



Transform Your Influence: 8 Essential Skills for Becoming a Katalyst™ in Your Organization

Results Washington | 2024 Conference

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Who's Here: What's your role



You're in the right place!

If you...

Have a vision for change, but are discouraged because you can't seem to get buy-in from executives on what they need to do to build a culture of learning?

You're in the right place!



If you...

Love solving problems in your organization, but are frustrated because the changes just don't seem to stick and are exhausted from solving the same problem year after year?

You're in the right place!

If you...

You're seen as seen as the “tools and projects” person, and not as the influencer you know you can be or creating the results and impact you want?

You're in the right place!



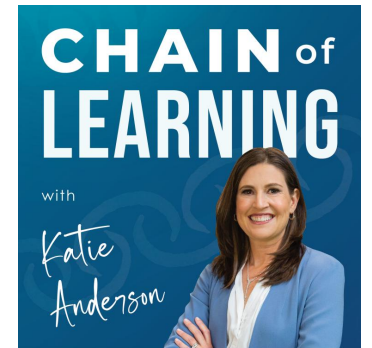
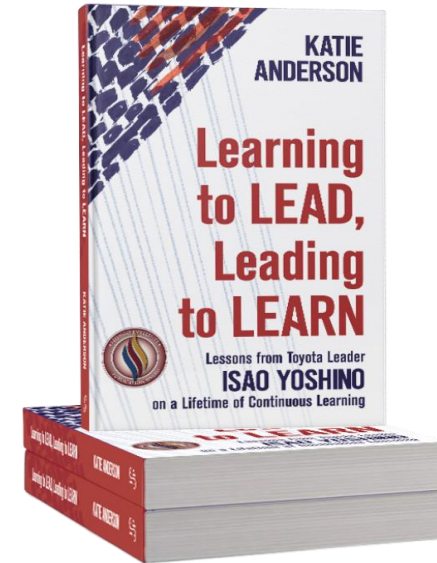
Welcome!



Katie Anderson

As Featured In:

