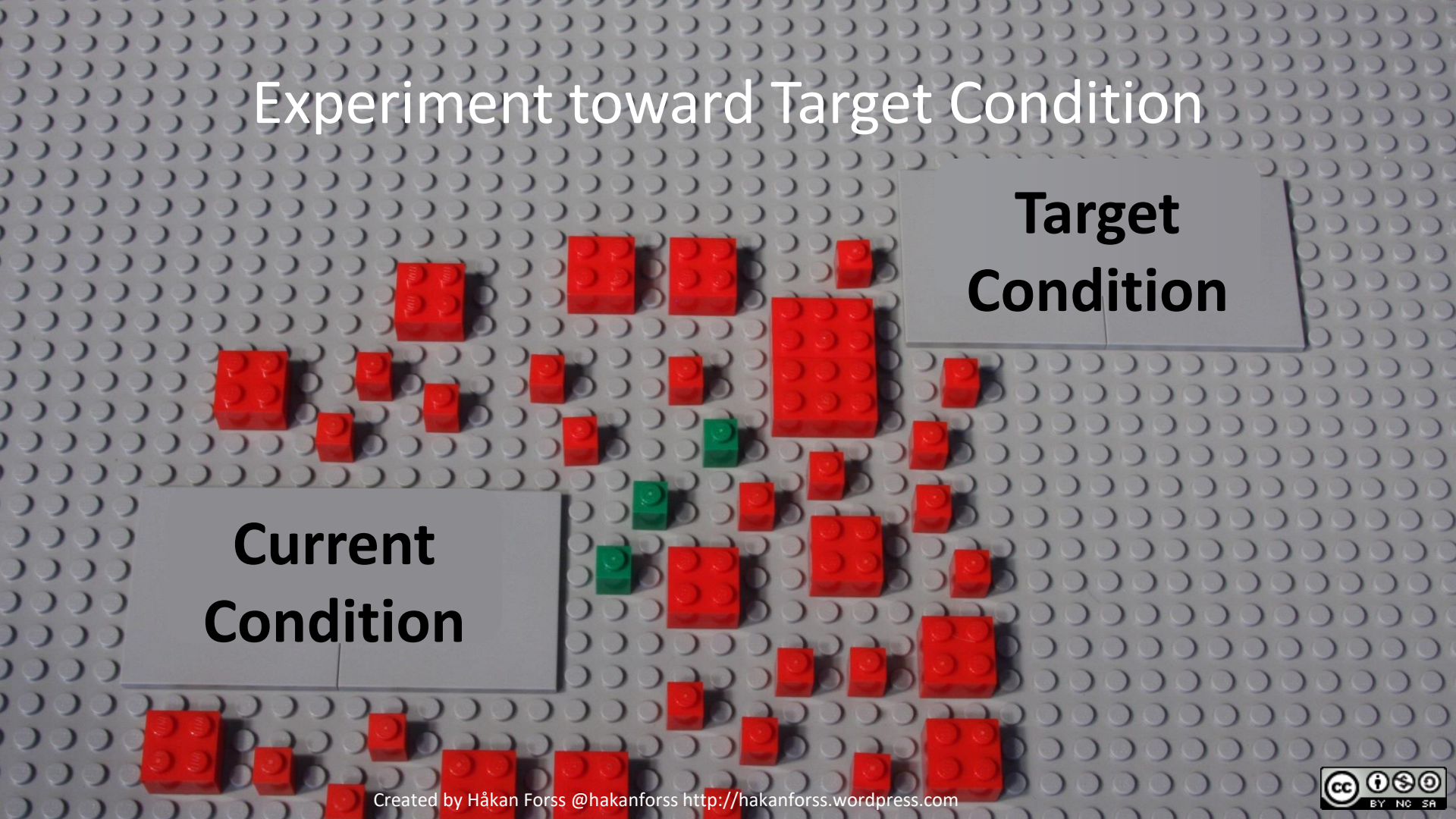

