

# Leading to Learn Master Class

## 3 Practices to Become a More Intentional People-Centered Leader

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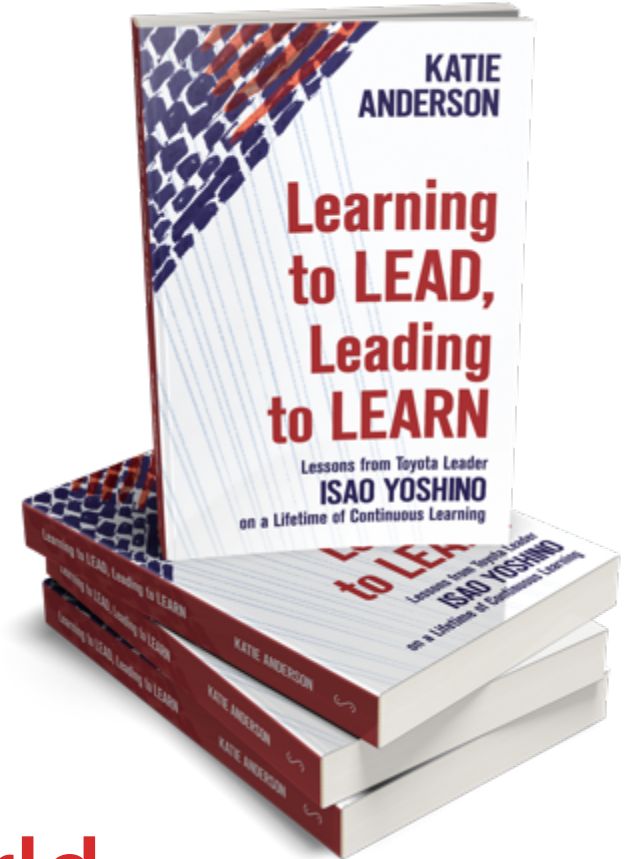


**KATIE ANDERSON**  
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# I'm Katie Anderson



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



**My Purpose:**

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





# What We'll Be Covering

- Reflection, Purpose, and Intention
- The Leading to Learn Framework
- The Continuums of Leadership
- 3 Practices for Intentional People-Centered Leadership
- Reflection and Your Intention for Practice
- Next steps and opportunities to deepen your learning and practice

# My Intention for you!

- Have fun!
- Learn something new
- Are inspired
- Walk away with an identified goal for improvement
- Get started on your personal daily reflection



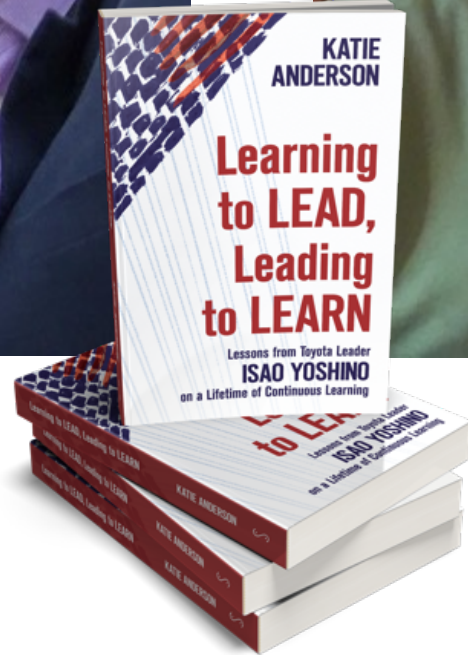
# Set your intention: How engaged do you intend to be today?

1 ----- 4 ----- 7

Screen's on yet and  
not really "here".

I'm here yet  
distracted/tired/"multitasking".

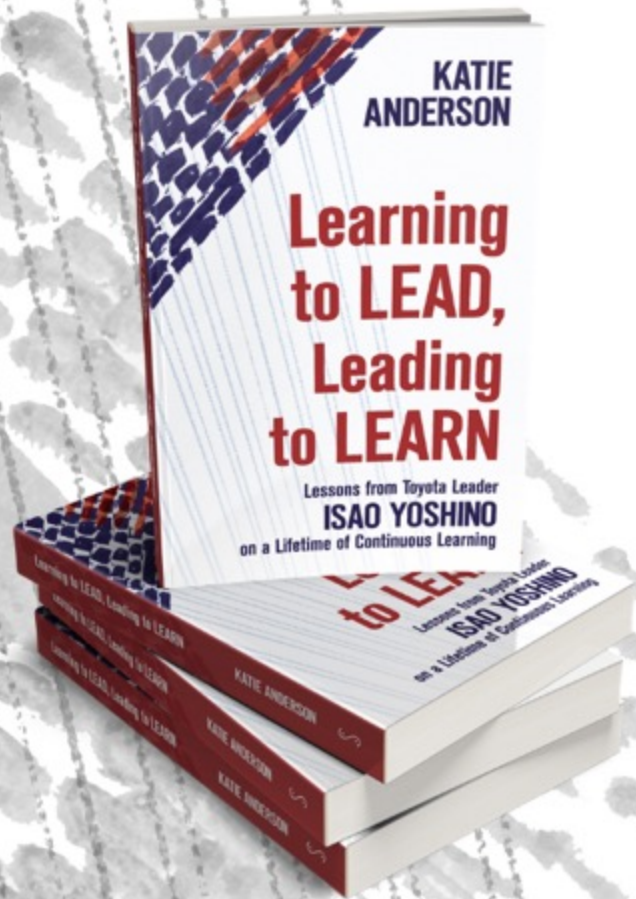
I'm fully engaged. Other  
devices and screens are  
put away.