Forbes **IndustryWeek**

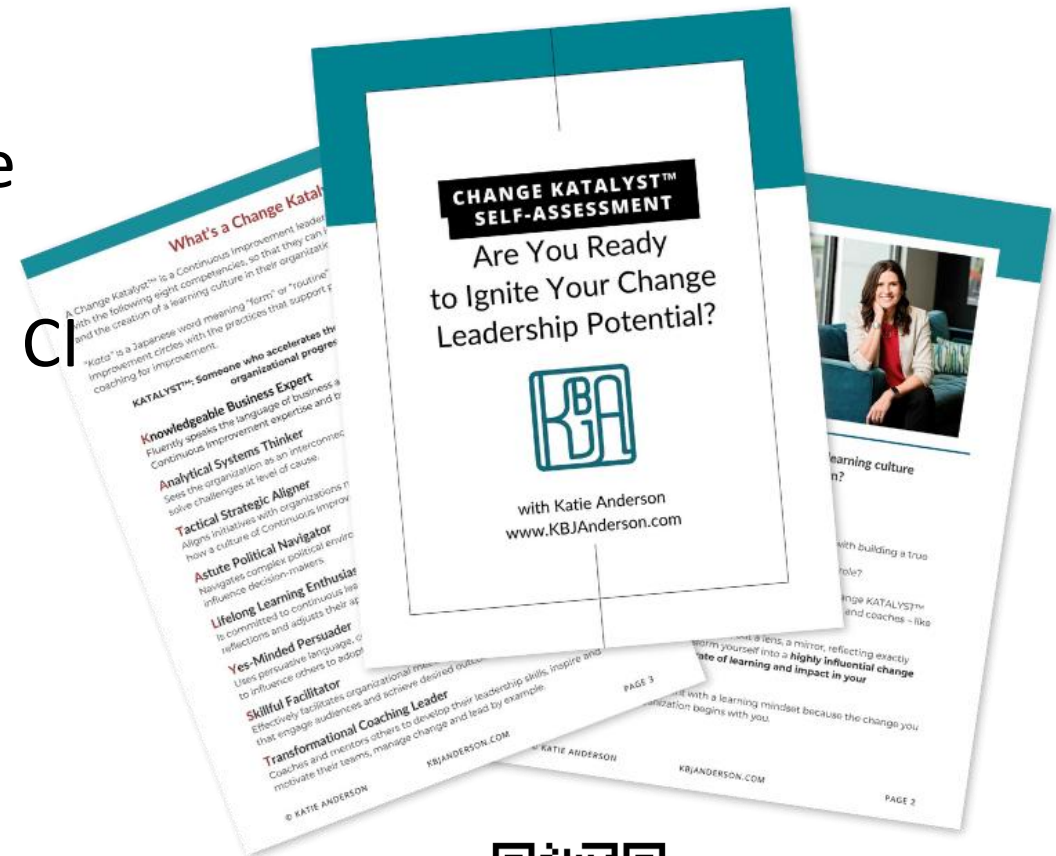



Connect →



What we'll cover today

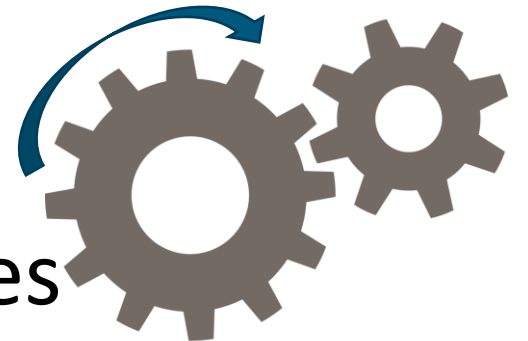
- What is a Katalyst™ change leader?
- 3 common mistakes that keep you in the “doer trap”
- 8 competencies to master to move from CI practitioner to transformational change leader
- Tips for your practice
- Set your intention
- Q&A



CATALYST

An event or person that accelerates the rate of change

Someone or something who encourages progress or change

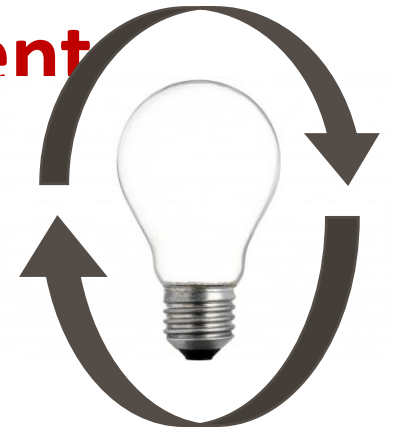


