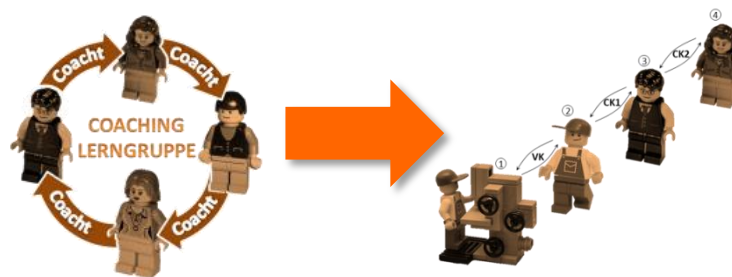


Willkommen bei Verbesserungskata.de

Coaching-Learning-Groups

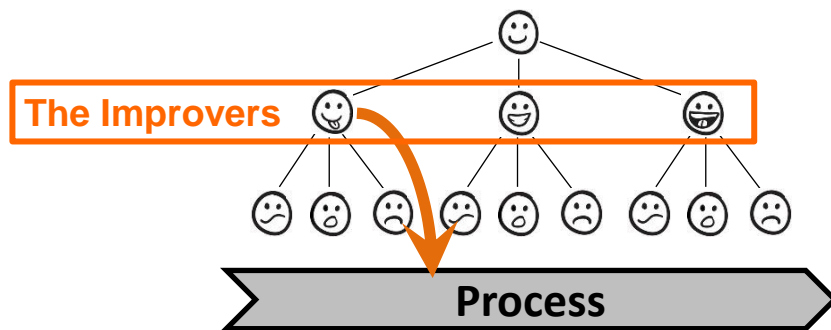
for the development of Kata-experienced coaches



Gerardo Aulinger

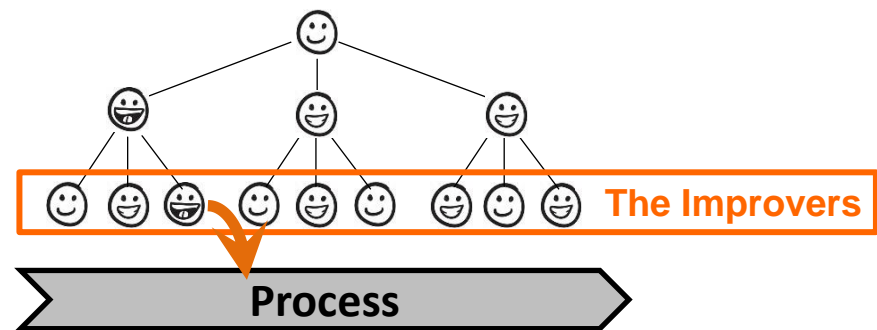
**“Most automotive manufacturers build good cars.
We build good **people** who build good cars” - Toyota**

Optimisation by ‘experts’ in periodic workshops



Improvement capacity and
innovation remain unharnessed
and are kept small.

Optimisation by everybody everyday!

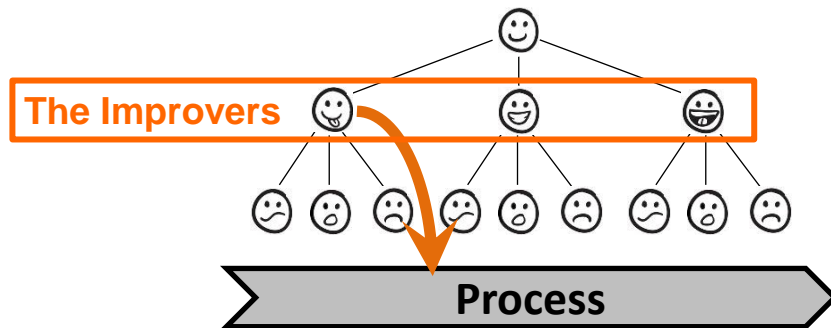


Improvement capacity and
innovation are fully harnessed
and get expanded continually.