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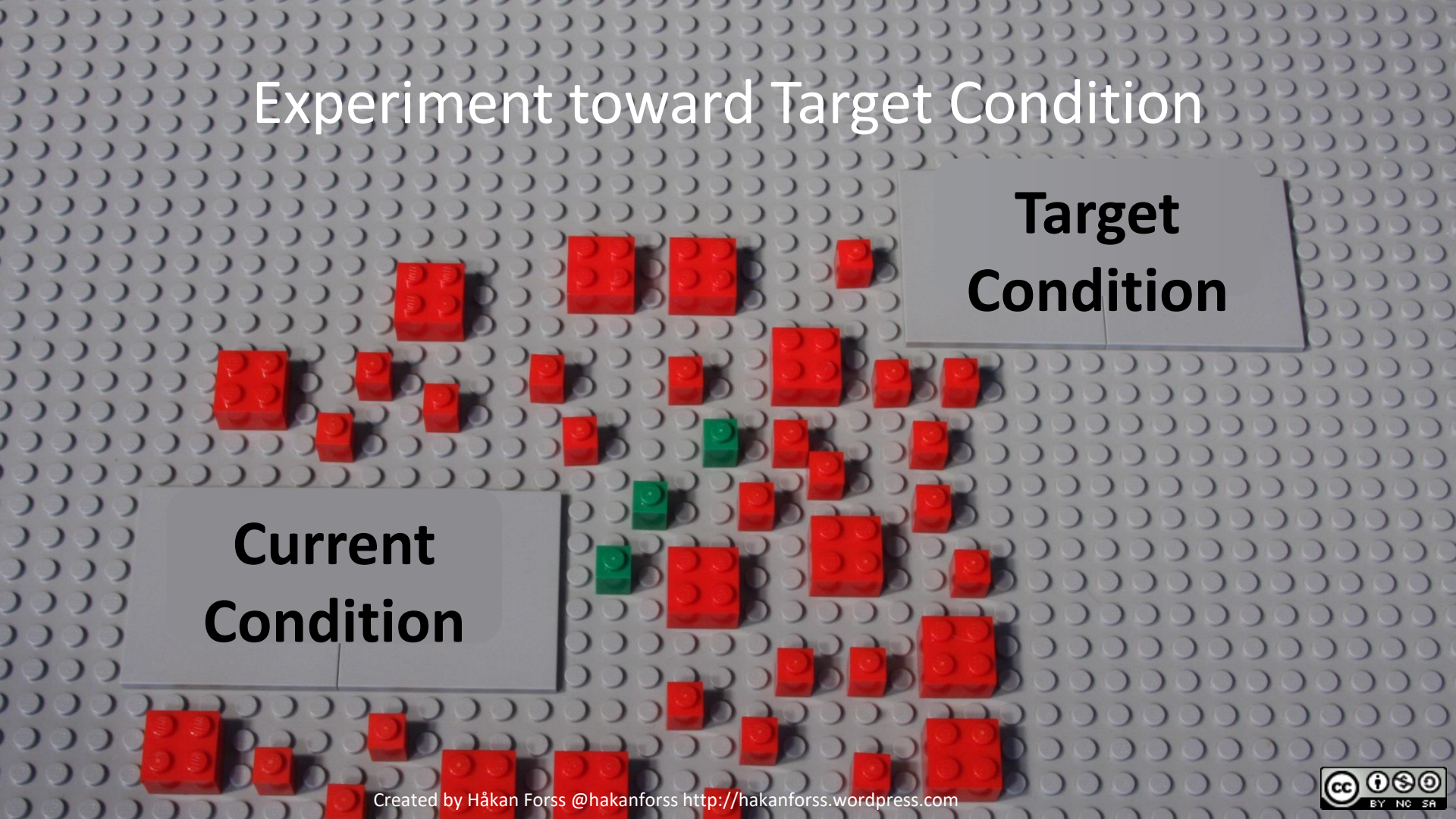