KATALYST

TM

An event or person that accelerates
the **rate of scientific thinking & improvement**

Someone or something who **encourages
learning as the source** of progress or
change



What makes
leading
CHANGE
hard?



My Journey



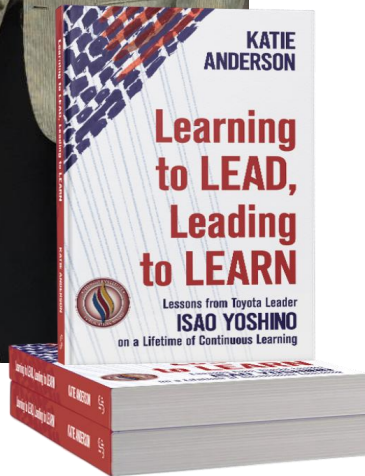
2006-2012

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2015

2020



2022



2023



2024





Intention= Align with Purpose



Heart



Direction

Are you stuck in the “Doer” trap?



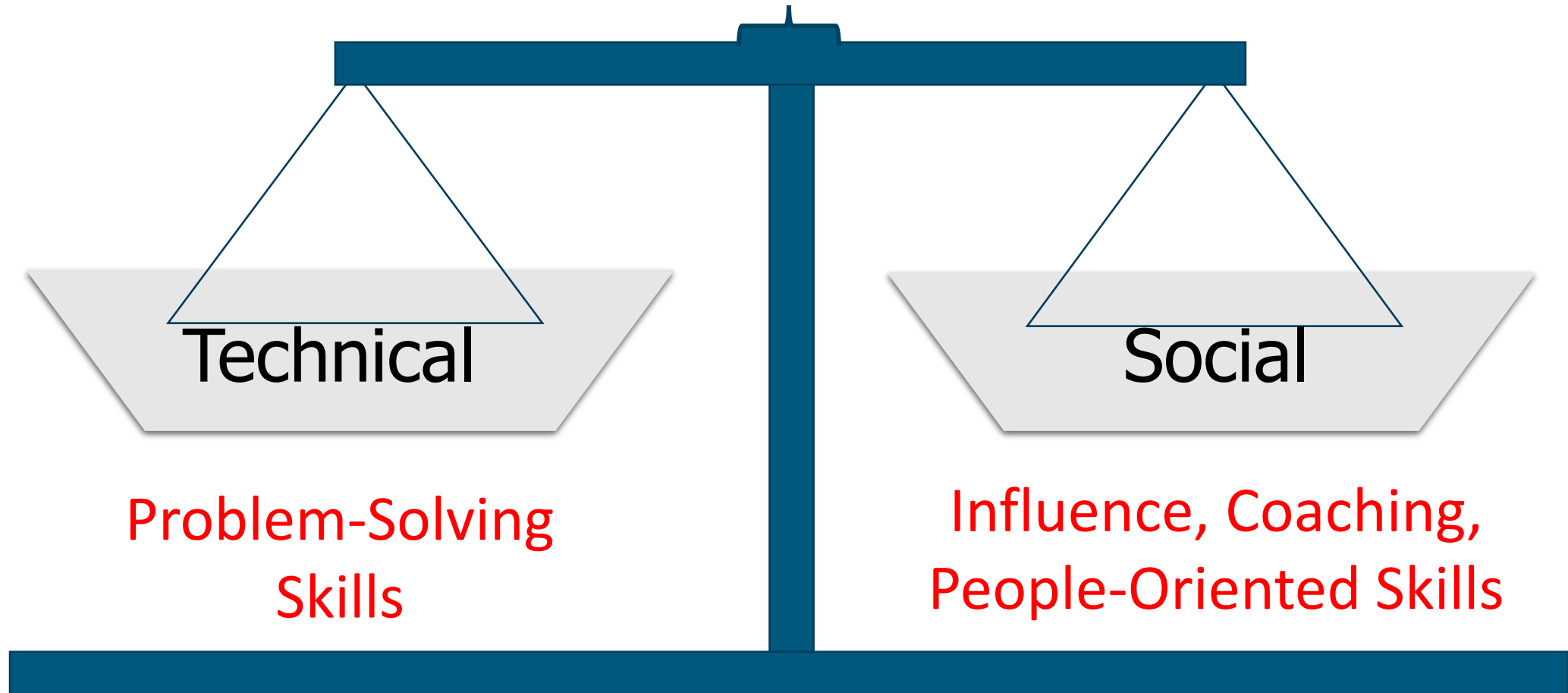
How about you?

