



TACTics Journal

A Publication for and by TOC for Education Practitioners
JANUARY 2012

In this issue:

- *TIDINGS from the network: United Kingdom; Peru; USA; Philippines; AGOAL-- compiled by Kathy Suerken*
- *“Eli’s Process to Create New Knowledge” from Kathy Suerken*
- “How to Build a Dream”—Yuji Kishira and Motoi Tobita*
- And Finally...from Alan*

TOCfE TIDINGS

compiled by Kathy Suerken (suerken@cox.net)

United Kingdom: We are pleased to announce that Debi Roberts has been appointed to be the Director of TOCfE in the United Kingdom. Debi recently received her master’s degree in education and wrote her master’s thesis on TOC. She has written a book, “Story Telling for Better Behaviour” “that will be published in March. Debi’s plenary presentation at the 13th TOCfE International Conference was based on her master’s research and can be found at: www.tocforeducation.com/what.html

Peru: TOCfE Peru Director, Nelly Caraza, her leadership team, and business sponsor MEPSA, hosted a 2 day Peruvian Conference to share TOC experiences on December 19 and 20 in Lima. Kathy was honored to speak to the audience via Skype.

USA: Dr. Danilo Sirias gave his new math workshop to 14 Michigan math middle and secondary school teachers in December. He reports that he learned a lot about Michigan required core math state standards and how to specifically target these typical standards in his materials..

Philippines: Dr. Elena Ruiz, as Director of the National Capital Region of the Department of Education, attended the entire 2011 TOCfE International Conference in Poland and gave a keynote speech (www.tocforeducation.com/what.html) in support of integrating TOC into a major nationally mandated education program. Since our conference, Dr. Ruiz has become Undersecretary of Education in the Philippines!

AGOAL ACADEMY: AGOAL now has a FACEBOOK group and have just launched their website: <https://sites.google.com/site/tocfeagoalacademy/home>

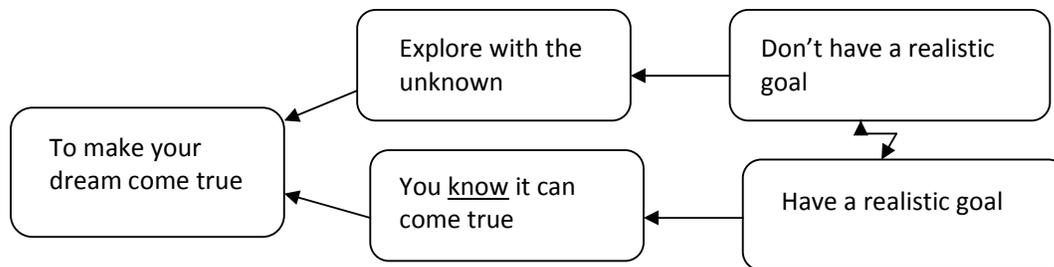
Congratulations to webmaster Luiz Oliverro Ambriz and to Ana Maria Conde Mejia and Arturo Sustaito Castro who are helping to write the content.

Eli's Process to Create New Knowledge

from Kathy Suerken (suerken@cox.net)

In November TACTics we discussed Eli's advice that, in order to recognize the monumental opportunities available for growth and improvement, now and in the future, we must, "Never Say I Know." Because? In doing so, we impose our own limitations. We limit our aspirations—whether it relates to an ongoing conflict with another person or to a situation where we accept 'status quo' as good enough. Instead, Eli claimed every situation can be substantially improved. We should live as if 'the sky is not the limit!' He worked unceasingly throughout his life to give us the knowledge we need to do just that.

This was especially so in his last few precious months when he was determined to help us better understand not only **why** we should try to reach '**beyond**' the stars but also that it was **possible** to do so. I am reminded of a cloud written by one of my middle school students, Cindy Broome, when 13 years old, and presented by her at the 1994 Florida Jonah Conference:



Some of Cindy's assumptions were: 'there is no reality in the unknown' and 'you can't depend on the unknown.' At that time she was unable to verbalize an injection/solution. Since then, Eli created a process to realistically 'explore with the unknown'--even to enable us to create "the change we want to see in the world" (Gandhi)...by **standing on the shoulders of giants**:

- 1. **Identify a giant.** Your intuition will guide you.
- 2. **Identify the enormity of the area not addressed by the giant.** Reality will give you clues that there is so much more that can be done. You are aiming for a broader, not a more confined area than what was addressed by the giant.
- 3. **Get on the giant's shoulder.** Gain the historical perspective—understand the giant's solution better than he did.
- 4. **Identify the conceptual difference between the reality that was improved so dramatically by the giant and the area untouched.**
- 5. **Identify the wrong assumption**
- 6. **Conduct the full Thinking Process analysis to determine the core problem, solution etc.**

Perhaps 'standing on the shoulders of giants' is what TOCfE is all about ...and why Eli created it. When writing my 'Thinking Across the Curriculum' workbooks, I realized just how much the TOC Thinking Processes (TP) are pushing the pedagogical envelop of 'how to teach" (and learn.)

