

Learning to Lead: With Intention



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Results Washington

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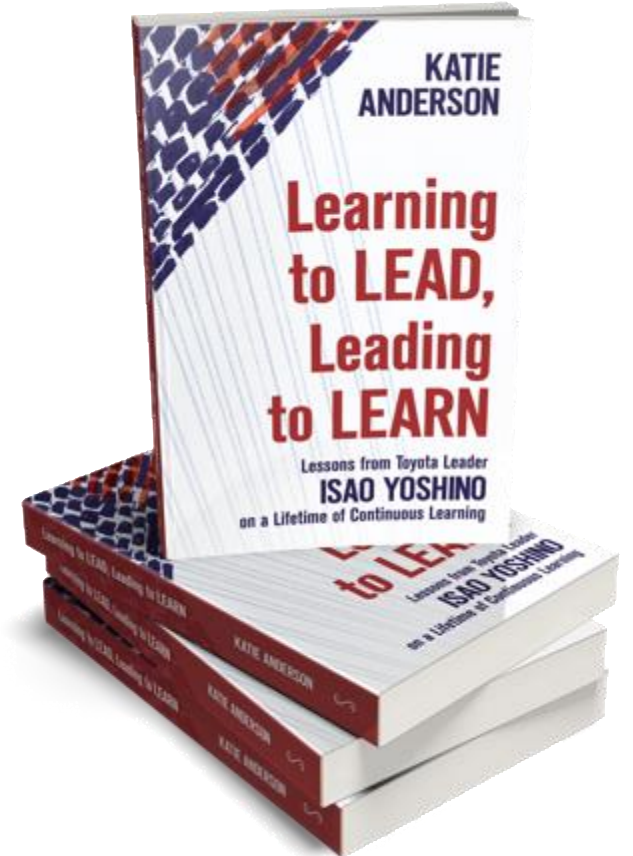
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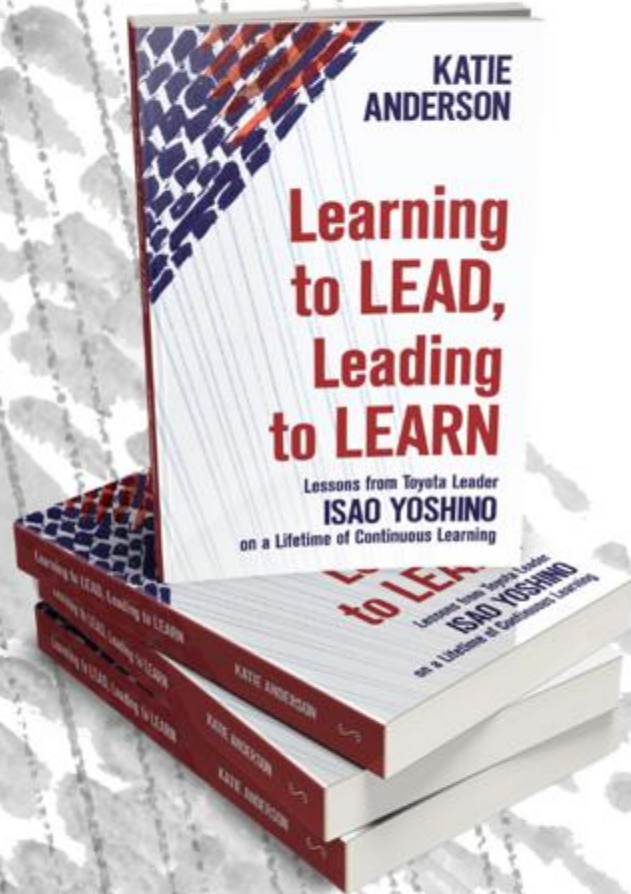
I'm Katie Anderson



- **Leadership Coach**
- **Author**
- **Speaker**
- **Lean Practitioner**
- **Japan Study Trip Host**



My Purpose:
**Inspire people around the world to live
and lead with intention.**



**"The only secret
to Toyota is its
attitude towards
learning."**

– Isao Yoshino



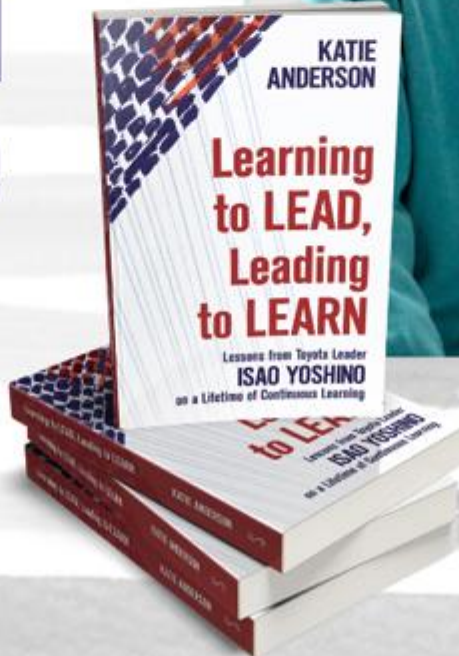
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LEARN

Learning how to improve is as important as the improvement itself.

"I am learning and relearning more about my life. There are things that I knew then, that I understand more deeply now."

– Isao Yoshino



Intention

Shi

志

“Heart”

Kou

向

“Direction”

Intention



+



Reflect on your purpose

Hello! My name is _____

DRAW!

About me!

My Purpose!