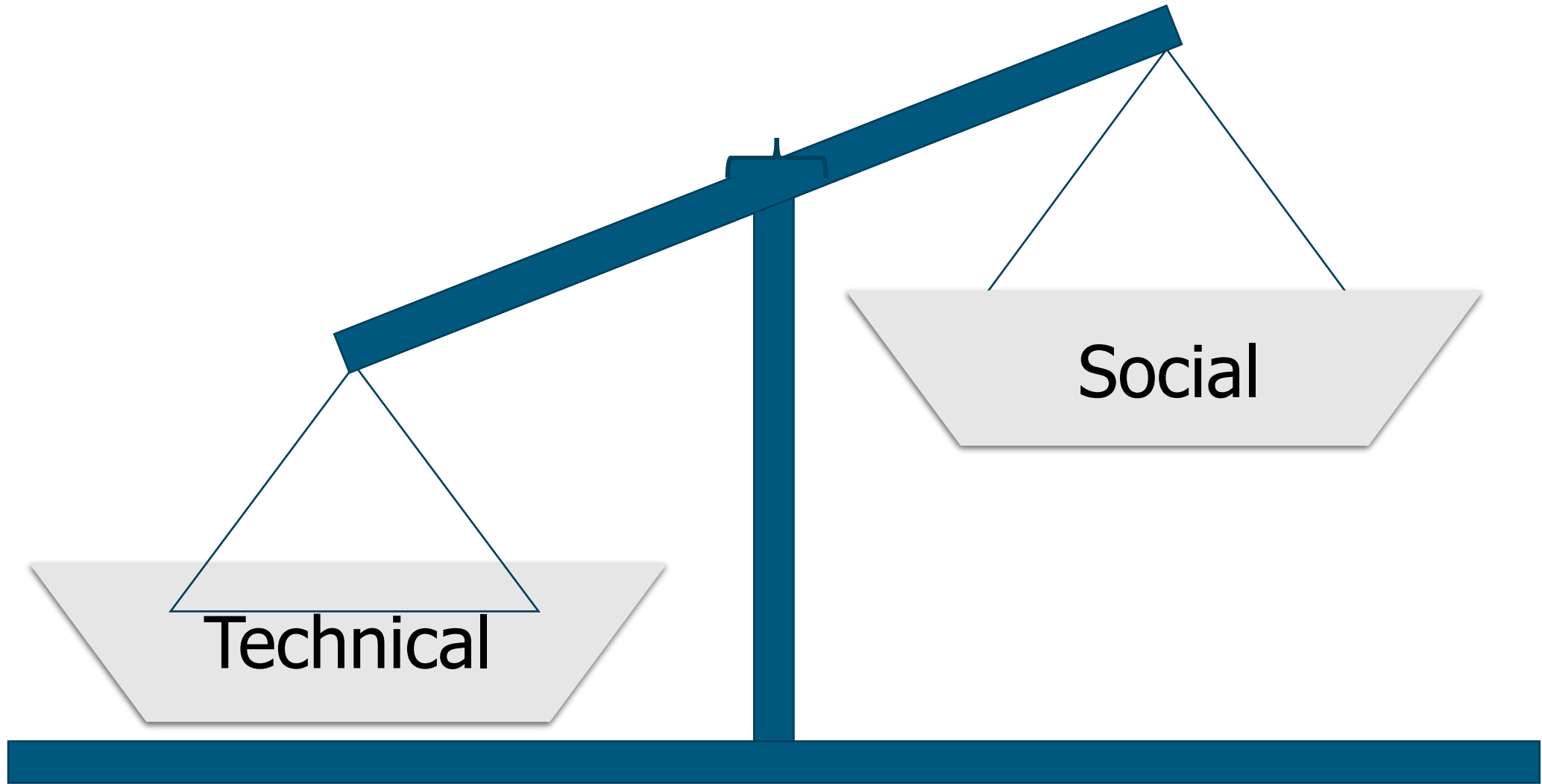
What's the
consequence?