**Section 1:**

**Reflection, Intention  
& Purpose**





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

**– Isao Yoshino**



# Hansei: Reflection

**Represents the deeper learning  
that comes from examining the  
past & making corrections for  
the future.**

**Reflection is where learning happens  
& where wisdom is created.**

# Intention

Shi

志

“Heart”

Kou

向

“Direction”



# Intention



+



# Purpose

Hello! My name is \_\_\_\_\_

**Share your drawing  
~1.5 minutes each**

About me!

My purpose!



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# Practicing Hansei:

**What is your key  
takeaway from this  
section?**



**Section 2:**

**The Leading to Learn  
Framework**

“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

Provide a challenge, direction, or target based on what is needed – not what is achievable



# A Leader's Purpose

Set the direction

Provide support



Create the *opportunity* for learning &  
the structures that support it

**"The process of learning  
is as important as  
the actual learning itself."**



# A Leader's Purpose

Set the direction

Provide support

Develop yourself

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

**– Isao Yoshino**





**"I am a business  
condition  
that requires  
improvement."**



# Practicing Hansei:

What is your key  
takeaway from this  
section?



**Section 3:**

**Leadership  
Continuums**

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



**"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**



You, I, or someone else  
jumps in to **TELL** them  
*what* to do  
and *how* to do it.



# Who owns the problem?



**TELLING**

**ASKING**



# Navigating the Leadership Continuums

Telling

Asking

Expert

Coach

Challenge

Support

Business  
Outcomes

People  
Development





# 1 The Advocacy – Inquiry Continuum



**TELLING**

**ASKING**

2

# The Helping Continuum

EXPERT

PROCESS  
COACH



YOU

PROBLEM SOLVING OWNERSHIP

THE PERSON  
YOU ARE  
HELPING

# Leading to Learn: Focus on the process

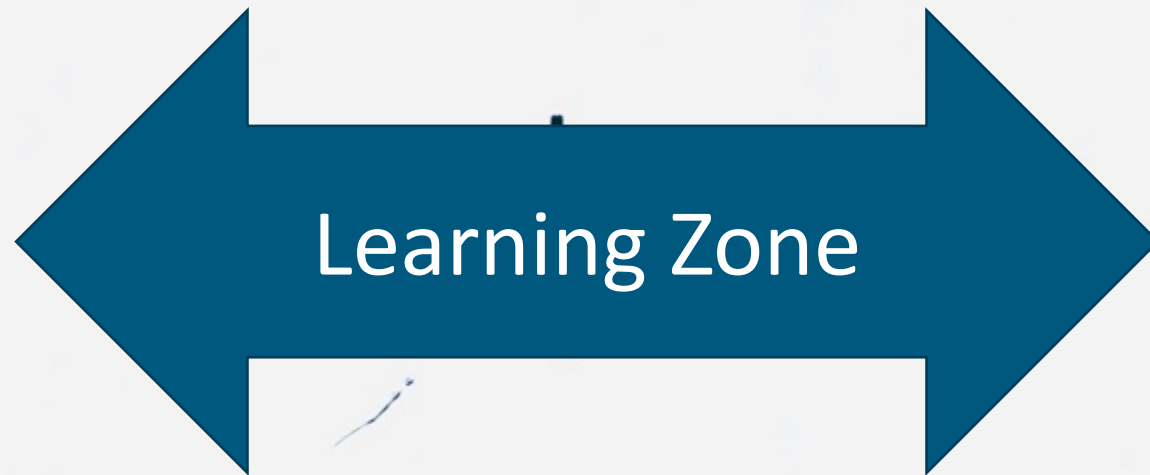
**"You have to let the person you are helping explore ideas and fail. It is only by understanding what the process was to get to the wrong answer, before they might actually land on the right one."**

