



W3GROUP

Thinking win-Win-WIN !!

Kata Con 2015 How To Deploy Panel

By BETH CARRINGTON
W3 Group Partner and Consultant

Format

1 hour 45 minutes

- 30 minutes with **Beth Carrington**
 - Deployment Process
- 30 minutes with **Eamon Fitzmaurice**
 - Deployment at 2 sites
 - Merck Wilson Plant, SC
 - Novartis Holly Springs, SC
- 30 minute with **Craig Kennedy**
 - Multi-site, Supply Chain Deployment
 - Merck Supply Chain
- 15 minute open Q & A



Beth Carrington

**Kata Master
Coach**



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Beth Carrington

**Kata Master
Learner**



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Kata Deployment

There is no perfect or one correct deployment path!

If there is... I (and I think I can say) we don't know it yet!

Thank You! Have a nice day.



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What we have learned

- We have been practicing, learning, experimenting, with a broad range of organizations around the world.
- We think we've learned a few things.
- But every deployment is different.



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Elizabeth, Kyle and Nicole

*Every organization
is different.*



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**But the Meta-Process of
deployment is the same.**



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**Began to think of
Kata Deployment
as a process....**

Kata Deployment Process!



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Apply Kata to the Process!



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Define your intent!



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Wayne Meyer

*Goosebump moments
for ourselves and
those under our care!*

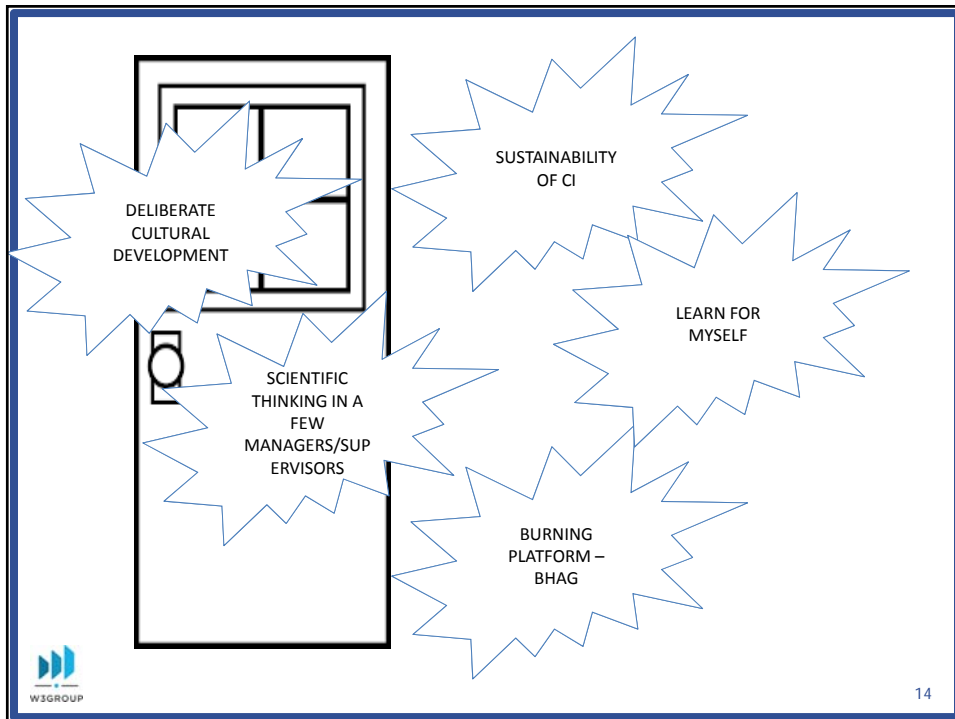
Create Hope!



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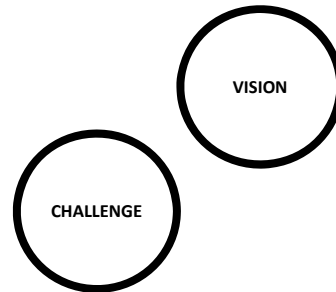
Brad Frank