How do you feel?



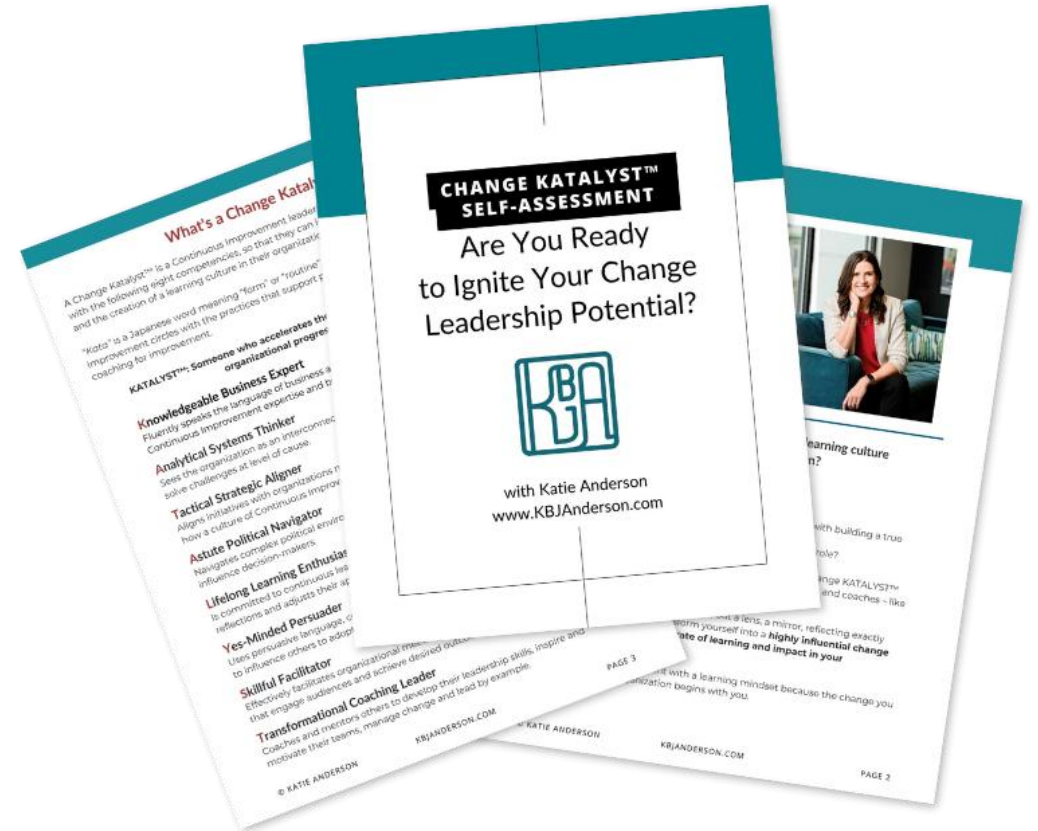
Developing a Learning Organization





KATALYST™ Change Leader Competencies

- K**nowledgeable Business Expert
- A**nalytical Systems Thinker
- T**actical Strategic Aligner
- A**stute Political Navigator
- L**ifelong Learning Enthusiast
- Y**es-Minded Persuader
- S**killful Facilitator
- T**ransformational Coaching Leader



KATALYST™ Change Leader Competencies

Knowledgeable Business Expert:

Fluently speaks the language of business and connects the dots between their Continuous Improvement expertise and business results.

Analytical Systems Thinker:

Sees the organization as an interconnected system and uses this perspective to solve challenges at level of cause.

Tactical Strategic Aligner:

Aligns initiatives with organizations mission, vision and values and articulates how a culture of Continuous Improvement supports these goals.

Astute Political Navigator:

Navigates complex political environment to build coalitions of support and influence decision-makers.

KATALYST™ Change Leader Competencies

Lifelong Learning Enthusiast:

Is committed to continuous learning and improvement, is open to feedback, reflections and adjusts their approach based on what they learned.

Yes-Minded Persuader:

Uses persuasive language, compelling arguments, active listening and empathy to influence others to adopt new ways of thinking and working.