**– Isao Yoshino**



# 3 The Challenge-Support Continuum

CHALLENGE



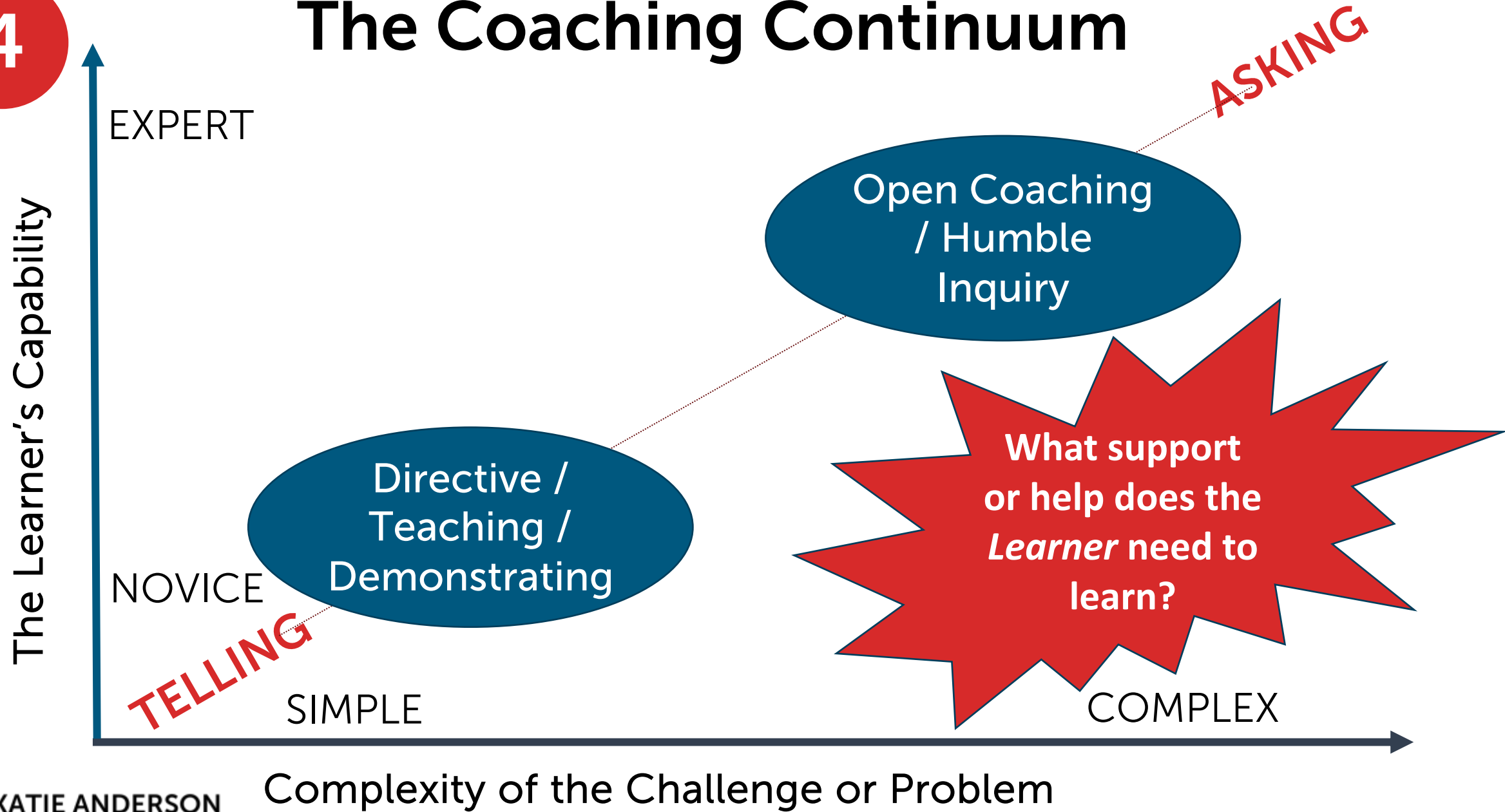
SUPPORT



*struggle*

4

# The Coaching Continuum



# A Leader's Purpose

Set the direction

Provide support

Develop yourself

# Practicing Hansei:

What is your key  
takeaway from this  
section?



# **3 Practices to Become a More Effective People-Centered Leader**

1

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

...My idea!

Have you thought about trying...?

## Beware of advocacy in disguise!

# WHAT?

# HOW?



2

# Take an intention pause



What is my  
**PURPOSE?**



How do I align my

**ACTIONS?**



# 3

## Develop a habit of **daily reflection**

Who do I want to BE?