“My aim was to develop John by giving him a mission or target, and supporting him while he figured out how to reach the target.

And as I was developing John, I was aware that I was developing myself as well.”

– Isao Yoshino



A Leader's Purpose

Set the direction

Provide support

Develop yourself

A Leader's Purpose

Set the direction

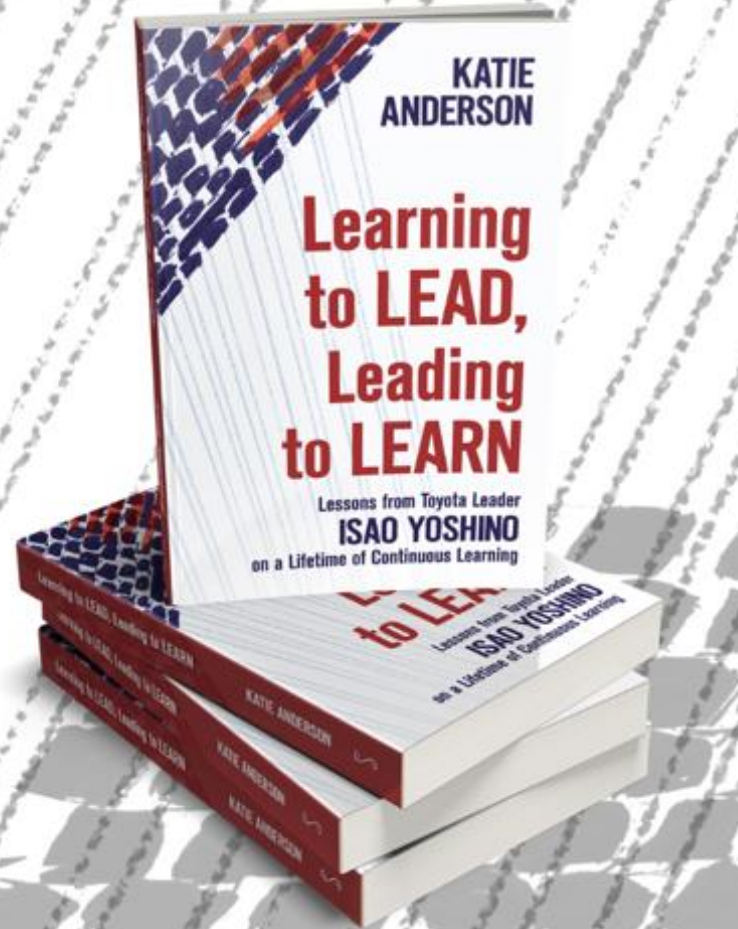
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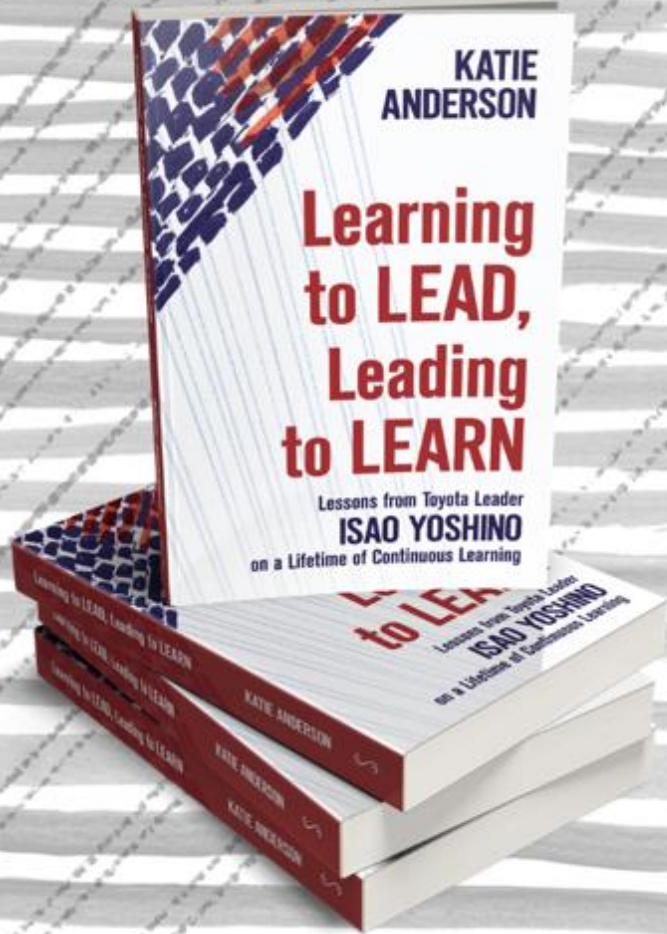
Provide a challenge, direction, or target



"Targets should be determined by what is needed, not by what is achievable."

– Katie Anderson





"It is what you learn from the lessons of not reaching your targets that make you smarter."