Skillful Facilitator:

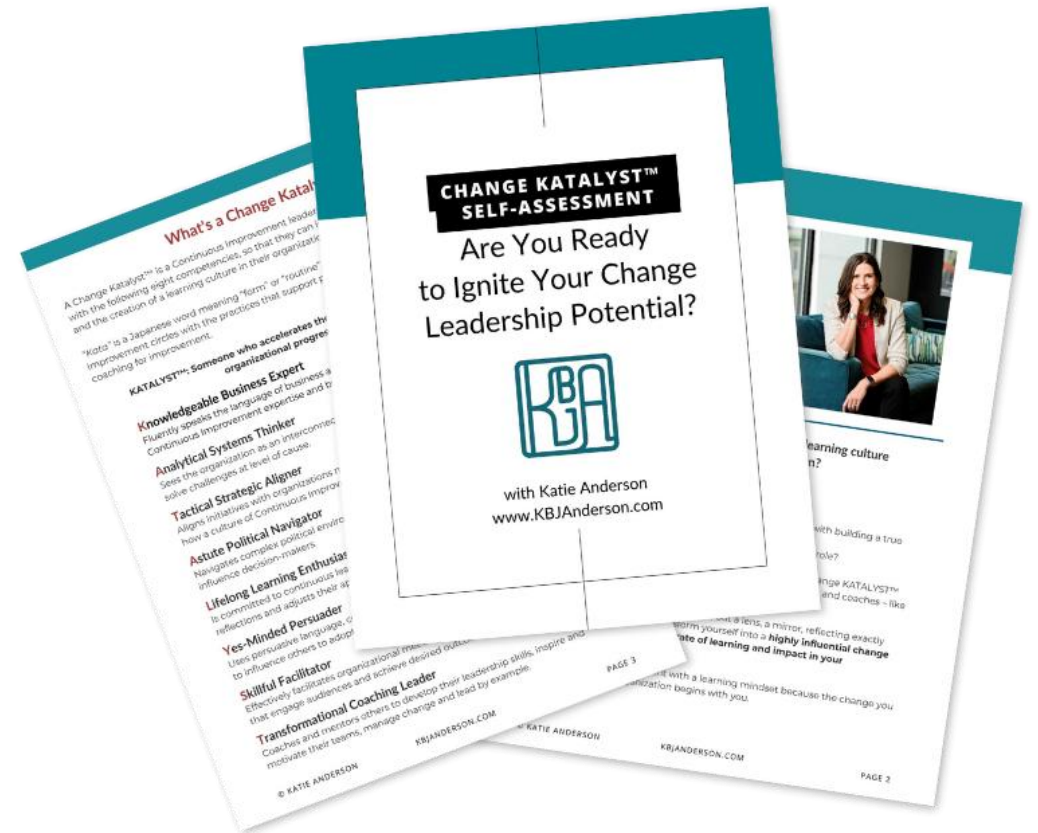
Effectively facilitates organizational meetings, training programs and workshops that engage audiences and achieve desired outcomes.

Transformational Coaching Leader:

Coaches and mentors others to develop their leadership skills, inspire and motivate their teams, manage change and lead by example.

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STOP!

Don't lead with
"improvement noise"

Let's do
an AS!



Speak the language of business and results!

***K*nowledgeable Business Expert**

Connects the dots between behaviors and process improvements to tangible business results

Leadership Behaviors

→ Employee Performance

→ Process Efficiency

→ Customer Outcomes

→ Business Results



How about you?

Astute Political Navigator

Understands “good politics” is balancing input and tradeoffs from multiple perspectives





NEMAWASHI:
“Tilling the soil”

How about you?

Yes-Minded Persuader

Balances using persuasive language with active listening and empathy to influence others to adopt new ways of thinking and working.