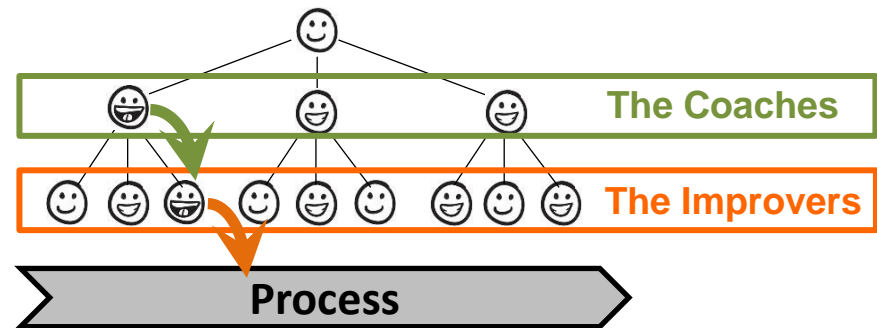
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**Optimisation by ‘experts’
in periodic workshops**



**Improvement capacity and
innovation remain unharnessed
and are kept small.**

**Optimisation by everybody
everyday!**



**Improvement capacity and
innovation are fully harnessed
and get expanded continually.**



Only through **frequent practice** we can become proficient, but how can we make sure we practice the **right** routines?



Multiple world champion Tiger Woods would never give up the valuable suggestions of his coach Butch Harmon.

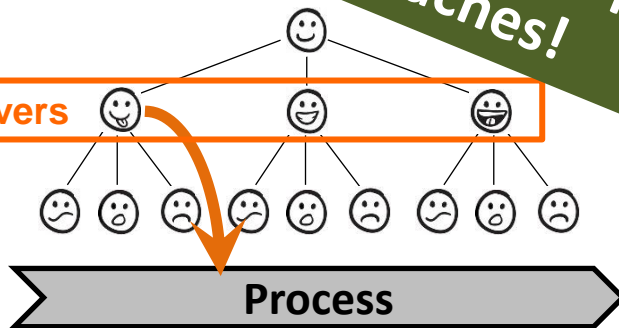
Everyone who wants to master the KATA, will need a good KATA-coach, but these are difficult to find!



**“Most automotive manufacturers build good cars.
We build good **people** who build good cars” - Toyota**

**We should start by developing
good KATA coaches!**

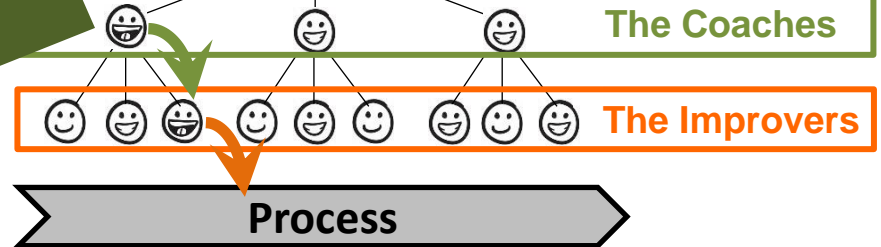
The Improvers



Improvement capacity and
innovation remain unharnessed
and are kept small.

**Optimisation by everybody
everyday!**

The Coaches

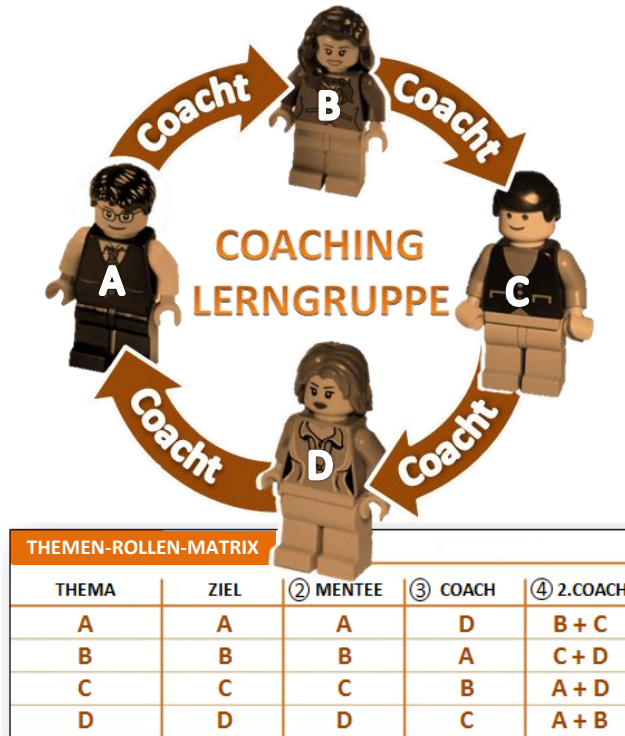


Improvement capacity and
innovation are fully harnessed
and get expanded continually

**So, first of all we should
find a way to develop
our own Kata coaches!**



The purpose of learning groups is to develop **good KATA coaches** by daily practice in rotating groups of 4!