– Isao Yoshino





CHALLENGE

+

NURTURE



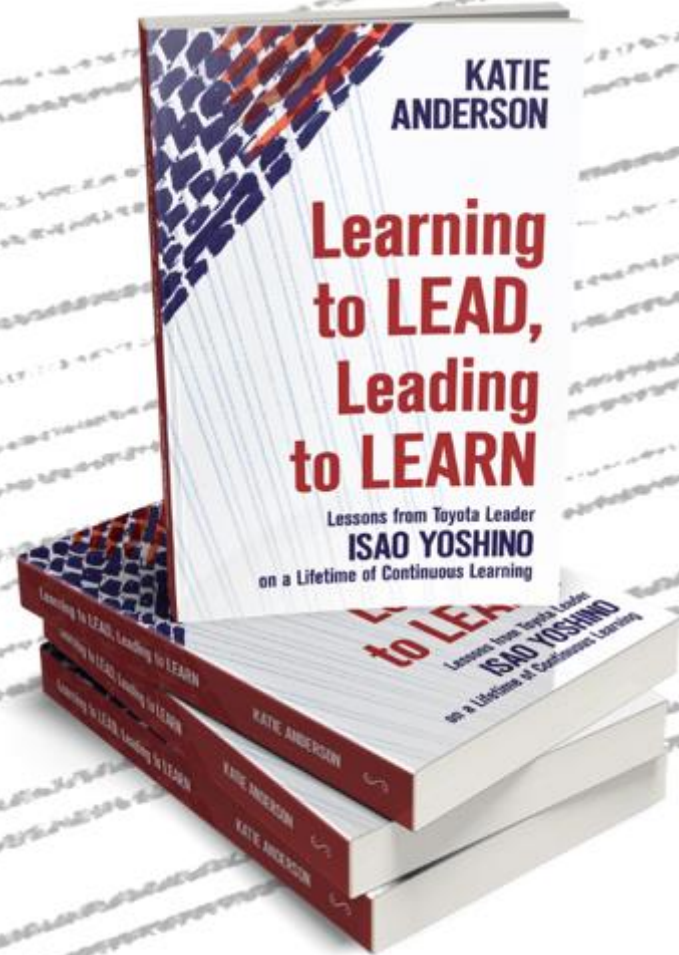
A Leader's Purpose

Set the direction

Provide support

**"My role as a leader
was to help others
develop themselves."**

– Isao Yoshino

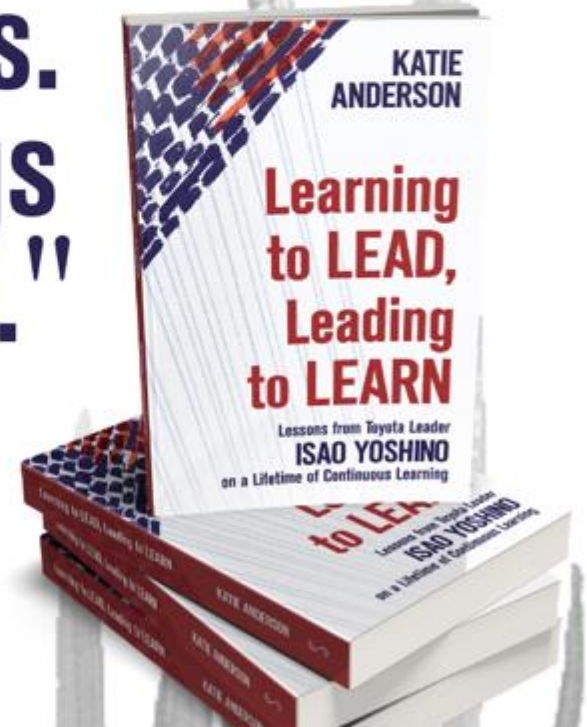


2

Set the conditions for success and take responsibility when mistakes happen

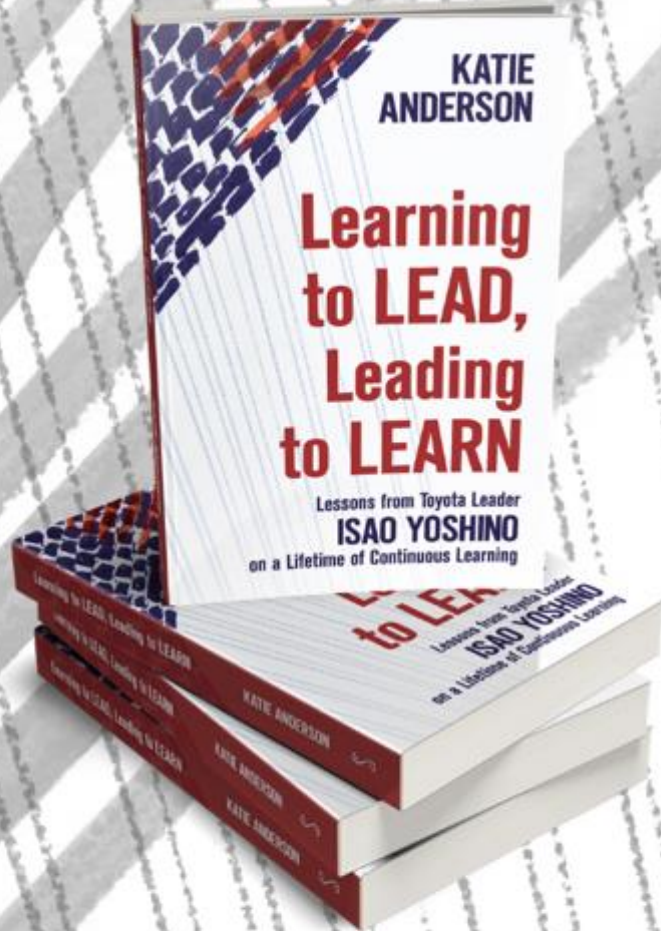
"Managers need to create a culture where people are not afraid of making mistakes. Everyone makes mistakes. We can learn many things from the failure we make."