Primary focus needs to be Human Resource Development



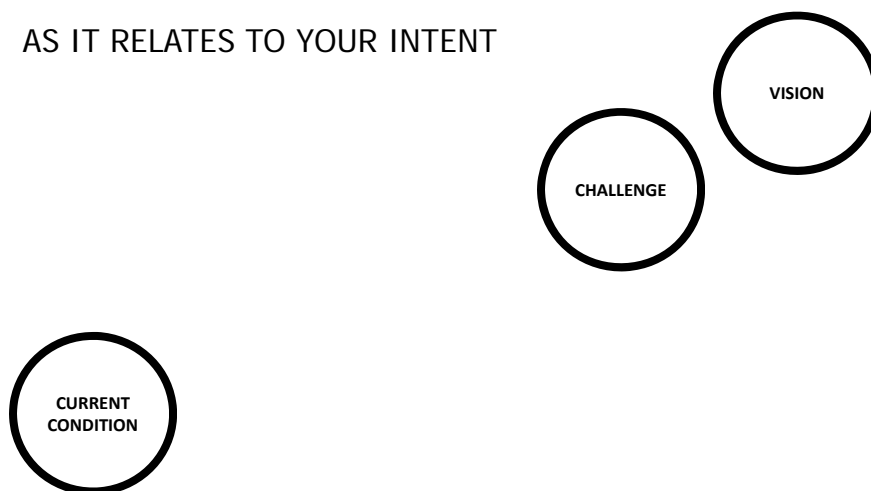
Understand Your Direction

Practice the first routine of the Improvement Kata



Grasp Your Current Condition

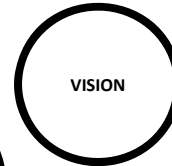
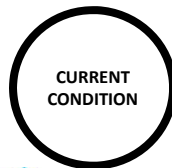
AS IT RELATES TO YOUR INTENT



SET YOUR TARGET CONDITION

Establish your Kata Deployment Process Team, a.k.a. Advance Group

- Determine your Process Owner, i.e. Learner
- Coach, 2nd Coach
- Master Coach, i.e. External Coach
- Other group members are your Process Team



Kata Deployment Process Team

- Learns the IK/CK
- Rotate roles
- Spending 30 days in each role



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Deployment Process Teams a.k.a. Advance Group

Charged with
actively monitoring and guiding
the organization's kata deployment



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Mike Rother

You have to be able to do, before you can coach/teach others



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Jeff Liker

As a leader you must develop yourself first.



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Elizabeth, Kyle and Nicole

*Setting Target
Conditions is very
difficult.*



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Slideshow 5 Key Factors

1. Relevancy
2. Right People in Right Roles
3. Close-in Target Conditions
4. Frequent and Rapid PDCA's
5. Purposeful Coaching Cycles

Your Deployment Process Team, a.k.a. "Advance Group", those who shepherd and PDCA your organization's deployment, should assure that these factors are in play

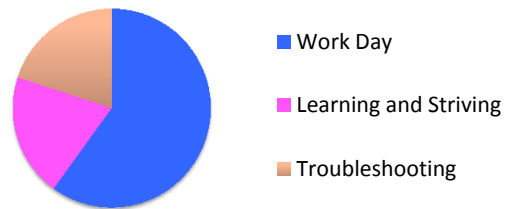


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DESIRED PATTERN

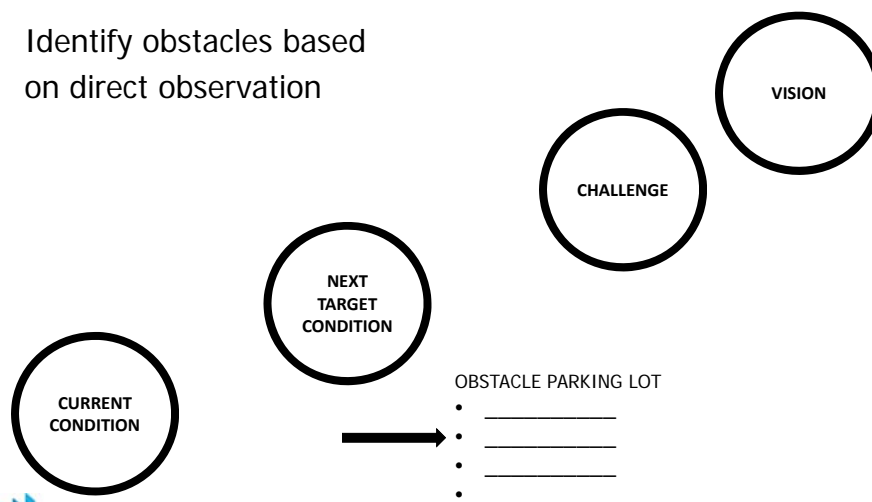
Kata deployment involves creating a pattern of learning and striving that's embedded in the day

