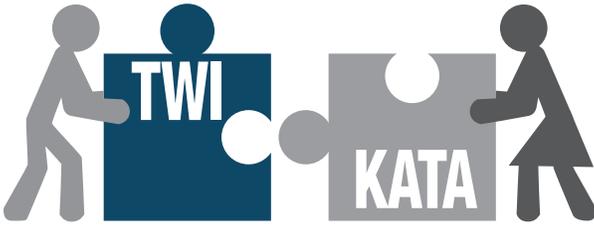


## JR + IK/CK = Results Through Improving People



### Why combining the thought patterns of Job Relations and the Improvement and Coaching Katas makes sense

Reality is that people have limited time for improvement activities, and results need to be generated and sustained. Improvement is more effective and efficient when the coaches are constantly thinking of the Learners and other stakeholders as being individuals.

When opinions and feelings in particular are recognized as being part of the Current Condition, understanding of the Current Condition increases. This in turn leads to more effective Target Conditions being set, striving to improve becomes more genuine and the “new conditions” (with better results) are more likely to be sustained.

### What we will do

#### Job Relations thinking compliments IK/CK activity

- IK and CK are people patterns no more, no less, and they are PDCA based. JR is “PDCA for people”. Given there is an association through PDCA, and both are about people, logically they will be complimentary.
- Job Relations is “results through people”.
- IK/CK is “improving results through people”.
- There is a Job Relations line between the coach, the learners and those affected by the striving for a new state. The stronger, straighter and more correct it is, the quicker Target Conditions will be reached.

### What we will do

For those Toyota Kata Coaches who have not had Job Relations training:

- Undertake JRT 10-Hour class, practice applications of the 4 foundations and 4 step method in their daily work for 2 months.
- Participate in “JR for Kata Coaches” 2 day very hands on workshop on site within their organization.

For those Toyota Kata Coaches who have already undertaken JRT10-Hour class:

- Participate in “JR for Kata Coaches” 2 day very hands on workshop on site within their organization.

### Customer Testimonial:

*We anticipated this workshop might help us set better target conditions, resulting in more effective Improvement Kata. It went well beyond this, helping us courageously face and address the essence of our struggles to get improved results through people, as it got right to the heart of Kata – the relationship between Coach and Learner. As we progressed through the two days of customized learning, I could sense the skills of our Kata Coaches building as they applied both sides of the Job Relations card to their coaching. Their confidence grew and their coaching skills became stronger as they learned to apply the Foundations of Good Relations and establish target conditions that would inspire their Learners to achieve value for the business. At the same time, the workshop inspired us as Coaches to achieve better results through deeper relationships with our Learners.*