*Caution:
to skip this practice
phase will cost you
much more time!*



The diagram illustrates a 'COACHING LERNGRUPPE' (Coaching Learning Group). It features four LEGO minifigures arranged in a circle. Each minifigure is wearing a black vest over a light-colored shirt and is labeled 'Coach' in a brown oval. The text 'COACHING LERNGRUPPE' is written in the center of the circle.

Coach Feedback Log/Chart			
Feedback in 15-Minute/Targeted Visits			
Observer	Coach	1. Coach Goals	2. Coach Results
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
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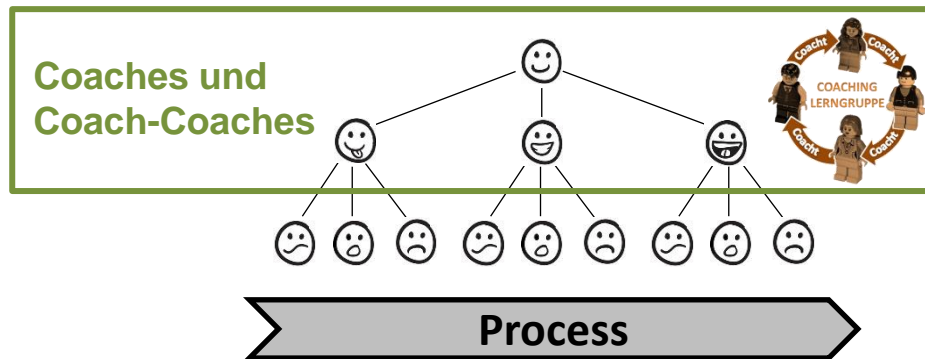
Form 7

Coaching analysis sheet

[illegible]

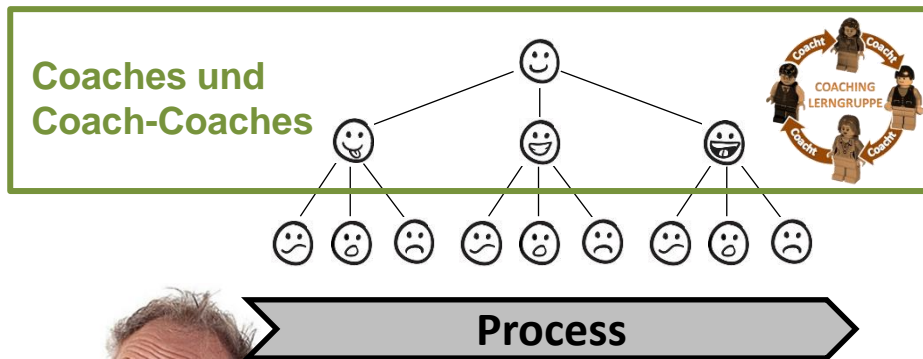
The development of **good Kata coaches** is a precondition to teach improvers how to work with the Improvement Kata

Aspiring coaches and coach coaches first practice in **learning groups...**



The development of **good Kata coaches** is a precondition to teach improvers how to work with the Improvement Kata

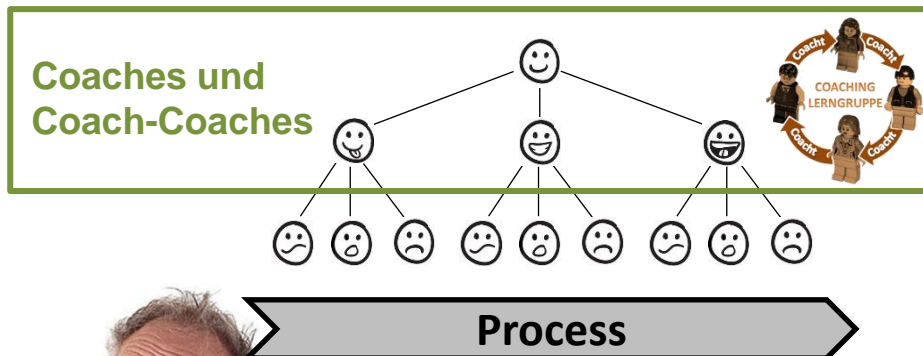
Aspiring coaches and coach coaches first practice in **learning groups...**