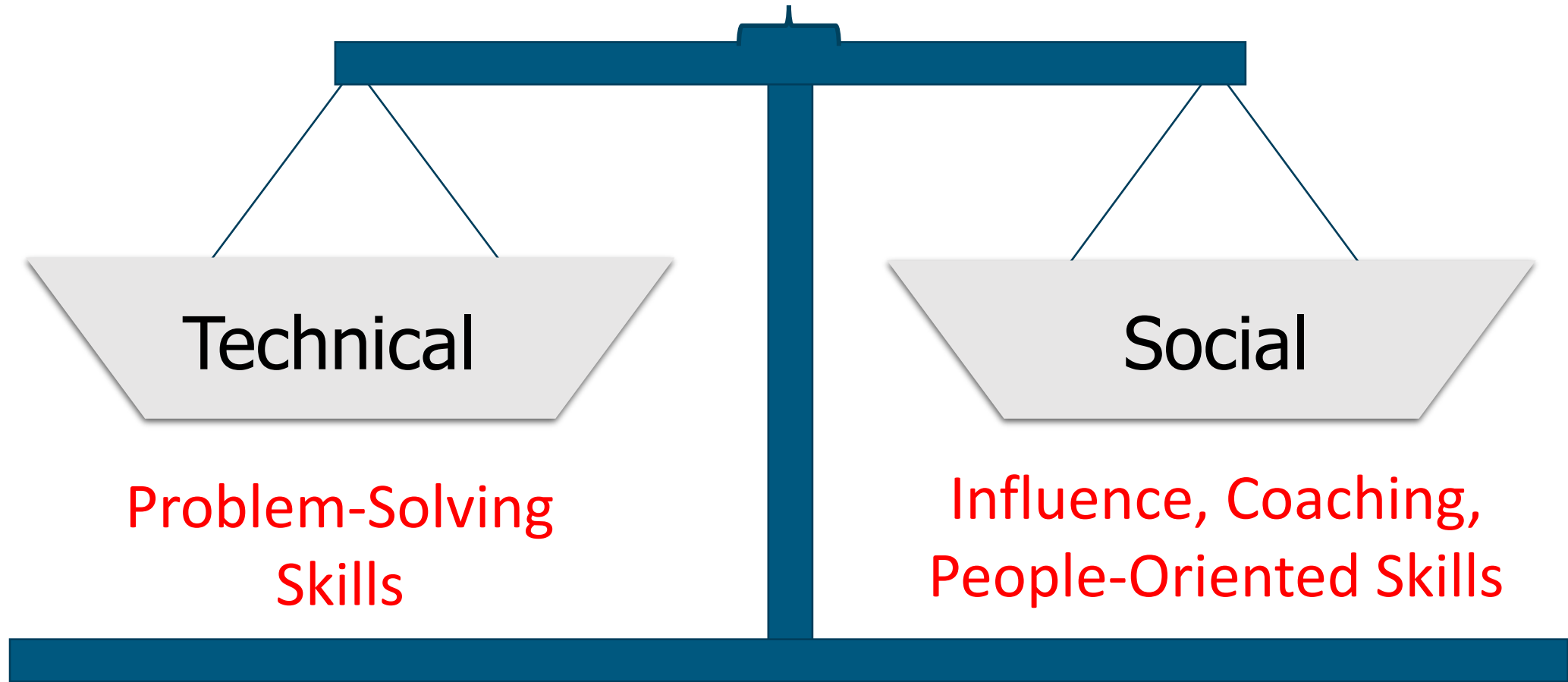




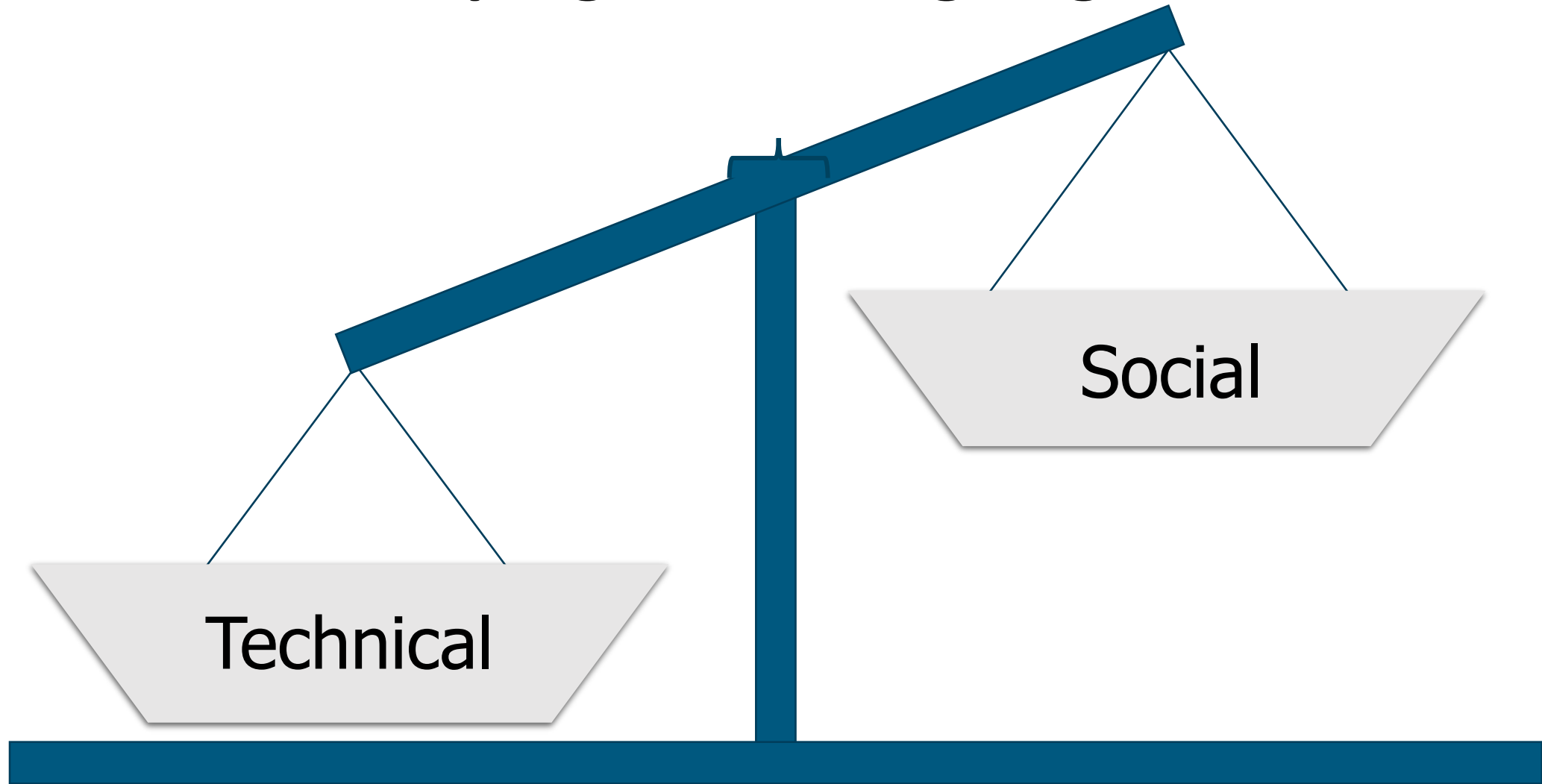
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How about you?

