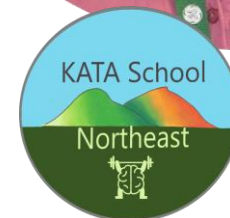


COACHING THE TOYOTA KATA WAY

WITH KATA COACH
KELLY MALLERY



WHAT IS KATA?

Improvement Kata

3. Establish the next
Target Condition

2. Grasp the
Current Condition

4. Experiment toward
the Target Condition

1. Understand the
Direction/Challenge

Pause & Reflect



COACHING KATA – PLANNING PHASE

- 0 What are you trying to achieve?
- 1 Where are you now in the Improvement Kata process?
What did you learn from taking your last step?
- 2 What else do you need to learn in this IK phase?
- 3 What is therefore your next step?
What do you expect?
- 4 Is there anything in your way of taking that step?
- 5 How quickly can we go and see what you've learned?

COACHING KATA – EXECUTING PHASE

- 0 What is your Challenge?
- 1 What is your Target Condition?
- 2 What is your Actual Condition now?
What did you learn from taking your last step?
- 3 What obstacles are preventing you from reaching your target condition?
Which one are you addressing now?
What exactly is the problem?
- 4 What is therefore your next step?
What do you expect?
- 5 How quickly can we go and see what you've learned?

Coaching Kata

COACHING...LETS GET ALIGNED HERE

Wikipedia:

Form of development in which an experienced person, called a *coach*, supports a learner or client in achieving a specific personal or professional goal by providing training and guidance.

Cambridge Dictionary:

The job or activity of providing training for people or helping to prepare them for something

COACHING...LETS GET ALIGNED HERE

International Coaching Federation:

Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership.

My Definition:

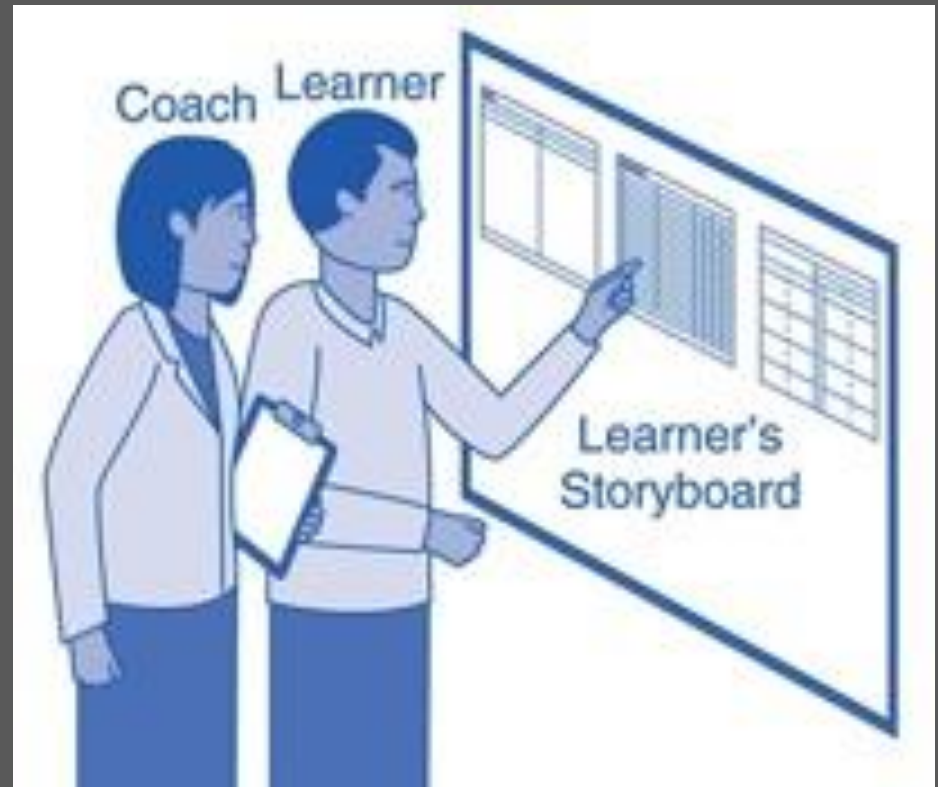
Developing someone to achieve a goal or new capability...
through asking questions

COACHING...LETS GET ALIGNED HERE

Developing someone to achieve a goal or new capability...
through asking questions

Tell me and I forget
Teach me and I remember
Involve me and I learn.

-Benjamin Franklin



CLOSER LOOK AT COACHING KATA

- 1 What is your **Target Condition**?
- 2 What is your **Actual Condition** now?
What did you learn from taking your **Last Step**?
- 3 What **Obstacles** are preventing you from reaching your target condition?
Which **One** are you addressing now?
What exactly is the **Problem**?
- 4 What is therefore your **Next Step**
What do you **Expect**?
- 5 How quickly can we come back and see what you have **Learned** from taking that step?

HOW TO GET STARTED

- Have to want to do this
- Best way to learn a new skill is to practice it
- Get a coach to help you!



QUESTIONS?

CONNECT WITH ME

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