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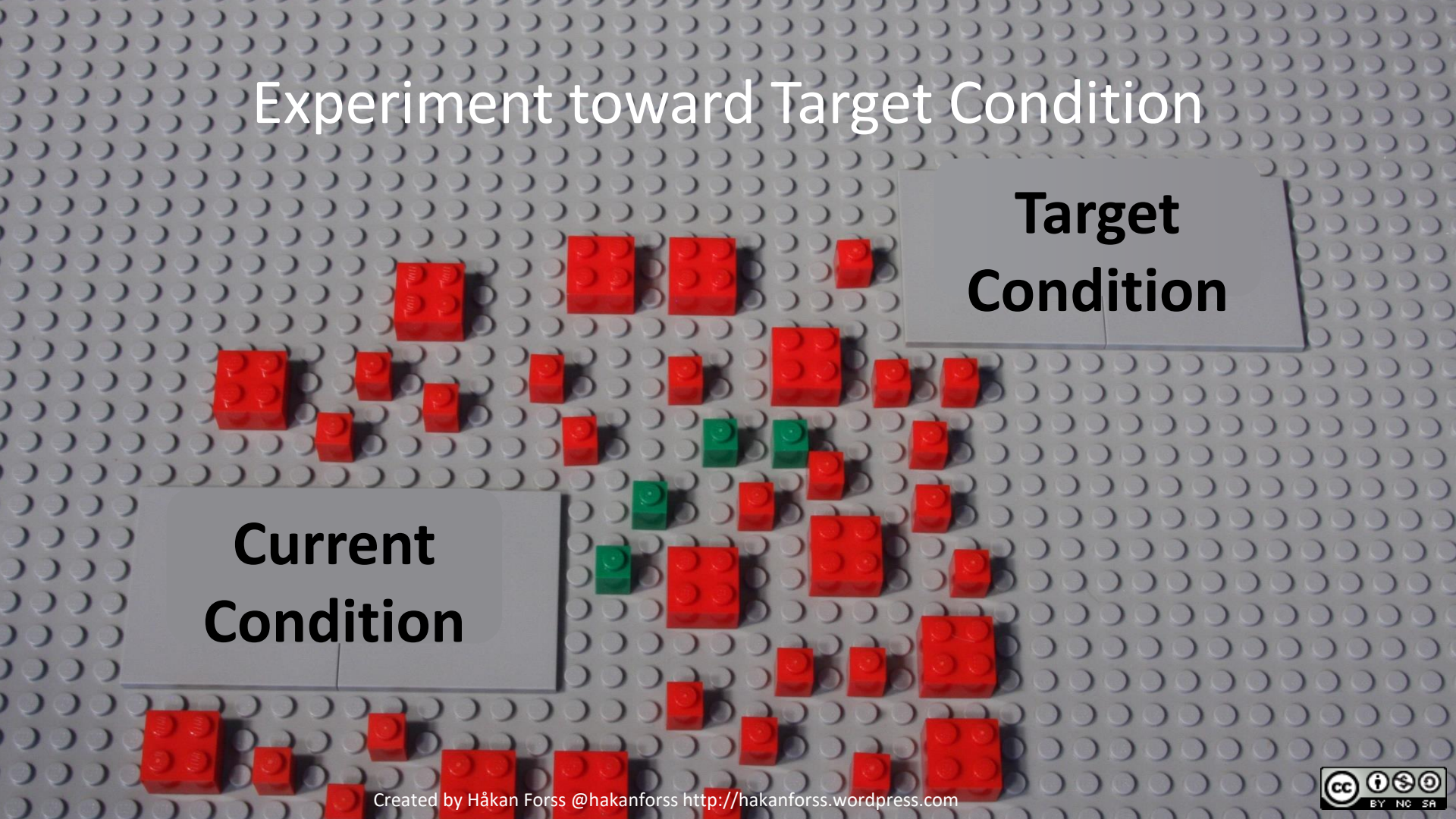