Even before TOCfE formally existed--and while I was struggling to discern how to 'simply' use the TP to teach concepts within curriculum to my middle school students--Belinda Small, then a middle school English teacher, began using the same TP to create a variation of one of the tools to address an enormous problem in school discipline. This new, very simple application of a logic branch to guide students to communicate to themselves the cause and effect consequences of their actions was presented at the 1994 Florida Jonah Conference. Shortly afterward, Eli shared: "I never thought of using negative branches like that with children." At the next Jonah conference he himself presented a branch written by a problematic youth under his guidance.

Over the years, our collective pioneering work to broaden the applications of the tools to k-12 curriculum has gone beyond just polishing the existing base of TOC know-how. And now we have an innovative application for math, as developed and tested (5 years) by Dr. Danilo Sirias. In so doing, Danilo has also developed a simple method to generalize information that appears to work in most subject areas.

Also in development by Dr. Barry Morgenstern, Director of Research at a Professional Education Institute is a very inspirational application of TOC. He reports: "We have made huge inroads in implementing TOC with students who have very significant disabilities. Through the procedures, we have developed some very innovative teaching procedures that are extremely effective-- very exciting! There is a lot more to do, but I see it as my first huge TOC success in 15 years of trying. It is not obvious how to make the TOC processes work in this environment. I think it is very different from working with typically developing children, children with mild disabilities, or any of the business applications. Also, I've got some very interesting trees on several important topics (e.g., data collection in special education, analysis of why current special education procedures are extremely problematic.) "

While we need to share and recognize these individuals' cutting edge ideas and accomplishments, we should always keep in mind those who have created the solid base from which they have been launched. Eli suggests that when we say, "I know" it means we have created a solid base to make the bigger jump in knowledge. This base, for us in TOCfE, has been built with a TOC global bank of exploration, shared experiences and extraordinary insights from other pioneers-- along with encouraging words, probing questions and laboratories for further exploration provided by TOCfE champions. In this way, we are all 'TOuChing the future. In this way, through our collective deeds and aspirations, as Camus characterizes this phenomenon, we each "build for them all."

Even our dreams....

How to Build a Dream

Summary (by Kathy Suerken) of 13th TOCfE International Conference Presentation of **Yuji Kishira and Motoi Tobita** (full presentation attached)

It begins with Yuji's assumption that a nation can be considered a system. Then he questioned if his own country of Japan as a system is efficient and could be made better. Assuming (of course!) the sky is not the limit, Yuji and his Goldratt Group, Japan, did the full analysis of the problem --starting, of course, with Udes. Three sets of clouds were generated into a core cloud:



They also built a Current Reality Tree to gain insights for the Future Reality Tree where their primary injections are:

- ❖ **Teach TOCFE**
- ❖ **Put TOC success stories into public domain**
- ❖ **Test TOC in government**

They implemented the first injection in August 2011 after translating the “Thinking Across the Curriculum” series of workbooks. Some of the immediate feedback from the TOCfE seminar was:

- * My personality has also changed
- * I found that my kids think more logically than I thought
- * I will use the tools and materials to train all the company staff
- * Less and less concerns and my future is clearer
- * So useful! It's a culture shock
- * Would like to use more for the future of children

Did these perceptions lead to outcomes?

- ✓ **Kyoto University Professor—Vice chairman of MBA program committee decided to incorporate this body of knowledge as basis of their MBA**
- ✓ **5 Companies ordered the Thinking Across the Curriculum textbooks to train company staff**
- ✓ **Local communities (Tokyo, Osaka) conduct monthly study session**
- ✓ **Active Facebook community**
- ✓ **Many examples of use of the tools posted on a TOCfE Japanese website: <http://tocforeducation.org/category/ツール活用事例/>**
- ✓ **“Got an award in my company by presenting a problem using the CLOUD”**

Future plans:

Jan 22th, 2012 - the 1st annual meeting and case sharing to make the organization more solid (Green Curve)

March 2-5, 4 day workshop to bring new people Bringing new people (Red Curve)



I very much hope this powerful example will inspire each of us to use 2012 to 'think, then act' on our noble aspirations.

**Happy New Year and May All Your Dreams for 2012 ...
and beyond... Come True**

Kathy Suerken

"The best way to make your dreams come true is to WAKE UP" (A.U.)

And Finally – from Alan ...

I echo the message from Kathy and hope that 2012 is going to be a good year for one and all.

I love the presentation from the Japanese delegation and the way that they are approaching the national problem. In one of the slides they state an undeniable truth; **'4 years old kids will be 24 in 20 years'** and we must all realize that *our* future is in *their* hands.

In box 'A' of the cloud shown above we can easily replace the word 'Japan' for almost any other country in the world. In fact, changing it to 'The World' has always been our dictum.

I repeat ... I love it! More power to Yuji Kishira and Motoi Tobita and all of you who have determined to make this coming year the one that will, through TOC, really make a difference.

Best wishes,

Alan ...