

GBMP Improvement Kata



KATA IS A SCIENTIFIC PRACTICED PATTERN TO SUPPORT “EVERYBODY EVERYDAY” THINKING. THIS COURSE IS DESIGNED TO DEVELOP YOUR ADVANCED GROUP OF COACHES AND LEARNERS.

Overview: The Improvement Kata and Coaching Kata are used by training managers looking for a new and effective way of doing their jobs. This course helps senior leadership develop coach and learner teams and guides them through the Improvement Kata (IK) and Coaching Kata (CK) process. Kata teams develop Target Conditions and use a tool called “5-Questions” each day as a way to keep employees focused and advancing towards it. Employees learn to use the PDCA (Plan-Do-Check-Act) Cycle to improve daily by leveraging their knowledge and experience of their own processes. Over time the Kata technique helps organizations gain huge benefits by developing a culture of “Everybody Everyday” engagement.

Because each company is different GBMP will work with the company to schedule these appropriate number of days to best meet the needs of a particular organization. This could be taught in 2, 3, 4 or 5 days. The days can be consecutive or scheduled a few days apart. GBMP also can offer virtual coaching as an add-on to this course at an added cost.

After taking this class attendees will be able to:

- ✓ Define what Kata is and how it helps develop a culture of Everybody Everyday.
- ✓ Understand the Coaching Kata routine for teaching the Improvement Kata.
- ✓ Understand the 4-steps of the Improvement Kata.
- ✓ Make IK/CK part of an Everybody Everyday method of improvement.

Who should attend? This course is designed for leaders at all levels who looking to add structure to their existing Lean Management System (LMS). Those leaders who are looking to add daily structure to help drive a culture of “Everybody Everyday.” It is also designed for any company that has processes that depends upon people to perform them. It is especially relevant for companies that wish to gain greater predictability and repeatable in the people components of their processes. It is designed to give students hands-on practice applying both the Improvement Kata and Coaching Kata routines

Time Commitment? 16 – 40 hours

Course Outline:

- What is Kata? What are the Improvement Kata and Coaching Kata?
- The IK and CK hands-on simulation.
- Developing the Vision.
- Pairing coaches with learners to define and gather current condition and set a first Target Condition
- Defining obstacles and designing experiments.
- Run through multiple iterations of the IK/CK process.
- One-on-one coaching by GBMP after each coach/learner cycle.



617-710-7033



JMillman@gbmp.org
www.gbmp.org



60 Austin Street
Newton, MA 02460