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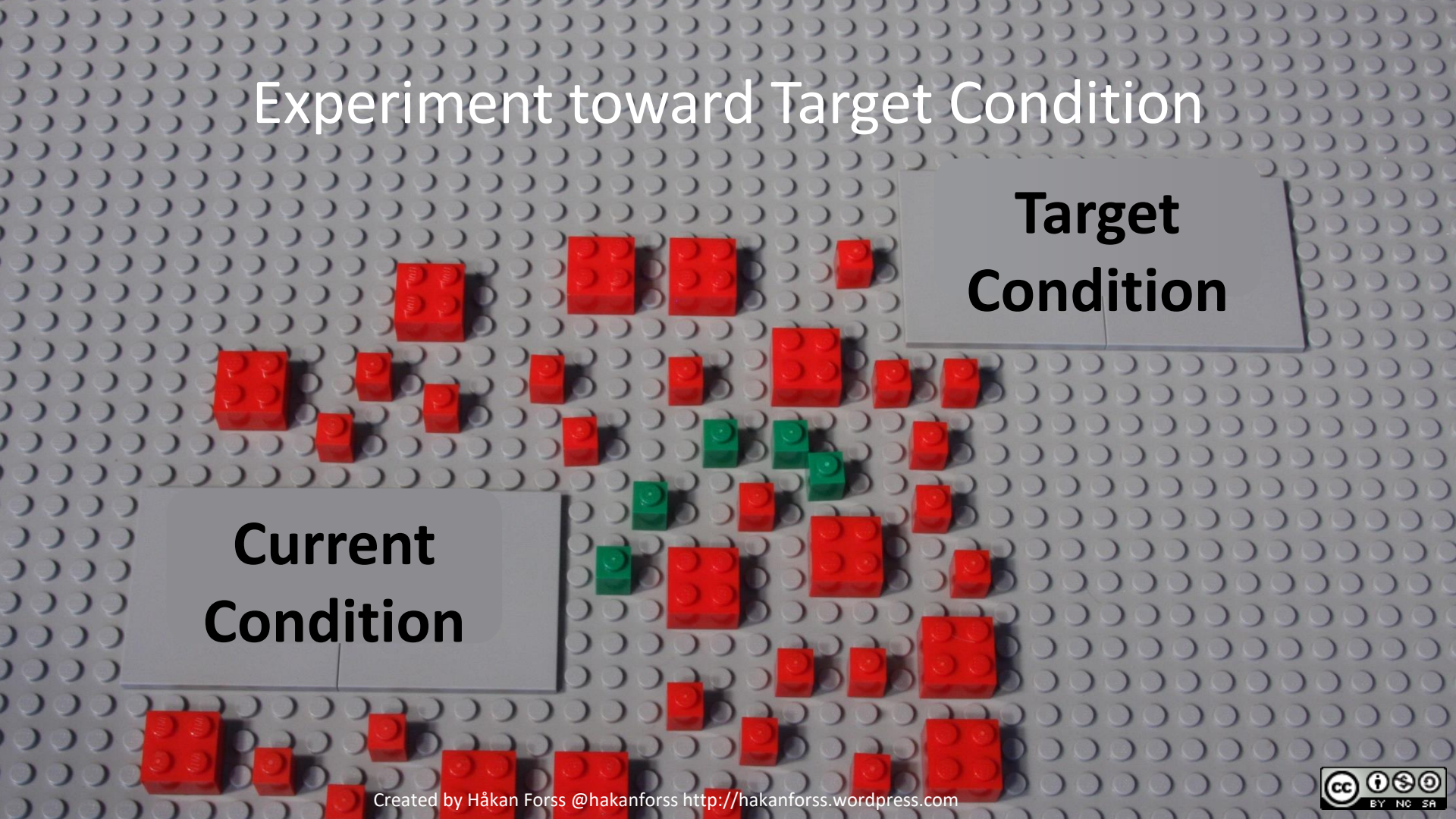