– Isao Yoshino



3

Teach the *process* of learning



**"A leader owns
creating the
conditions for
learning."**

– Katie Anderson

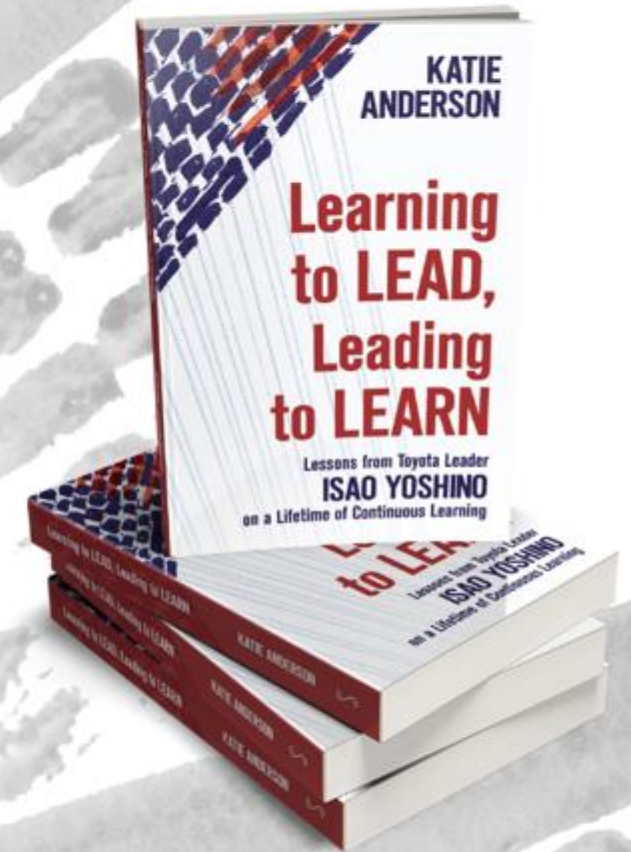


4

Give people the space to learn

"You have to let the person you are helping explore ideas and fail. It is only by understanding what the process was to get to the wrong answer, before they might actually land on the right one."

– Isao Yoshino



What **discourages**
people from **thinking &**
taking responsibility for
problem solving?



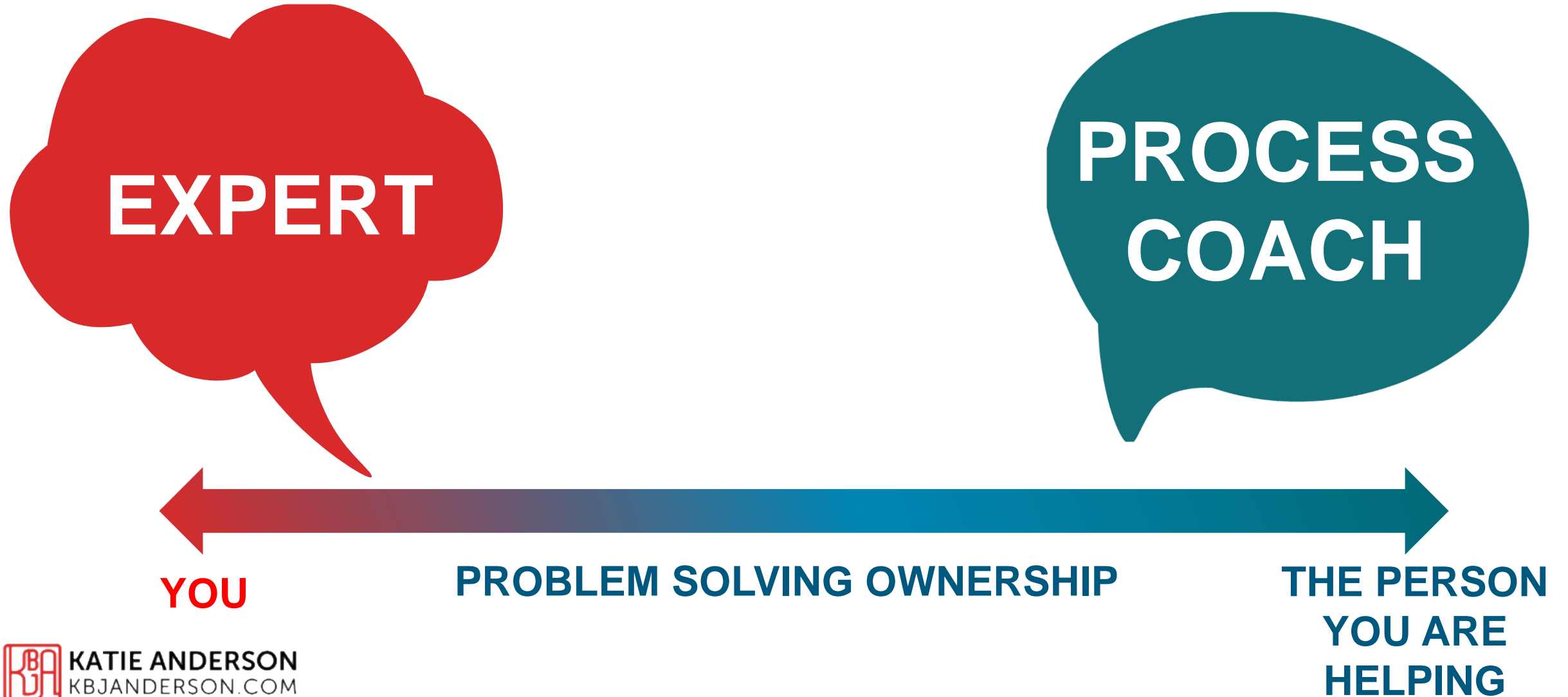
Who owns the problem?