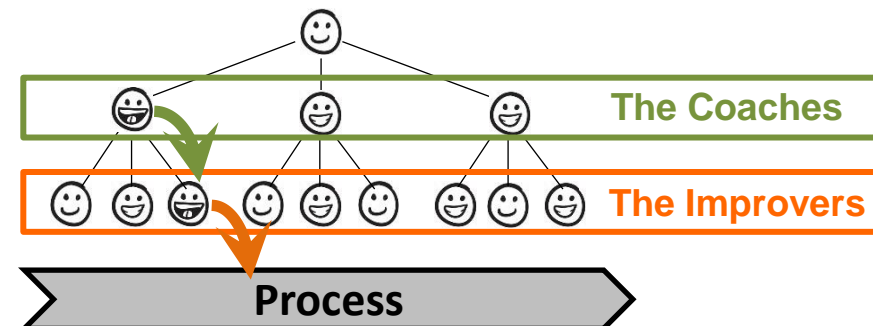
Caution! Still too early to introduce “Improvers” or “Hanchos” at this point!

The development of **good Kata coaches** is a precondition to teach improvers how to work with the Improvement Kata

Aspiring coaches and coach coaches first practice in **learning groups**...



... in order to coach the improvers on the use of the Improvement **KATA on their own processes!**



Caution! Still too early to introduce “Improvers” or “Hanchos” at this point!

Kata Coordination Group coordinates and supports learning groups

The Coordination Group makes sure that the LGs don't turn into „bubbles“, isolated from the organisation!

External
Kata-Coach

Kata
Coordination Group
4-6 members (incl. top-manager)



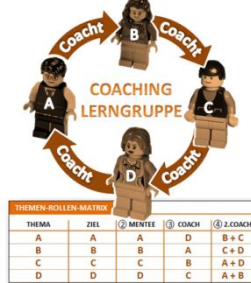
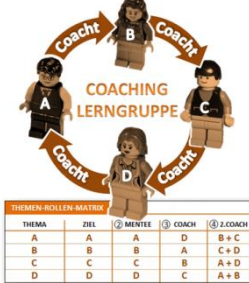
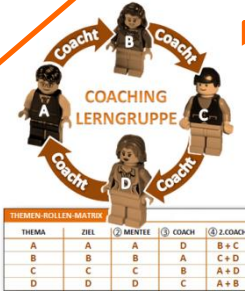
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Supports Learning groups by:

- Developing standards and rules
- Helps overcome typical obstacles, such as:
 - permission to use stopwatches,
 - arranges daily meeting free times, etc.
- Measures progress of LGs compared to the Target condition of the LGs, for example:
 - 4 coaches x 5 d = 20 Coachings/week



- Target achievement of each member
- further KPIs
- Visit LGs during coaching sessions 1 x/week
- Keeps Theme-Role-Matrix up to date, etc.



