



Integrated
Consulting
Group

Your Partner in Change.

KATA Leadership

Leaders Development Program



How Kata Leadership impacts your organization

1

Achieve faster results and effective teamwork

2

Migrating managers toward a role of coach and mentor

3

Build constructive relationships based on trust and reliability

4

Develop a continuous improvement culture



... But what is KATA
Leadership?





The Kata approach is

a mindset for continuous improvement

engaging leadership potential

a coaching style

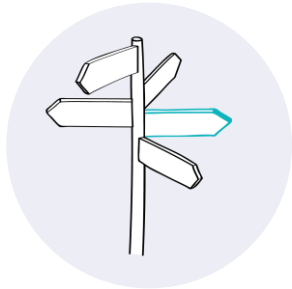
an alternative management model

human-centered

a problem solving method

leading cultural change

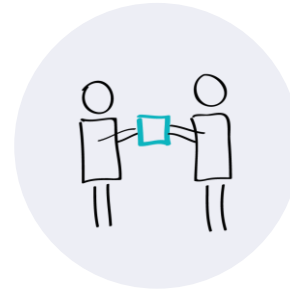
KATA - A LEADERSHIP ROUTINE



Understand the
Direction



Assess the
Current Condition



Agree on the
Next Objective



**Experiment &
Learn**

“Advancing towards something beyond your threshold of knowledge in a systematic, scientific way. Practicing the Improvement Kata develops increasing mastery in improvement, adaptiveness and innovation.”

-Mike Rother, *Toyota Kata*

KATA LEADERSHIP PROGRAM STRUCTURE



Training Day 1		Training Day 2		Practice*	Follow up Workshop		
Introduction to Kata mindset and practice		Kata Dojo		Applying Kata in daily work		Learnings and next steps	
Introduction and background		Coaching fundamentals		Participants define challenging projects and practice Kata leadership in their area of responsibility.		Presentation of the projects and lessons learned	
Improvement Kata & scientific thinking		Coaching Kata: 5-Questions structure				Sharing best practices, tips & tricks	
Practical exercise of Improvement Kata		Practical exercise of Coaching Kata				Developing a strategy for Kata leadership implementation	

* Project selection: Short term (3-8 weeks) and high level of autonomy of the coach.

* Requirements: Management agreement on deliverables and time allocation to work on specific projects (min. 1 hour/ week).



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Make an impact.

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