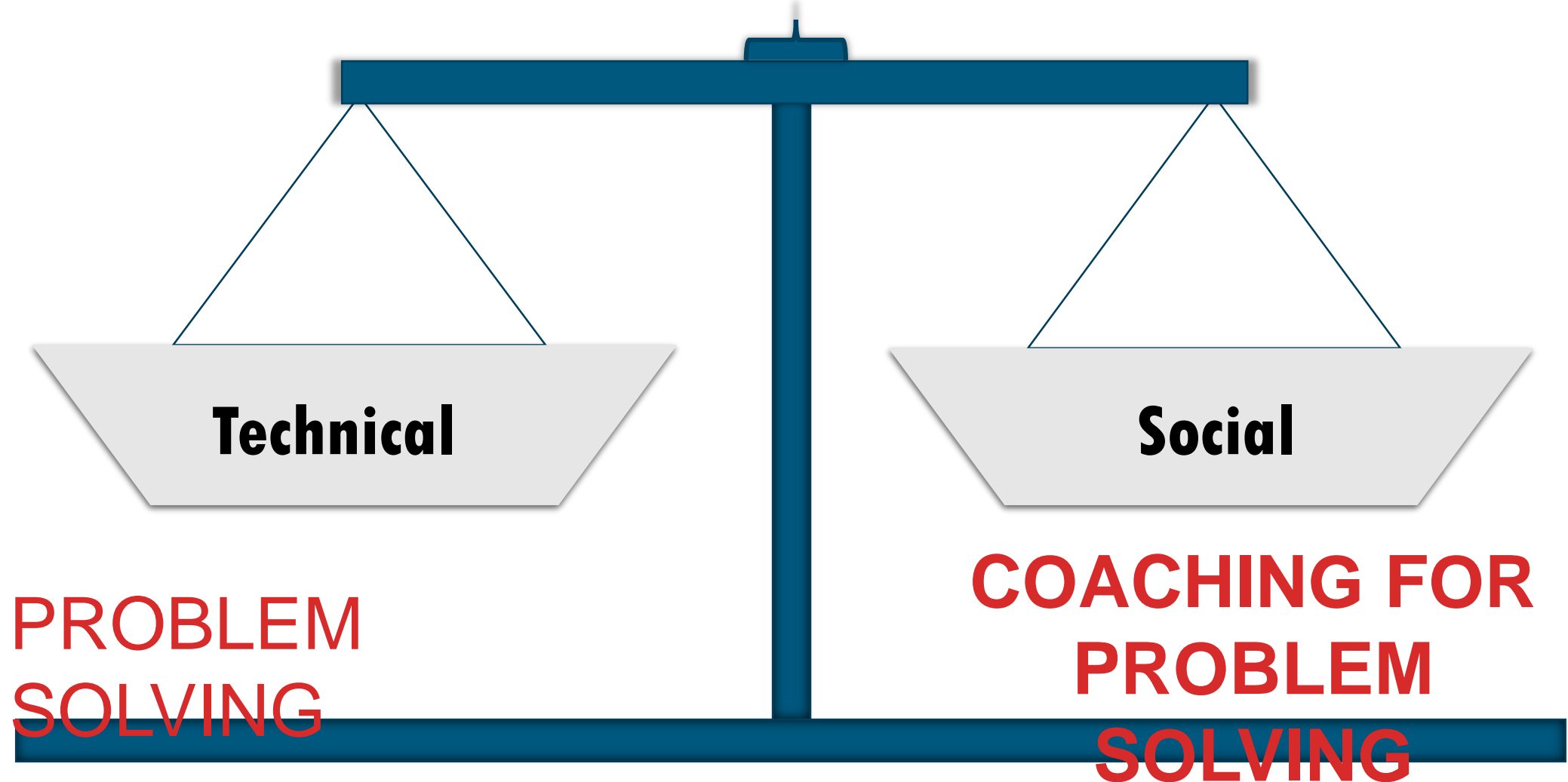
TELLING

ASKING

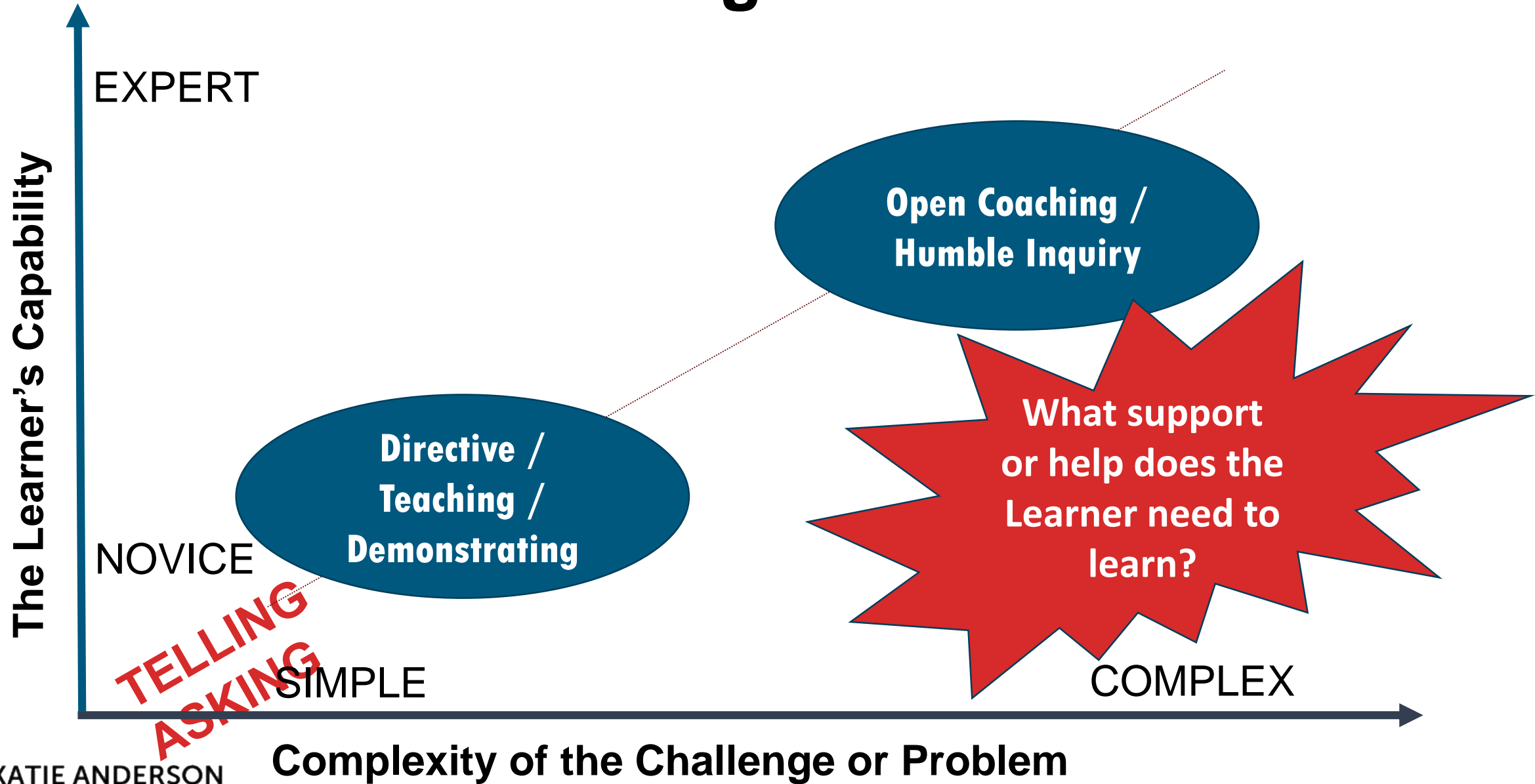
The Helping Continuum



A LEARNING ORGANIZATION



The Coaching Continuum



A Leader's Purpose

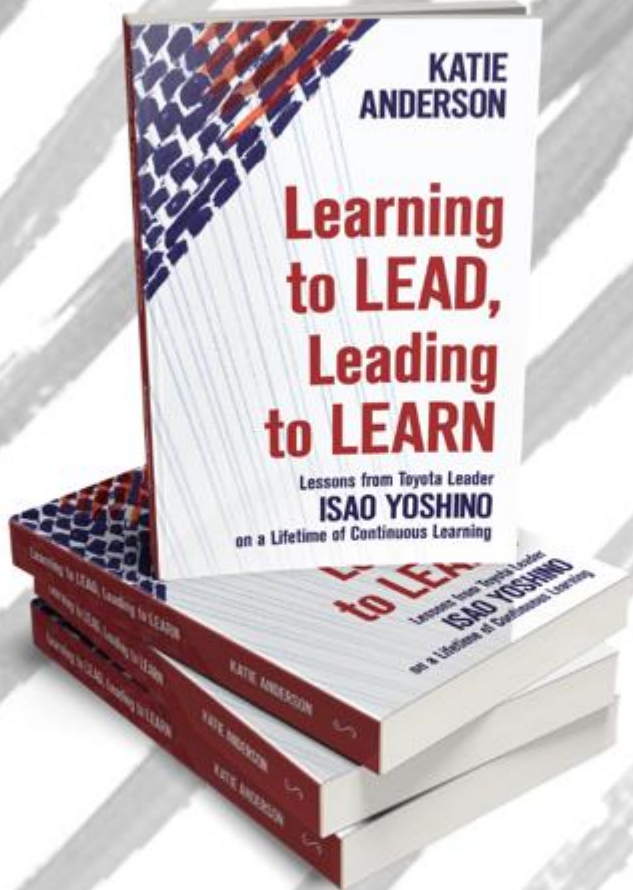
Set the direction

Provide support

Develop yourself

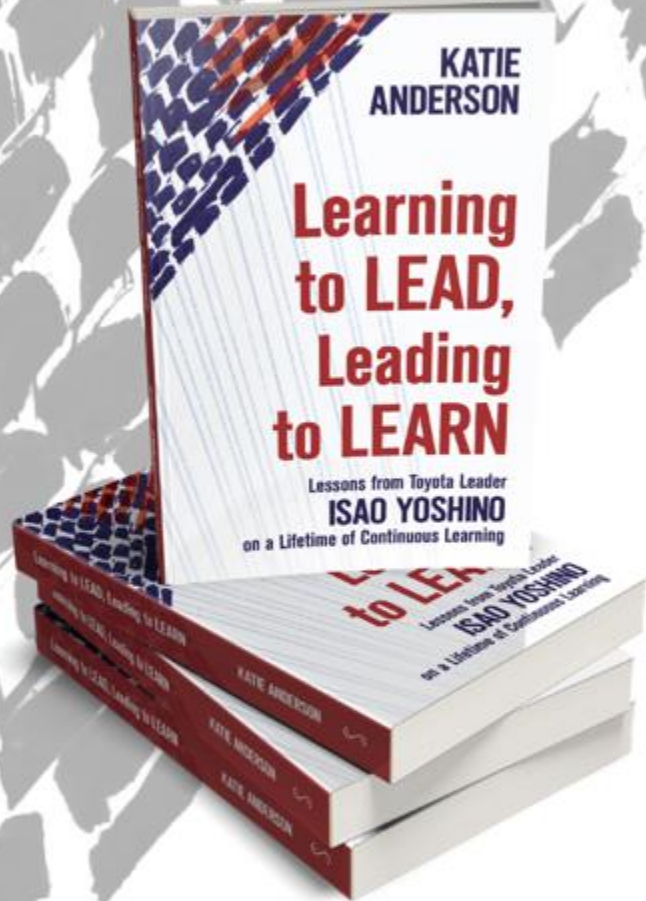
5

Never stop learning & growing



