Rewire Your Brain with Kata

The strength of IK/CK is supported by recent neuroscience findings showing that frequent, coached practice of a new pattern—a kata—can get woven into the neural structure of our brains as a new habit. As we know from sports and music, with the following ingredients you can rewrite your brain to acquire new skills and habits:

1. A structured pattern for a beginner to practice (a kata)
2. Repetition
3. Guidance from a coach who provides corrective feedback
4. The satisfaction that comes from overcoming obstacles and mastering something

Who Should Attend

• Managers who wish to lead and manage more effectively
• Lean specialists and consultants
• HR and OD professionals who want to involve people in their organization more effectively
• Senior leaders who want to engage their workforce more deeply
• Value stream mappers who want to be more effective at achieving their future-state maps

The Improvement Kata

A four-step sequence that is a systematic, scientific pattern for managing teams. Practicing it helps any team get better at meeting goals and challenges.

The Coaching Kata

A set of teaching routines that help you develop coaching skill. It is a coaching pattern that helps managers teach Improvement Kata thinking and acting.

About Michigan Engineering and Integrative Systems + Design

The University of Michigan’s College of Engineering was founded in 1853. Today, Michigan Engineering and its academic departments rank in the top ten in their respective areas (U.S. News and World Report). The faculty’s ongoing research and industry consultation in engineering contribute to Michigan’s strength and impact on professional development. Michigan Engineering’s total research expenditures for fiscal 2012 exceeded $190 million, placing it in the forefront of collegiate engineering research in the U.S.

The Improvement Kata and Coaching Kata course is a powerful experience for teams or organizations that want to develop a culture of continuous improvement, adaptation, and innovation. Learn the fundamentals of applying practice and coaching routines in your organization, and acquire an overview of this groundbreaking new approach.

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- Beth Carrington
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Program Components

**Day 1**

The Improvement Kata Seminar: Theory and Initial Practice

- Introduces and explains research about how to develop new skills and habits
- Develops awareness and understanding of a new way of managing through which organizations can more effectively generate adaptiveness, innovation, and sustained competitive advantage
- Initial practice of the Improvement Kata routines using a video example

**Day 2**

The Improvement Kata Experience: Second Round of Practice

- Practice several cycles of the Improvement Kata through a hands-on simulation applicable to any business
- Experience the power and value of rapid PDCA and coaching cycles—by doing it
- Discuss our experiences about how to shift to this management model

What People are Saying

“Kata is the missing link in ensuring that continuous improvement takes place at the process with the involvement of front line leadership. The advantage of being able to practice this daily is inestimable. Stretching ourselves is where real learning and creativity take place.”

“KATA is the key. I think that the more organizations that see that and are exposed and understand that the better off our industry will be.”

“This concept should be relevant to anyone who operates a business that has processes.”

Degrees of Success

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Program Details

Register Today!
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2014 Program Dates

- September 16–17
- November 3–4

Ann Arbor, Michigan

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**Kata Your Way**

The University of Michigan also offers a customized version of this program that are tailored to your processes and requirements in collaboration with the instructors. Your team can practice at your own location using processes that are relevant to you.

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