



TACTics Journal

A Publication for and by TOC for Education Practitioners
September 2011

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Kathy Suerken
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TOCfE

MSCDN

City of PLOCK, Poland

Cordially invite you to the
13th International TOCfE Conference
October 26-29, 2011



Airport: Frederic Chopin Airport (Airport Code: WAW)

Getting to Plock from Warsaw: Conference sponsors are providing courtesy car transportation to Plock on Oct 25 and return to Warsaw on Oct 29 at conclusion of conference. Once flight is booked and conference registration is complete, please email flight information to Maciej Winiarek at: maciej.winiarek@tocdlaedukacji.pl

Maciej will schedule airport pickups and will let you know when you are scheduled for pick up and what you need to know upon arrival to find your escort service.

Visa: For information on visa requirements: <http://www.msz.gov.pl/>

Venue: Dom Technika

Hotel for delegates: Starzynski Hotel
09-400 Plock
Piekarska 1 Street

This beautiful hotel has lovely views of the Vistula River and is located in the old part of town. To view hotel and amenities, **which include an onsite spa:**

<http://www.starzynski.com.pl/index1.php?pokaz-eng>

We have blocked a limited number of rooms at the special discounted rate of:

Single room with 1 bed: USA \$90 –room includes breakfast

Single room with 2 beds: USA \$ 100 –room includes breakfast

To make reservations: email: hotel@starzynski.com.pl and be sure to inform them you are with “TOC Conference” to get special rate which is available until October 20 or until our block is filled. Please be specific about reservations for one bed or two beds in a single room. To make reservations by phone: 48 24 366 0200 (04)

Conference Fees: Includes courtesy transport to Plock from airport (Oct 25) and return to airport (Oct 29) daily transportation between hotel & venue, coffee breaks and lunches for 4 days

Academics: \$200

All others: \$300

To register: Email Kathy Suerken by Oct 15 at : suerken@cox.net

Agenda: Will be posted September 22 at www.tocforeducation.com

To view Polish web site for conference: www.konferencjatoc.pl

TOCfE Launch in Japan! By Yuji Kishira

With a forward from Kathy Suerken

One of Eli’s favorite quotes was “A GOAL is a dream taking seriously.” This quote is embodied in a man named Yuji Kishira. He began to put systematic actions to bring TOCfE to Japan as a way to create his dream—his **vision**-- for Japan over a year ago. At that time, I showed him my new THINKING ACROSS THE CURRICULUM workbooks and we agreed they should be the training materials translated to Japanese if we are to integrate TOCfE into core curriculum classrooms..

Following that commitment, I did some serious POOGI revisions on all three books as well as writing new power points to facilitate training. A special acknowledgement and appreciation is due Motio Tobita (“Tobi”) who gave ‘service above self’ volunteerism to translate all these materials—not to mention my copious ‘stream of consciousness’ stories and other elaborations during 4 days of 8 hour intensive training days.

I had anticipated an initial group of about 30 teachers. Therefore, I was into serious **panic** mode when I learned the group was substantially larger (more than 140) and the background of the group substantially broader (see Yuji’s list below). Most of all was my concern that these materials would not be sufficiently relevant to seemingly

non academics. . After all they were written to achieve specifically identified academic learning objectives, such as identifying main ideas and themes, drawing inferences, identifying patterns within text etc.

Guess what!?! I made some erroneous assumptions and what comes to mind is Eli's admonishment to : " Never say you know." It can assuredly limit your expectations.

But thanks to the ***DREAM TEAM*** of Yuji's facilitators...



and a ***DREAM CLASS*** extraordinaire of participants devoted to learning for the purpose of achieving a common, stellar GOAL....



I learned through this transformative learning reality that THEY created --and just as Eli promised-- " THE SKY IS NOT THE LIMIT."

I am humbled and grateful beyond words.

The following is a report that Yuji wrote for his business associates but which he kindly shared with me along with this permission: "Kathy, you can use this message to our friends in TOCfE community in the world"—in other words, **YOU!**

Yuji's report:

1. Background

Around a year ago, GC J [Goldratt Group-Japan] team had an internal training workshop. One of the agenda of training was TP. I wanted to use country Japan as a case. System has input(s) and output(s) with multiple entities with interdependency. If you view Japan as a system, we have to admit that Japan is not efficient due to so much silos and mis-synchronization everywhere. After one day TP workshop (all GC J resources and executive candidates/prospect for VV [Viable Vision) found that to make TOC main way is to make Japan better by spreading WA (harmony, sum, peaceful in Japanese). It is really exciting to see FRT showing VV clients success will bring WA in whole supply chain, which will generate chain reactions on and on. It is organization side. So far, we feel very successful as illustrated in the FRT. Yet, we have one more important side which is personal side : "think clearly". One of the major injections for it was to introduce TOCfE to train children to think.