"It is far better to know that we still have to improve than believe we know everything already."

– Isao Yoshino



"Developing others is a path to helping you develop yourself."

– Katie Anderson



1

Pay attention to the **quality** of your questions

...My idea!

Have you thought about trying...?

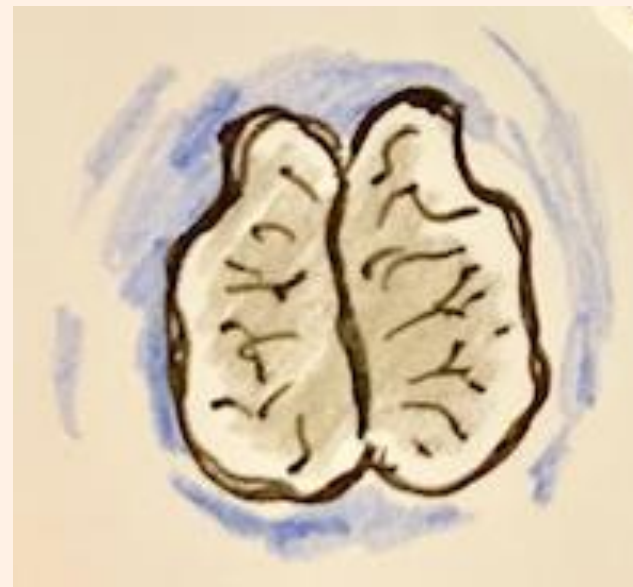
Beware of **FAKE** questions

WHAT?

HOW?