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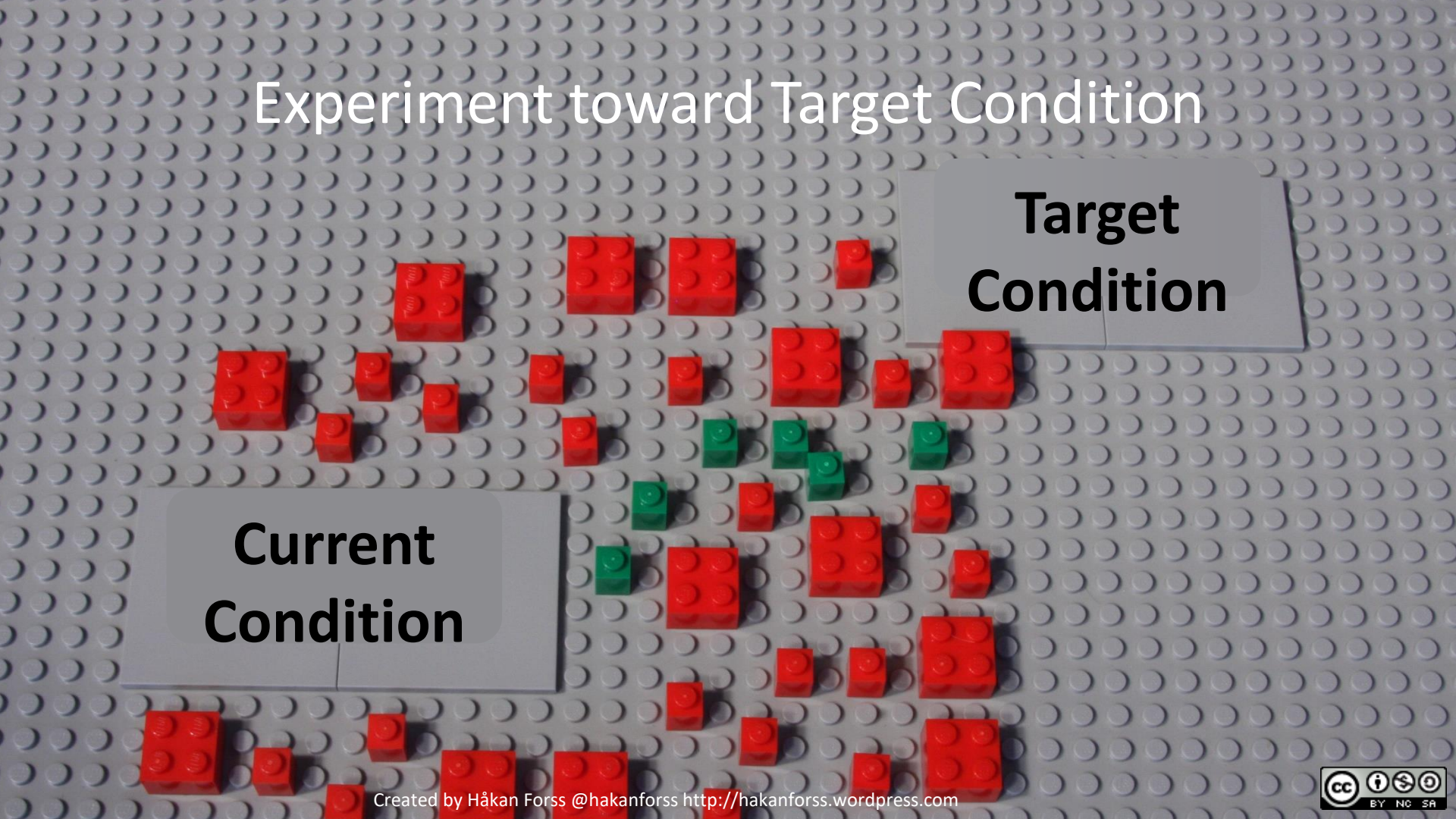

