Learning to Lead: With Intention

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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
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”
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
1. 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
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
Teach the **process** of learning

"A leader owns creating the conditions for learning."

— Katie Anderson
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

EXPERT

PROBLEM SOLVING OWNERSHIP

YOU

THE PERSON YOU ARE HELPING

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KBJANDERSON.COM
A LEARNING ORGANIZATION

PROBLEM SOLVING

Technical

Social

COACHING FOR PROBLEM SOLVING
The Coaching Continuum

The Learner’s Capability

The Complexity of the Challenge or Problem

- Novice / Simple
  - Directive / Teaching / Demonstrating
- Expert / Complex
  - Open Coaching / Humble Inquiry

What support or help does the Learner need to learn?
A Leader’s Purpose

Set the direction

Provide support

Develop yourself
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

Beware of **FAKE** questions

Have you thought about trying…?

…My idea!

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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 PDSA / 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?

DO
FREQUENT PRACTICE
What steps will I take and when?
Who will I involve?

PLAN
COUNTERMEASURES
What experiments will I try?
What will I do when old habits emerge?
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!

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

LearningToLeadLeadingToLearn.com

#1 New Release in Lean Management and Coaching & Mentoring categories
"Reflection is the beginning, not the end, of learning."

– Katie Anderson