



Toyota Kata: Managing People for Improvement, Adaptiveness and Superior Results (Business Books)

By Mike Rother

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"Toyota Kata gets to the essence of how Toyota manages continuous improvement and human ingenuity, through its improvement kata and coaching kata. Mike Rother explains why typical companies fail to understand the core of lean and make limited progress?and what it takes to make it a real part of your culture."

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Drawing on six years of research into Toyota's employee-management routines, *Toyota Kata* examines and elucidates, for the first time, the company's organizational routines--called *kata*--that power its success with continuous improvement and adaptation. The book also reaches beyond Toyota to explain issues of human behavior in organizations and provide specific answers to questions such as:

- How can we make improvement and adaptation part of everyday work throughout the organization?

- How can we develop and utilize the capability of everyone in the organization to repeatedly work toward and achieve new levels of performance?
- How can we give an organization the power to handle dynamic, unpredictable situations and keep satisfying customers?

Mike Rother explains how to improve our prevailing management approach through the use of two kata: Improvement Kata--a repeating routine of establishing challenging target conditions, working step-by-step through obstacles, and always learning from the problems we encounter; and Coaching Kata: a pattern of teaching the improvement kata to employees at every level to ensure it motivates their ways of thinking and acting.

With clear detail, an abundance of practical examples, and a cohesive explanation from start to finish, *Toyota Kata* gives executives and managers at any level actionable routines of thought and behavior that produce superior results and sustained competitive advantage.

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