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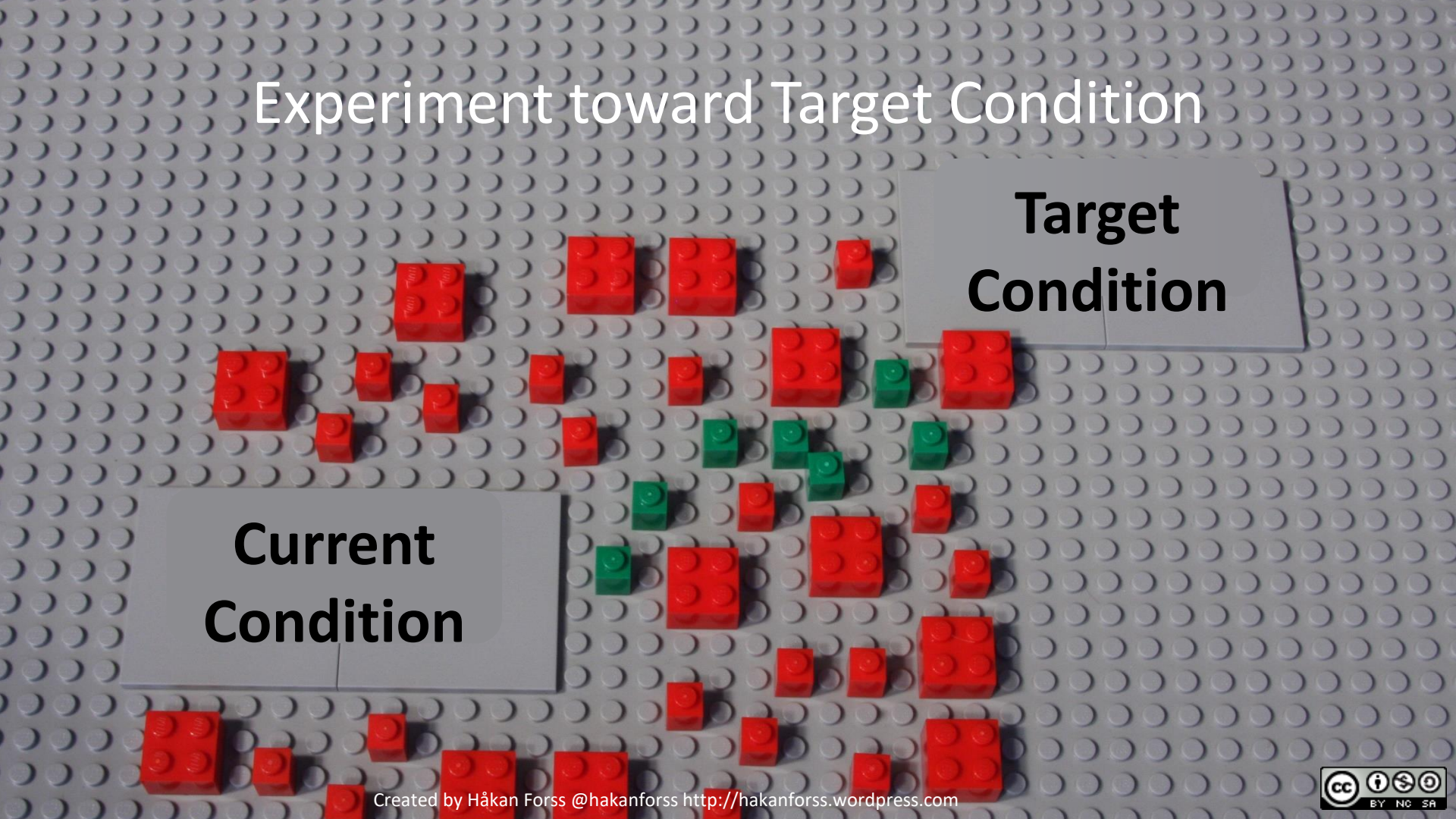

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Improvement Kata

Coaching Kata

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Leaders coaching the learners

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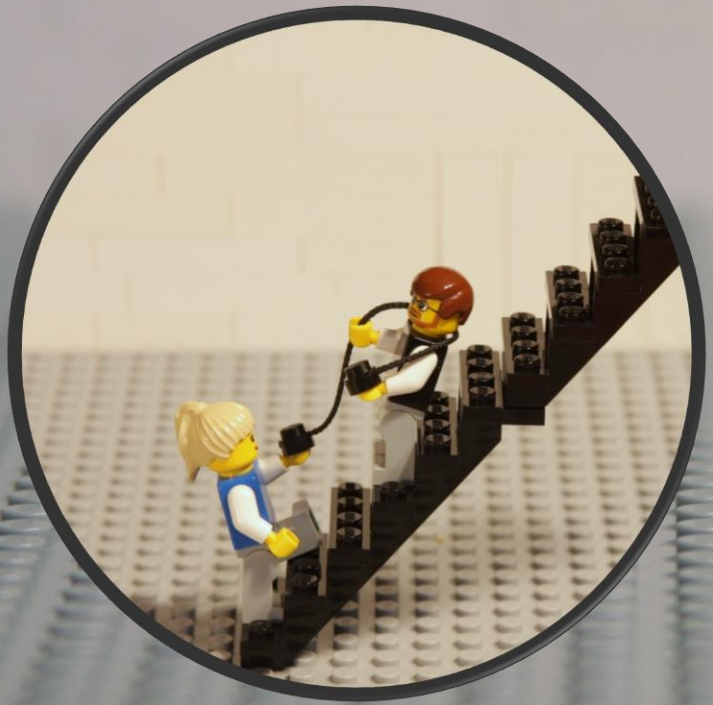