2 Listen openly



Getting ready to talk is not the same thing as listening.

Before I heard where *your* thinking was at, I didn't know what question *you* needed.



3

Take an intention pause

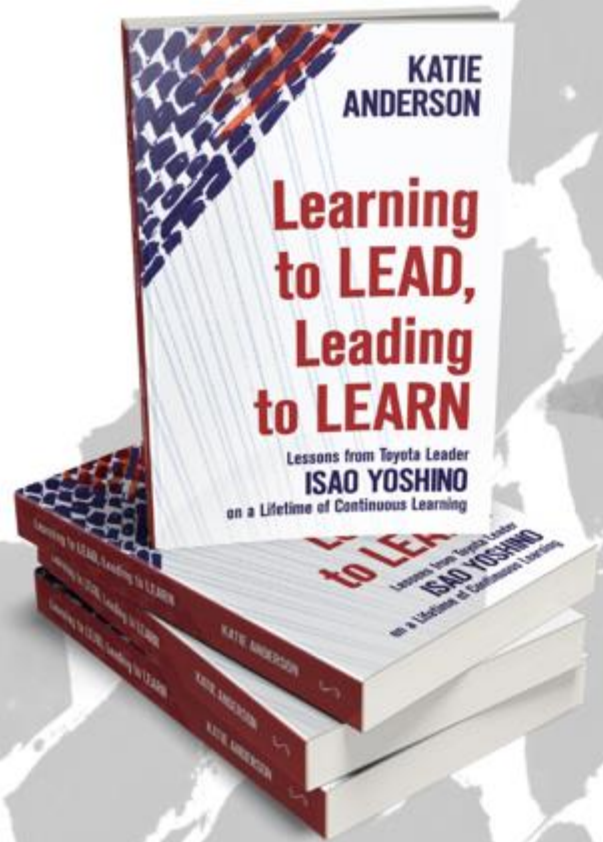


What is my
PURPOSE?



How do I align my
ACTIONS?

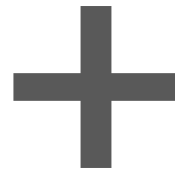




"Learning is never perfect, and it is never complete."