First step: fill out Theme-Role-Matrix and define CLGs



2

1

Themen-Rollen-Matrix Coaching Lerngruppen		Verantwortlicher:	Datum:				Version 1.0
Nr.	LG Thema	Ziel (in Zahlen)	2- Mentee	3- Coach	4- Coach-Coach	4- Coach-Coach	Täglich um:
1							
2							
3							
4							
5							
6							
7							
8							
9							
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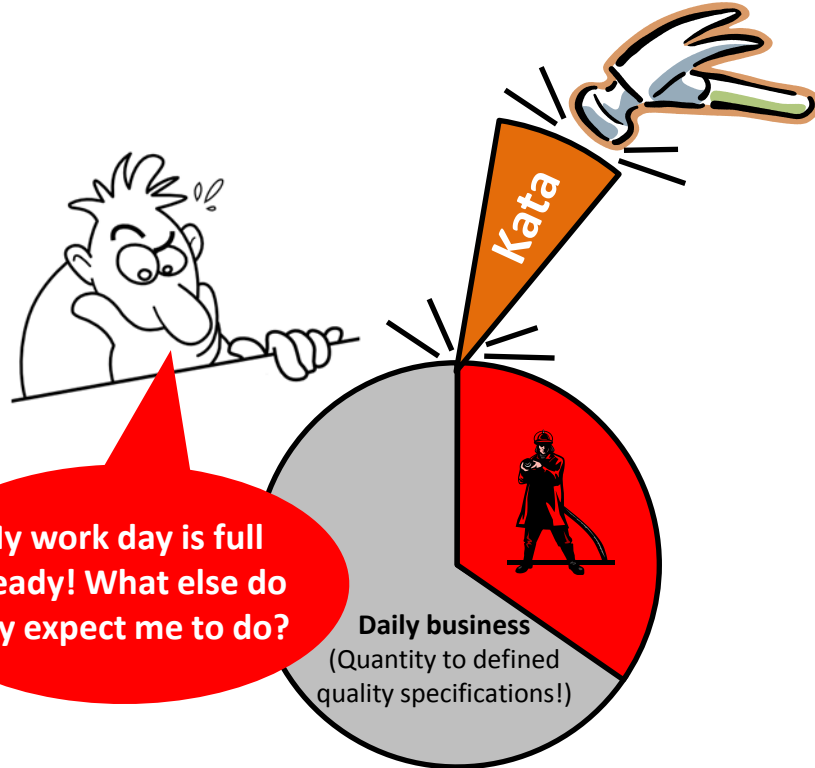
- 0- Download Theme-Role-Matrix from www.Verbetterungskata.de
- 1- All aspiring coaches should be listed as Mentee in this column, even if they do not have a theme nor a target assigned.
- 2- Sort list in groups of four, this takes some time and should be done with everybody on the list present.
- 3- Each Mentee get his own learning task including a challenging target:
 - the target should be achievable in aprox. 2 to 4 weeks.
 - Themes and processes should be short cycled in order to be appropriate to practice and experiment on a daily basis.
- 4- Assign coach und 2nd coach roles in groups of 4 by rotating the names, everyone should be 1x mentee, 1x coach und 2x 2nd coach
- 5- Define daily schedule for coachings. Initially plan 2 hours per day for coachings and feedback (30 min x 4 coaches)



The target of using the KATA is to **integrate all improvement activities** into your daily job without working any longer!

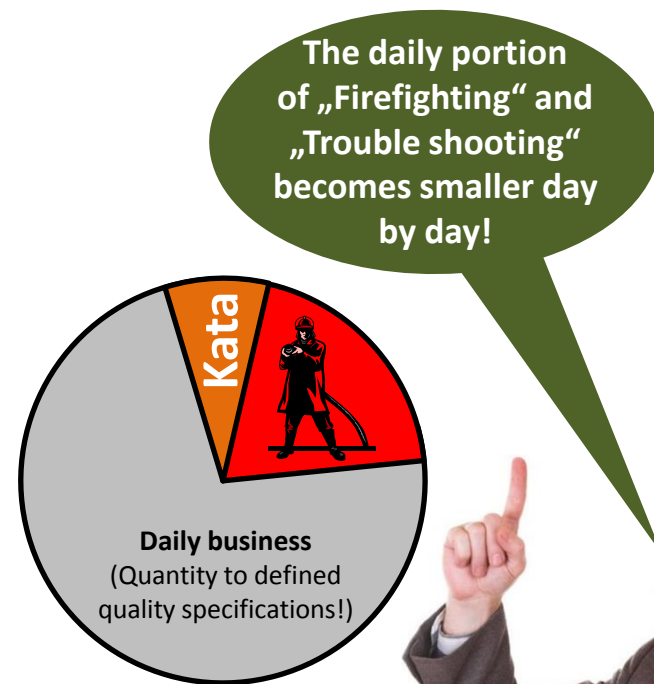
Current condition

„Daily improvement with the KATA means **a lot of additional effort**“



Target condition

„Improvement with the KATA is part of daily business **without additional effort**“



Layout of Coaching board for coaching sessions in CLGs

One Board per mentee, four boards per Coaching Learning Group needed



1- Fix board tag, complete process name

2- Place Sheets 4, 5 and 6 in a row

4- use coaching sheet, complete the names of mentee, coach and target condition

3- Complete target and add current daily value of output and process indicator as you improve day by day