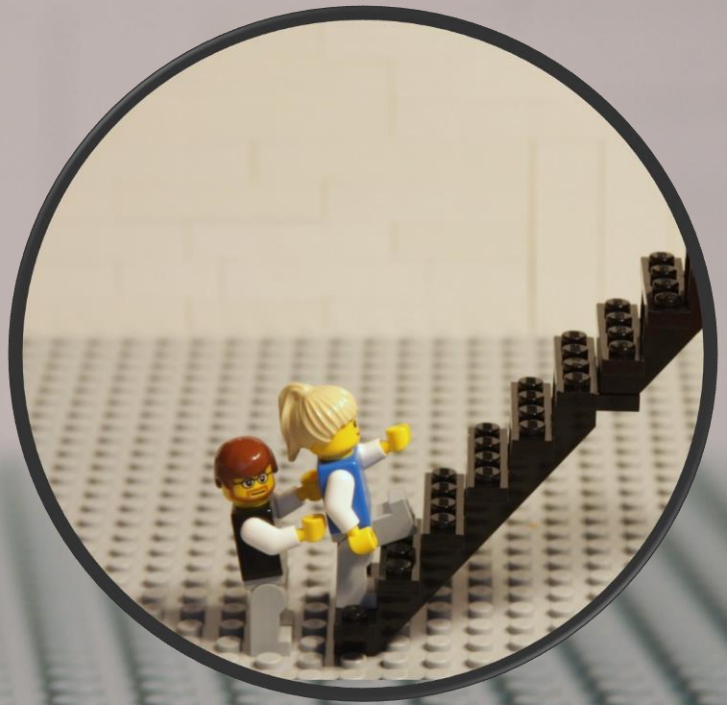

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Challenge with **WHAT** & **WHY**, ~~not **HOW**~~

