

## Driving and Coaching Improvement Using Toyota Kata and TWI

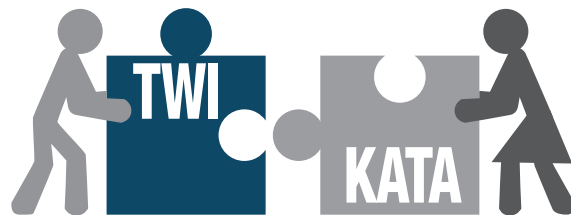
### A Jumpstart for Putting Kata into Practice

This week-long, hands-on program provides executives and managers everything needed to begin the journey of establishing Toyota Kata in your organization. The program begins with the 1-day Kata and TWI Simulation to establish awareness of Kata skills and demonstrate the value of Kata and TWI. Over the next four days, the Toyota Kata 10-hour program is applied to the development of Kata in your organization. Upon completion, your management team will have a starting point and a pathway for immediate use and practice of the Improvement Kata and Coaching Kata.

### Maximize Momentum and Results

By launching your Toyota Kata practice with Driving and Coaching Improvement Using Kata and TWI:

- Senior leadership team members and middle managers learn together and create a common understanding, vision and mindset. A cohesive team is essential for success.
- The integration of the simulation and 10-hour program coupled with the application of Kata cements learning and provides added motivation to start your journey.
- Leaders learn Kata in the same manner that others in the organization will, providing all the benefits of standard work to your training and mentoring process.
- The stage is set for continued momentum the following week; without unneeded delays. Continuity of thought and action delivers progress and results sooner.



## PROGRAM OUTLINE

	ACTIVITY	ATTENDEES	OUTCOMES
<b>DAY 1</b>			
Full Day	Toyota Kata and TWI Simulation	Site Leaders & 6 Middle Managers	Awareness of the skills and benefits via learn-by-doing.
<b>DAY 2</b>			
8 -10am	Toyota Kata 10-hr program Session 1	12 Middle Managers (inc. 6 above)	Knowledge of what the Improvement and Coaching patterns look like.
10:30 – 11:30am	Challenge (Goal) Confirmation	Site Leaders & 12 Middle Managers	Goals – “Where are we headed and why is getting there important?”
11:30am – 5pm	Current Condition observation & data, Target Condition establishment, start experimenting	12 Middle Managers	Understanding – “Where are we now?” (An uncomfortable feeling!)
<b>DAY 3</b>			
8 -10am	Toyota Kata 10-hr program Session 2, Establish storyboards, continue experimenting	12 Middle Managers	Realization of why a structured pattern helps skill development significantly.
1-3pm	Session 3, continue experimenting	12 Middle Managers	Awareness of and access to tools that will help skill development. Improvement through practice.
<b>DAY 4</b>			
8 -10am	Toyota Kata 10-hr program Session 4, continue experimenting	12 Middle Managers	Improvement through further practice.
1-3pm	Toyota Kata 10-hr program Session 5, Getting ready to coach	12 Middle Managers	All “tools” now available. Awareness and practice of the “getting ready” actions.
<b>DAY 5</b>			
8-10am	Conclusion and wrap-up What happened vs what was expected? What was learned? What’s next and how do we move forward? Which processes will we focus on? What will be the Goals?	Same group as Day 1	An imperative for ongoing application of improvement and coaching skills.
10:30am - 12:30 pm	What will happen on Monday that is different than what we have done before? Identify target conditions, coaches, times. Coaching the coaches	12 Middle Managers	A starting point and pathway for immediate use and further practice of skills will be in place.



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