– Katie Anderson

Intention



**“Fall down seven
times,
get up eight.”**

-Japanese proverb



Personal PDCA / A3 Thinking

ADJUST

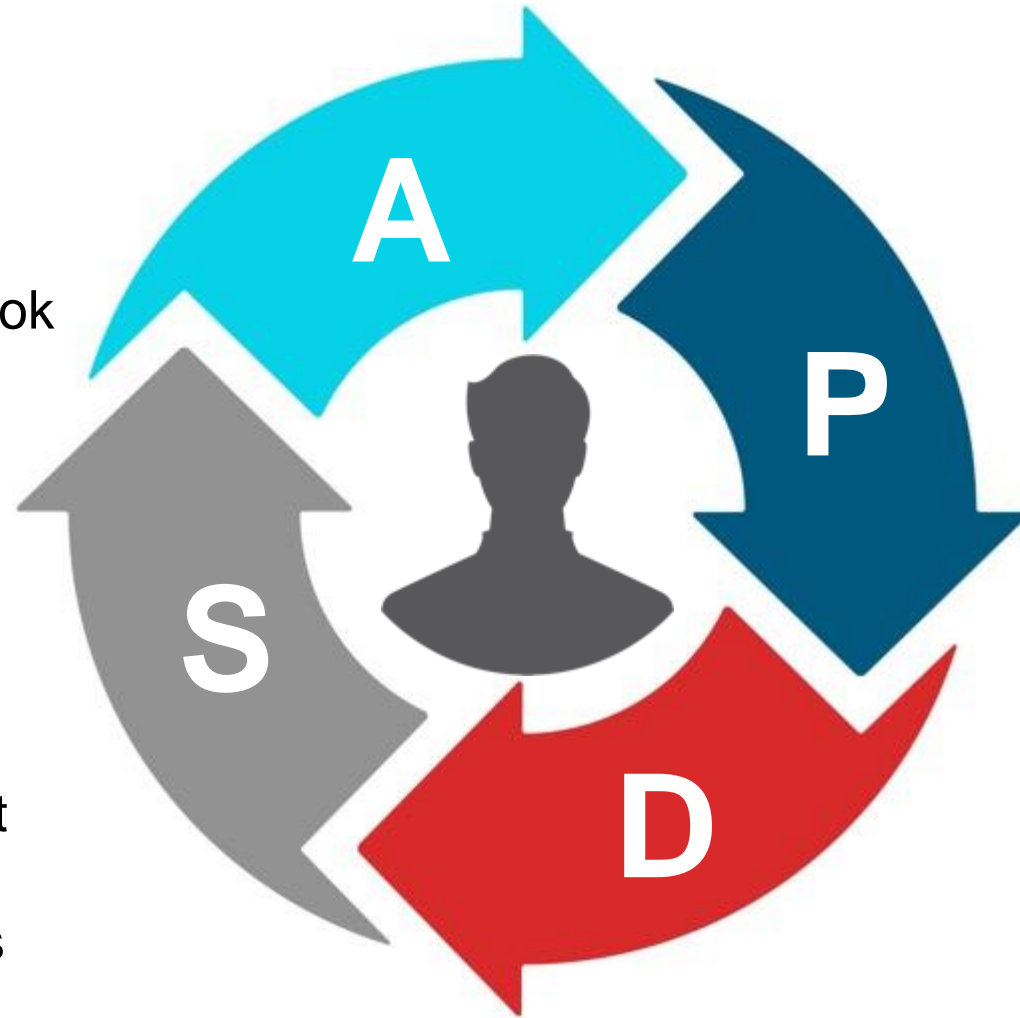
SET A GOAL/
INTENTION

What does better look
like for me?

STUDY

REFLECT

How will I know that
I'm improving?
What is my process
for reflection?



PLAN

COUNTERMEASURE
S

What experiments will
I try?
What will I do when
old habits emerge?

DO

FREQUENT PRACTICE

What steps will I take
and when?
Who will I involve?

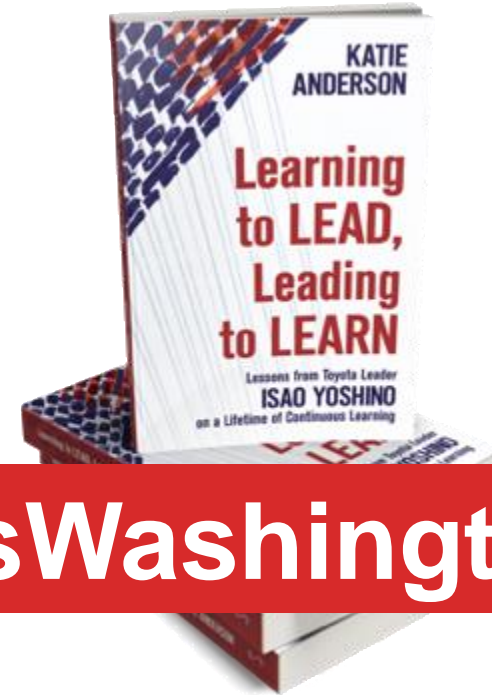
Set your intention

What is one thing
you will **practice with
intention** to improve as a
people-centered leader?



Let's Keep Learning Together!

Individual & Team Coaching * Japan Study Trips * Custom Learning Events * More!



KBJAnderson.com/ResultsWashington

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LearningToLeadLeadingToLearn.com

#1 New Release in Lean Management and Coaching & Mentoring categories

Want to practice and deepen your people-centered leadership skills?
Join "K2C2" – Katie & Karyn's Coaching Community – Cohort #8 starting 10/22!

**"Reflection is
the beginning,
not the end, of
learning."**

– Katie Anderson