What action will I take?

What did I learn?

What adjustments do I need to make?

	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



# Personal PD SA

## ADJUST

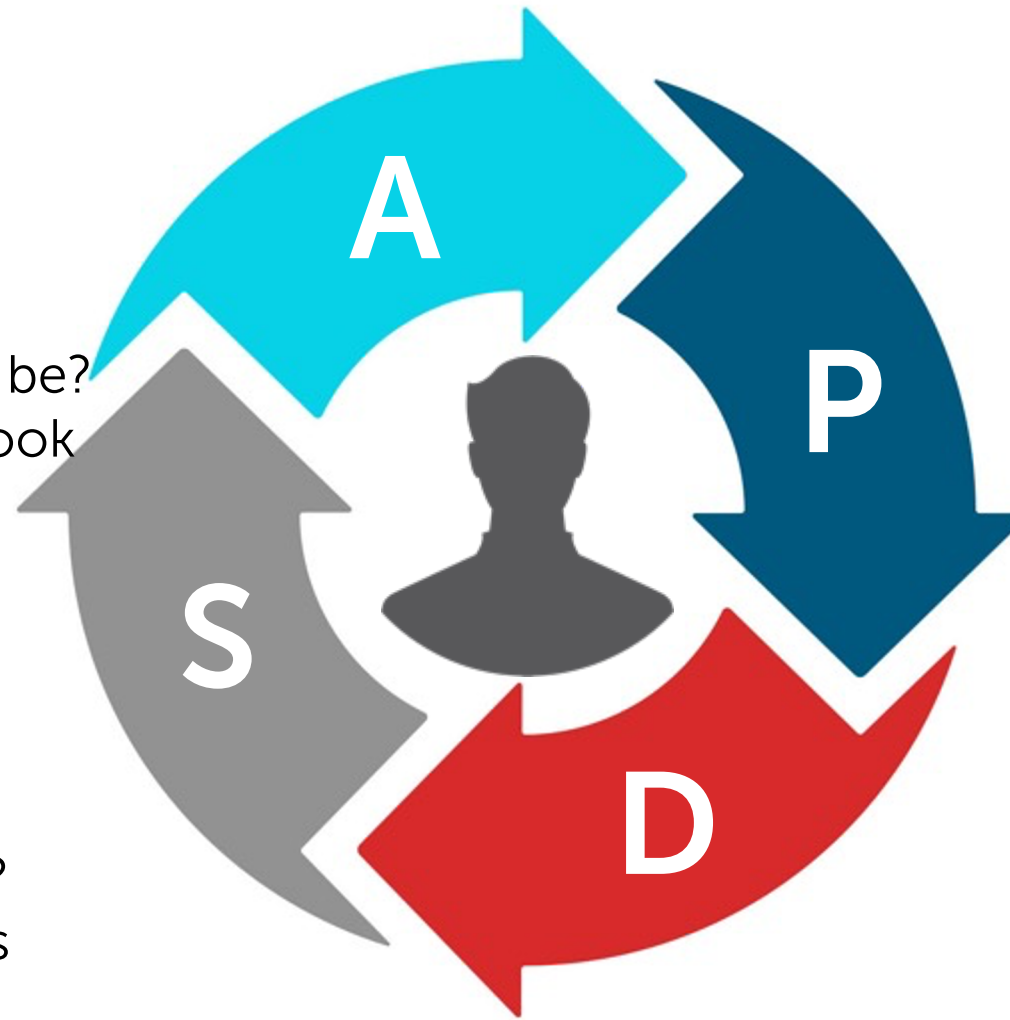
SET A GOAL/  
INTENTION

What actions align with who I want to be?  
What does better look like for me?

## 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?  
What will I do when old habits emerge?

## DO

FREQUENT PRACTICE

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



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



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

**-Japanese proverb**



# Set your intention

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




# Recap of Today

- Reflection, Purpose, and Intention
  - The Leading to Learn Framework
    - Set Direction, Provide Support, Develop Yourself
  - The Continuums of Leadership
  - 3 Practices for Intentional People-Centered Leadership
- 
- Next steps and opportunities to deepen your learning and practice

# Next steps & opportunities to deepen your learning and practice

- Start your practice of daily reflection today!
- Custom LIDZ Leading to Learn Accelerator program

MY PURPOSE: _____		
INTENTION	ACTIONS	REFLECTION & ADJUSTMENTS
DAY 1		
DAY 2		
DAY 3		
DAY 4		
DAY 5		
DAY 6		
DAY 7		

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**PERSONAL DAILY REFLECTION**



# Let's Keep Learning Together!



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What **ONE WORD**  
describes your learning  
experience today?

