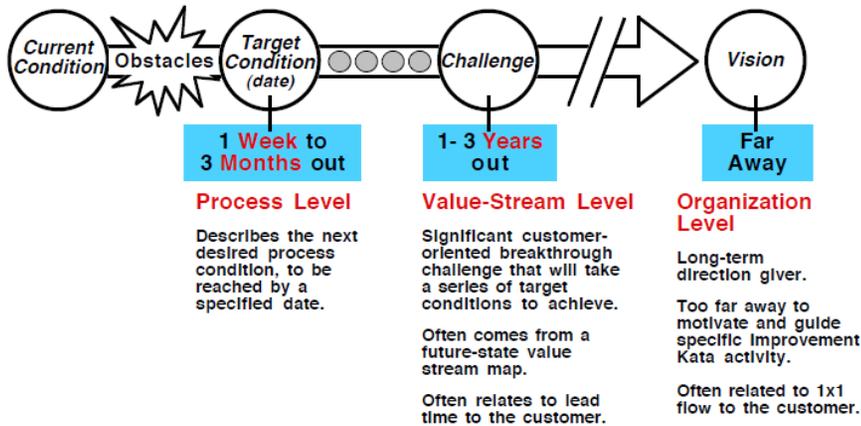


# THE IK INVOLVES A CONNECTED IMPROVEMENT TRAJECTORY, OR STRIVE VECTOR

The Improvement Kata pattern is purpose-driven activity

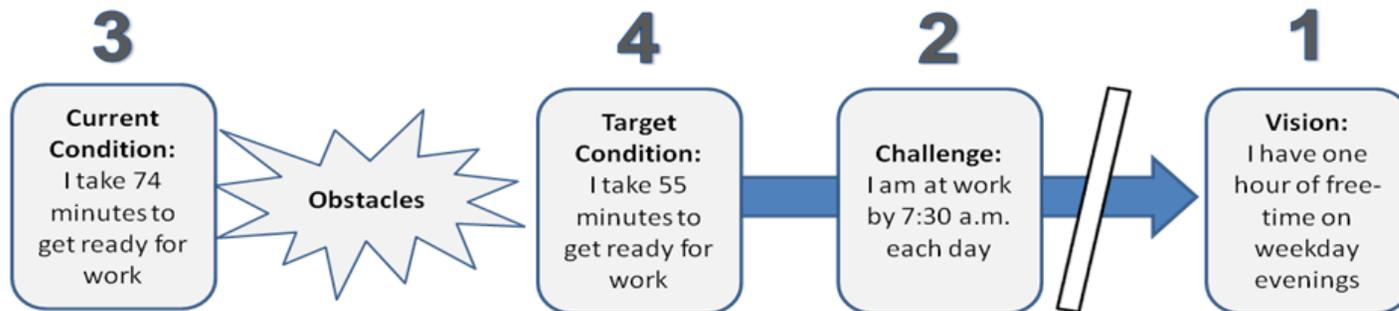


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Direction

## (Simplified) Improvement Kata Example:

- 1. Understand the Direction – Wouldn't it be great if:**  
I had an hour of free time in the evening on weekdays. (Vision)  
I could be at work by 7:30 a.m. every day. (Challenge)
- 2. Grasp the Current Condition – The process today is...**  
I wake up at 6 a.m., take up to 74 minutes getting ready for work, and arrive at work by 8 a.m.
- 3. Establish the Target Condition – The process should be...**  
In 90 days, I will wake up at 6 a.m., and take up to 55 minutes to get ready for work.
- 4. P-D-C-A Toward the Target Condition – Barriers are...**  
Breakfast takes too long to prepare – 10 ingredients, equipment not always ready (clean and dry)



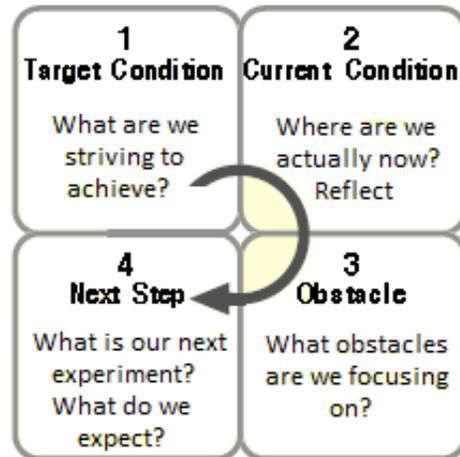
### Current Condition:

Wake & Stretch	Prepare Breakfast	Eat	Wash Dishes	Select Outfit	Shower & Dry Off	Dress	Brush Teeth	Do Hair	Apply Make-up	Make & Pack Lunch	Pack Car	Put on Coat & Shoes	Total Time
1	10	5	3	3 - 5	12 - 15	2	3	7 - 10	6	10	2	2	66 - 74

### Target Condition:

Wake & Stretch	Prepare Breakfast	Eat	Wash Dishes	Select Outfit	Shower & Dry Off	Dress	Brush Teeth	Do Hair	Apply Make-up	Pack Lunch	Pack Car	Put on Coat & Shoes	Total Time
1	5	5	3	2	10 - 12	2	3	7 - 10	6	2	2	2	50 - 55

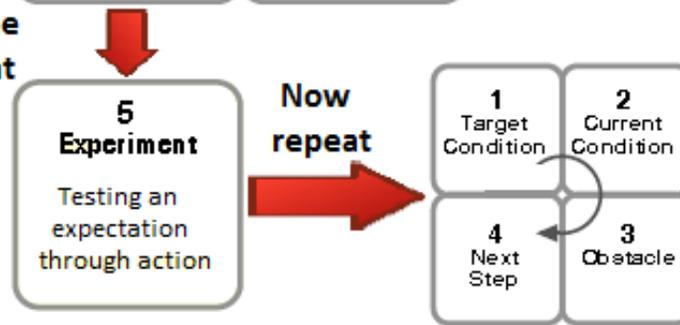
# THIS IS THE BASIC COACHING-CYCLE PATTERN



Now reflect:

- What was your last step?
- What did you expect?
- What actually happened?
- What did you learn?

Now conduct the next experiment



Based on a diagram by Don Clark

- **Frame the discussion** (questions 1 and 2)
- **Reflect on learning so far** (in question 2)
- **Focus on one thing** (question 3)
- **Hypothesize and experiment** (question 4)
- **Schedule next coaching cycle** (question 5)