Key question was how you can change Japan in 20 years? It might be too much ambitious target?

If we can provide TOCfE knowledge for 4 years old kids, they will be 24 years in 20 years with ability of "think clearly" who are prepared for life....to be productive and responsible adults.

What will happen if above happen...?.

Probably, we don't have to wait 20 years. In order to make above happen, we must teach adults to how to teach about how to "think clearly". As you know, the best way to learn is "to teach". It means adults who starts to teach TOCfE will rapidly learn how to "think clearly". As they practice it, they will rapidly contribute to society to bring more WA throughout Japan.

What will happen if above happen... Maybe 20 years is not too ambitious target?

2. TOCfE 4 days in Kyoto

Started marketing activities through my book fans network with a several evening seminars a few monthes ago. It was quite surprising that 60 people capacity was filled out within a half day. We got more than 100 people in a day. So, we had to change the seminar room to much bigger room and forced to stop marketing because we had >140 people resisted within 3 days. (I could not use my Nikkei regular article for this promotion). >140 people are too much for one facilitator so we assigned around 10 supporting facilitators(mainly GC-J resource with help of J-TOC people) to support Kathy.

FYI, Last week was Japanese national summer holidays. So, many of business executives can participate it using their summer holidays. So it was quite good timing

The participants are:

- Industry (mainly human resource development)
- Business executives (from our VV clients and prospects)
- IT society (coaching/facilitating society)
- Academia (University professors)

- Kindergarten director
- Medical doctors
- Children Bookstores owner
- PTA chairman
- TOC experts/consultants

Participants were coming from everywhere throughout Japan (Hokkaido to Kagoshima).

There are such a wide variety of people yet it was really amazing, amazing 4 days. Even TOC experts including myself learned a lot. TOCfE is body of knowledge to “teach TOC” which is extremely universal for any TOC implementation.

The followings are some commitment of participants expressed after 4 days workshop.

- Kyoto University Professor – Vice chairman of MBA program committee decided to incorporate this body of knowledge as basis of their MBA course (Kyoto university is the most competitive university in Japan. No.1 university in Japan who obtained Nobel prize.

- Many of corporate human resource department will incorporate it for human resource development

- TOCfE community will be launched in Tokyo, Osaka, Hiroshima, Kochi, etc.

- We got lots of volunteers to support this activities(translation, website, accounting, NPO setting, etc) throughout Japan.

3. What next?

We got written feedbacks from participants. With their individual permission, we translate them in English for TOCfE global site. (We must be very careful about dealing with privacy information under Japanese privacy protection law. So, we must get permission to put it into public)

Also, we asked to write cases with attached template with PDCA cycle questions. Attached, please find Oto-san’s case with his child. We will keep on receiving such cases in the future. With individual permission, we will put it in TOCfE website (will be translated in English too).

Insight

Thank you very much Kathy for excellent work to make Japan better. I think every participant got your message and will practice what they learned in these four days.

One thing I was surprised was TOCfE got lots of attention from business executive. Many of Japanese major companies executives as well as VV clients executives/our champions participated all 4 days with their subordinates (even their children). It is huge commitment to TOC. The major drive for them was to learn TOCfE is more personal thing like to teach their children/grandchildren to think clearly.

In 4 days, they deepened their understanding of TOC because of their enhanced capability to teach TOC, which will drive our VV much faster too. (Especially, I am very

happy to see our GC-J resource learned/re-recognized profound knowledge of TOC a lot which will enhance our implementation of VV more holistic way)

Knowing, business executives are definitely influential not only to their company but also to society.

It can be said that 20 years to make TOC main way in Japan is more like practical target, it seems.

Eli said to me :

“Yuji, you should focus to make Japan better whenever you have time. There is not so many people in the world to see a country as a system. So much things we can do....”

I still need to digesting his message still yet it seems I start to understand it.

Kathy, thank you very much for teaching us to learn profound knowledge of TOC.

Will keep you updated.

Yuji

p.s. Kathy, you can use this message to our friends in TOCfE community in the world.

And Finally – from Alan ...

It always amazes me how young children react to the TOCfE tools. It seems that they only need a ‘vehicle’ with which to express what they know to be self improvement and everything makes sense to them.

Once you can see that your writing is un-readable, it is obvious that, with a little effort, you can improve and, at the same time, there should be no need for the writing to take any longer.

As adults, we have no time to think about our handwriting. How many times have I struggled to read a scribbled note to myself?

And yet, I can distinctly remember saying to my students’ words like...

“I know that you know it! You know that you know it! But, if the day comes when I’m not here to decipher your essay, there are many other people in the faculty who would believe that you have no idea what you are talking about.”

That was a good lesson learned in Japan.

Best wishes to you all.