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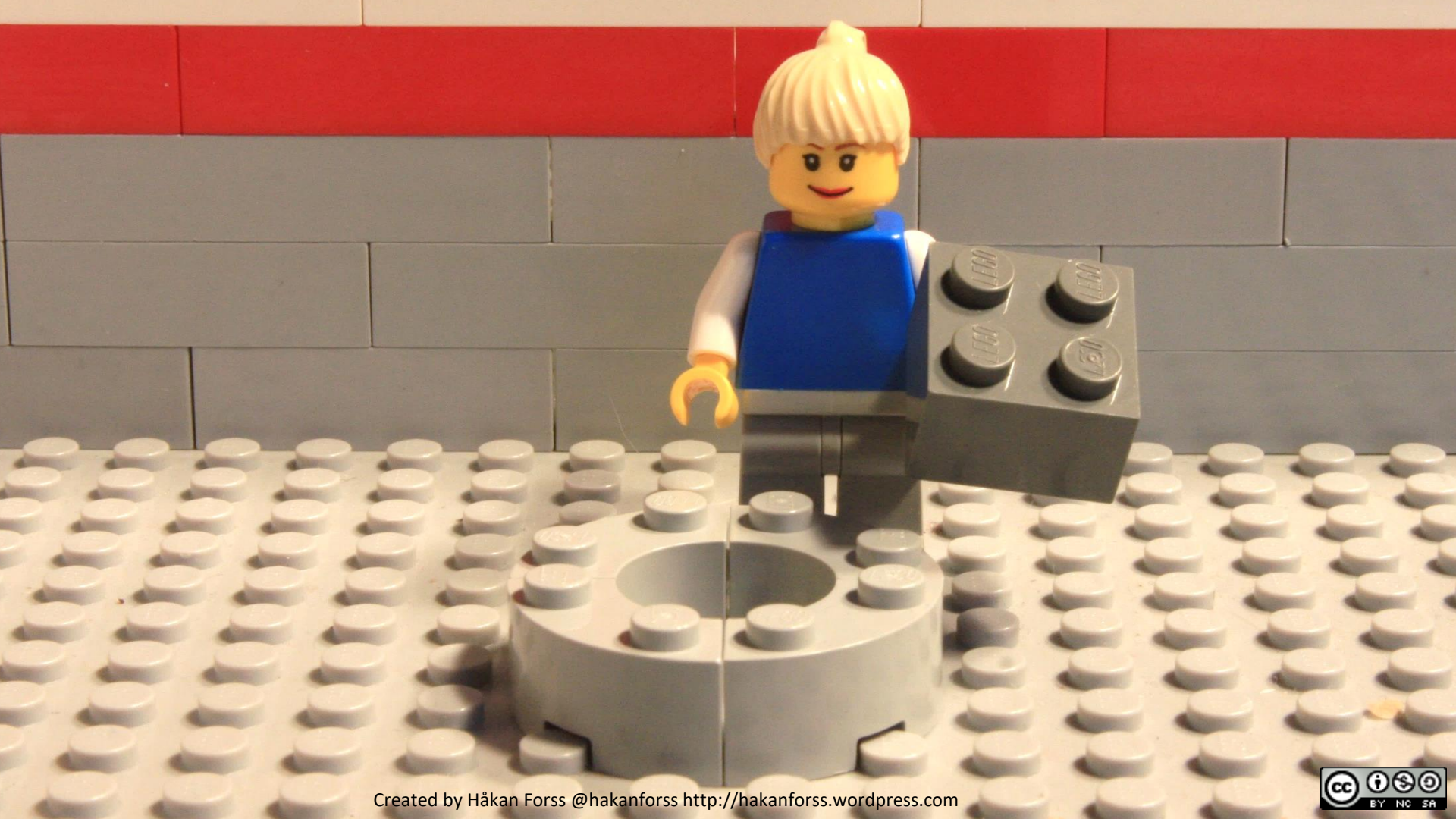

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Leaders **can veto, ~~but not dictate~~**

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Team responds with **HOW & FEEDBACK**

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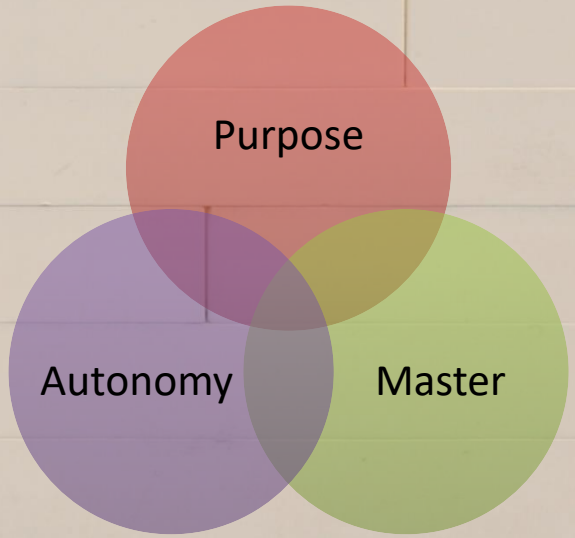
Motivation



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True Lean/Agile Leadership style

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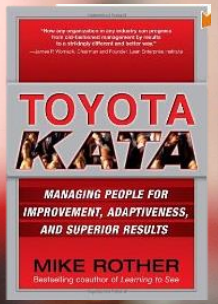
Toyota Kata

Habits for continuous improvements



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Establish daily habits to continuously improve

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Think of every step as a Hypothesis that needs to be tested

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Q & A

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