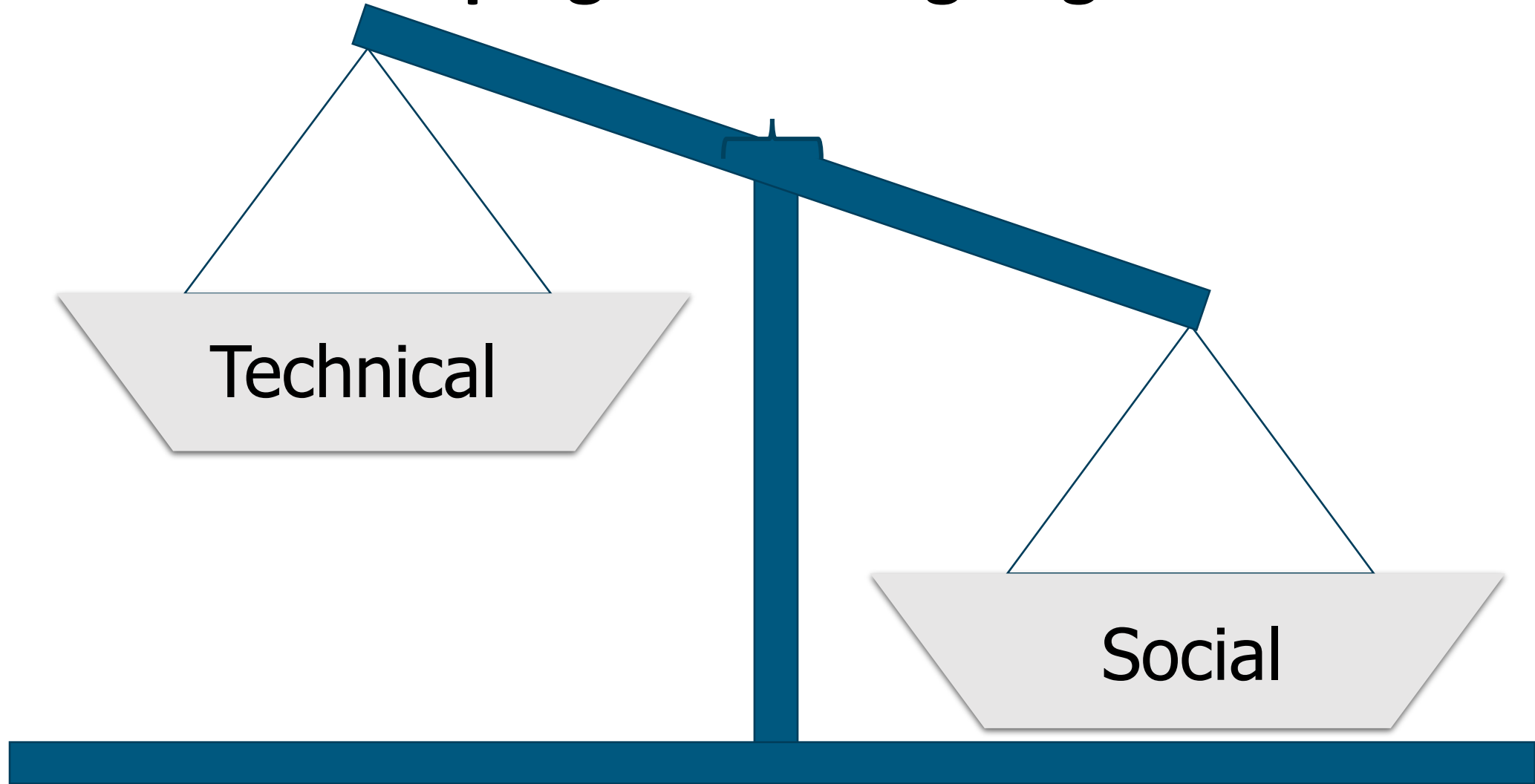
Developing a Learning Organization



Developing a Learning Organization



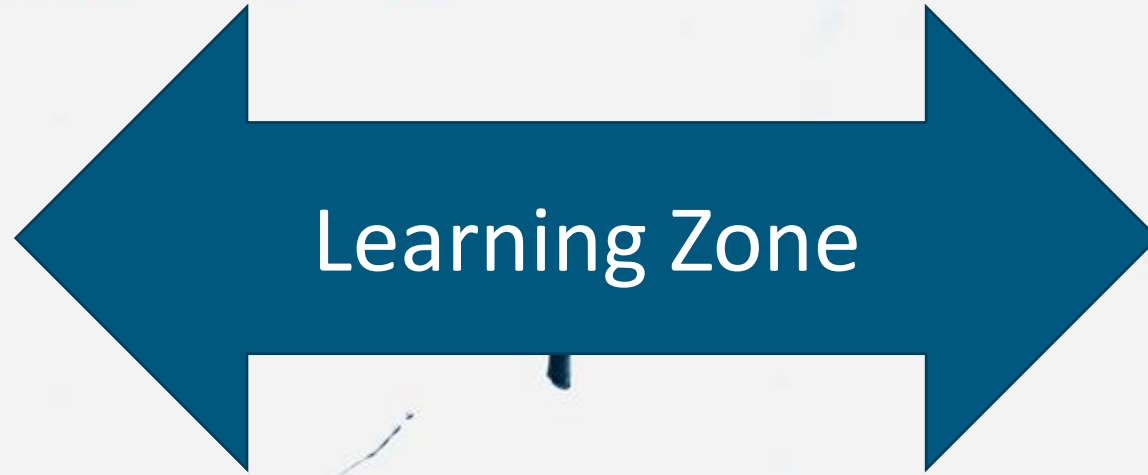
Developing a Learning Organization



Create the *conditions* for learning



CHALLENGE



SUPPORT



Navigating the Leadership Continuums

Telling

Asking

Expert

Coach

Challenge

Support

Business
Outcomes

People
Development





Create a Chain of Learning



Personal SAPD

ADJUST

SET A GOAL/ INTENTION

What actions align with who I want to be?

What
like

What we
expect
to happen

Learning

What
actually
happens

en old

STUDY

REFLECT

How will I know that I'm improving?

What is my process for reflection?

PLAN

WHAT WILL I PRACTICE?

What experiments will I try?

DO

FREQUENT PRACTICE

What steps will I take and when?


Who will I involve?

Develop a habit of **daily reflection**

What impact do I want to have?
What actions will I take?

	INTENTION	ACTIONS	REFLECTION & ADJUSTMENTS
DAY 1			
DAY 2			
DAY 3			
DAY 4			
DAY 5			
DAY 6			
DAY 7			

MY PURPOSE: _____

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PERSONAL DAILY REFLECTION

What did I learn?
What adjustments do I need to make?

Intention= Align with Purpose



Heart

+



Direction

Take an **intention** **pause**



What is my
PURPOSE?
+
How do I align my
ACTIONS?



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

-Japanese proverb



Set your Intention:

What is one skill you will
focus on to become a
more effective **Change**
KATALYST™ ?



What
one word
describes your **top**
learning today?



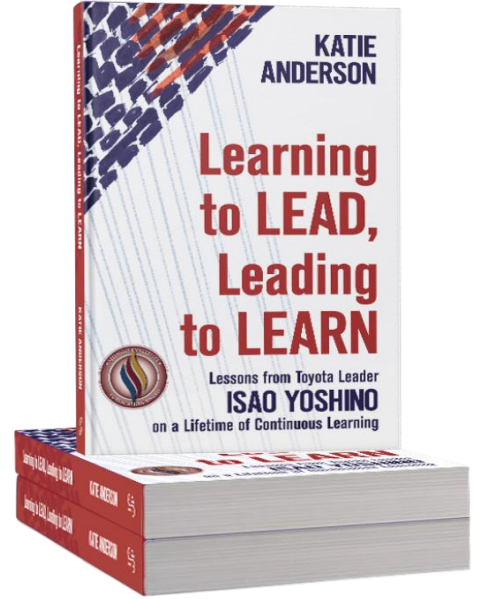


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Thank you!



**Join me – and Isao Yoshino – in
Japan May 2025**

KBJAnderson.com/JapanTrip



Chain of Learning

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Time for questions

