

TOYOTA KATA - Daily Practice and Coaching for Scientific-Thinking Skill, Mindset, and Culture

Starter Kata are compact routines that are practiced deliberately, especially at the beginning, in order to build new skills and habits. Think of playing scales in music.

Toyota Kata comes from Mike Rother's research on Toyota's management system. It's a way of developing scientific-thinking skill and mindset in individuals, teams, and organizations, through practicing Starter Kata. Toyota Kata doesn't teach problem solving, but rather a scientific mindset that makes anyone more effective at problem solving.

There are two main elements within Toyota Kata. One is the four-step, scientific **Improvement Kata** pattern, which helps anyone develop fundamental skills of working like a scientist. The other is the **Coaching Kata**, which is about practicing the learner-coach relationship for teaching the Improvement Kata pattern. The Improvement Kata and Coaching Kata each come with Starter Kata. Practicing those Starter Kata increases the speed and scalability of learning, and is particularly helpful when you want to develop a shared scientific mindset in a group of people, because everyone starts with the same basics.