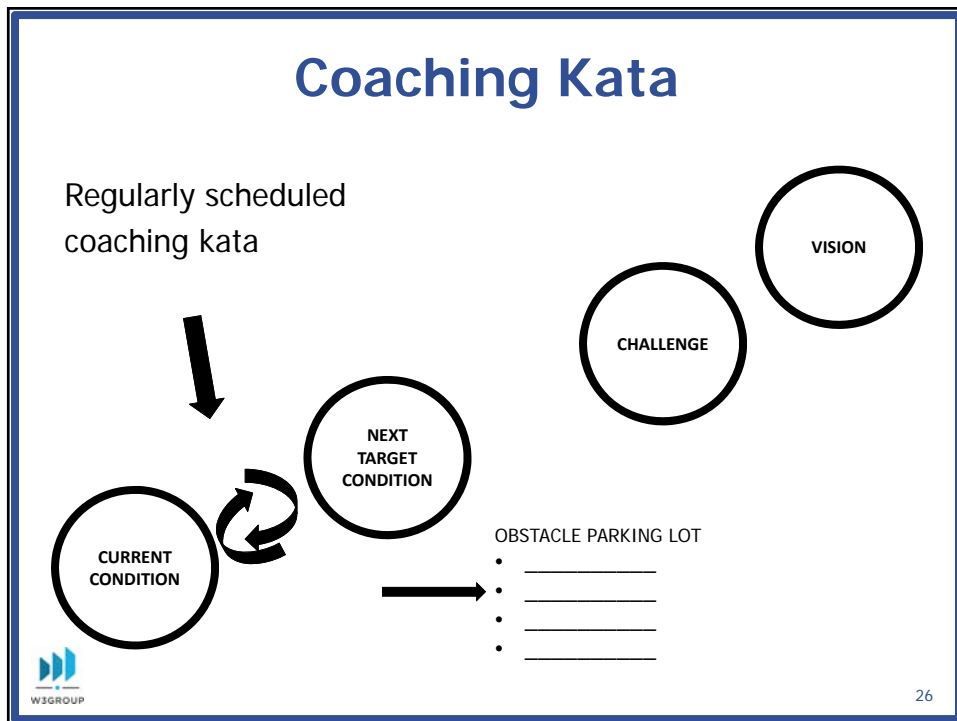
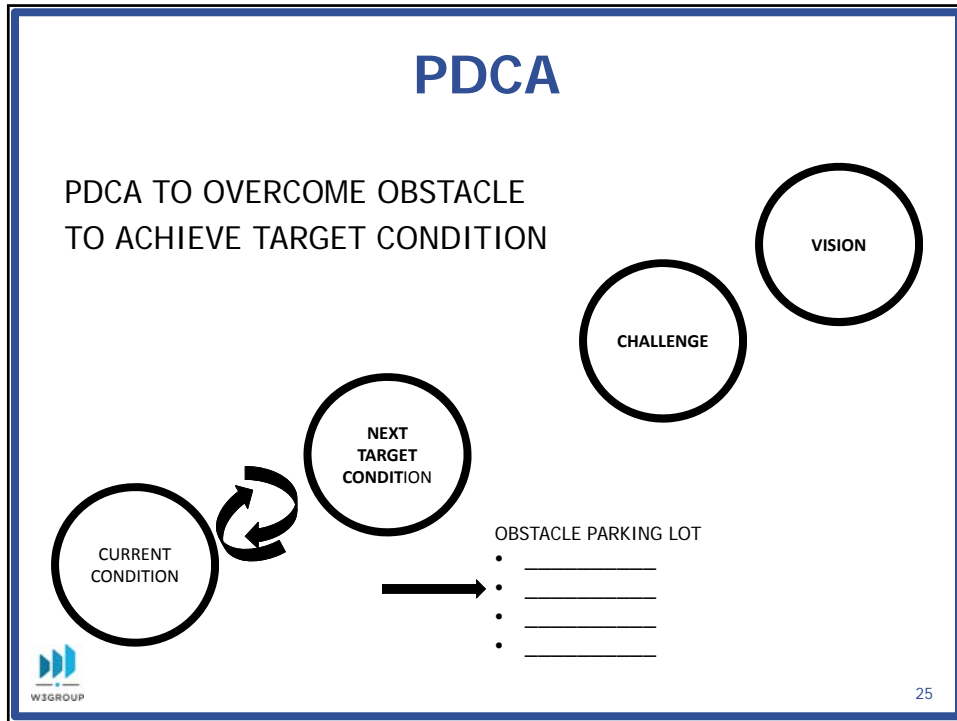
The Work Day



LIST OBSTACLES and SELECT ONE

Identify obstacles based on direct observation





Michael Lombard

Learn by doing. In a multi-site, more complex environment!

Upon reflection – Learning about my coaching routine was a PDCA



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Brad Frank

We decided we needed to go back and reflect on the basics of the IK routines.



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Other teams

- 2 Deployment Teams are currently conducting book study clubs to level set awareness across the group
- 1 Team is reestablishing their Value Stream Map in their selected Value Stream
- Other teams are in their 2nd wave of deployment, getting ready for their 3rd wave in a couple of months
- Human Resources in the role of Coach to the Site Leader/General Manager as the Deployment Learner

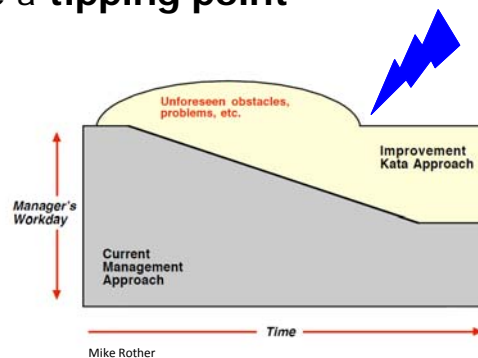


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THE TIPPING POINT

The Kata Deployment Process Team and is striving to achieve a **tipping point**

The **point in time** when kata activities are no longer “something extra” I have to do, but just the “usual thing” I do to manage my processes and develop my people.



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Kata your Kata!

