

Game 4: Coaching Kata

Objective

In this game, a challenge using playing cards is given to the participant. The Kata coach has then the task to enable the mentee to learn and experiment as he finds his way towards the best solution.

Number of Participants

The mentoring process is based on a very personal relationship between mentor and mentee. Therefore, in this game only 2 persons should be involved. One mentor and one mentee.

If the mentee agrees, other participants can be present as observers but should not interfere in the mentor-mentee relationship. Either give ideas or suggestions towards possible solutions.

Needed Material

- 1 deck of playing cards
- 1 Desk and chair for the mentee
- Stop watch
- Flipchart with board marker to record the results (See template at the end of this document)

Procedure

1. Explain the content of the game

1. We will work our way towards a specific target using the playing cards. During this process the task of the mentee is to experiment, learn and improve. What you do and how you do it is totally free. However, we will try the Kata questions and procedure in this process.
2. All results will be recorded to register the learning process. This learning is independent from failure or success.
3. The game consists of building card houses. These houses are build using one of the strongest possible configuration of card placements.
4. The learner board (template at the end of the document) we write the target: 3 Houses in 3 Minutes.



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2. Put the participant at ease and ask if she/he had any experience on building card houses

3. Explain and demonstrate the job

- The participant will have 3 minutes to build 3 card houses.
- These houses should contain 4 cards for the walls and one card on top (see picture)

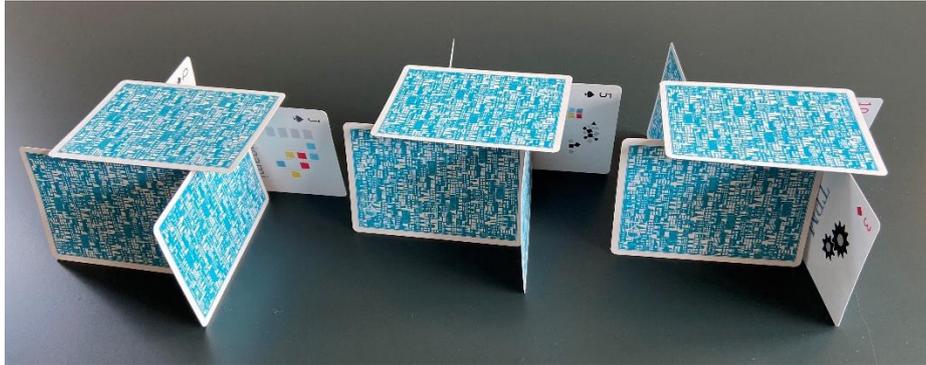
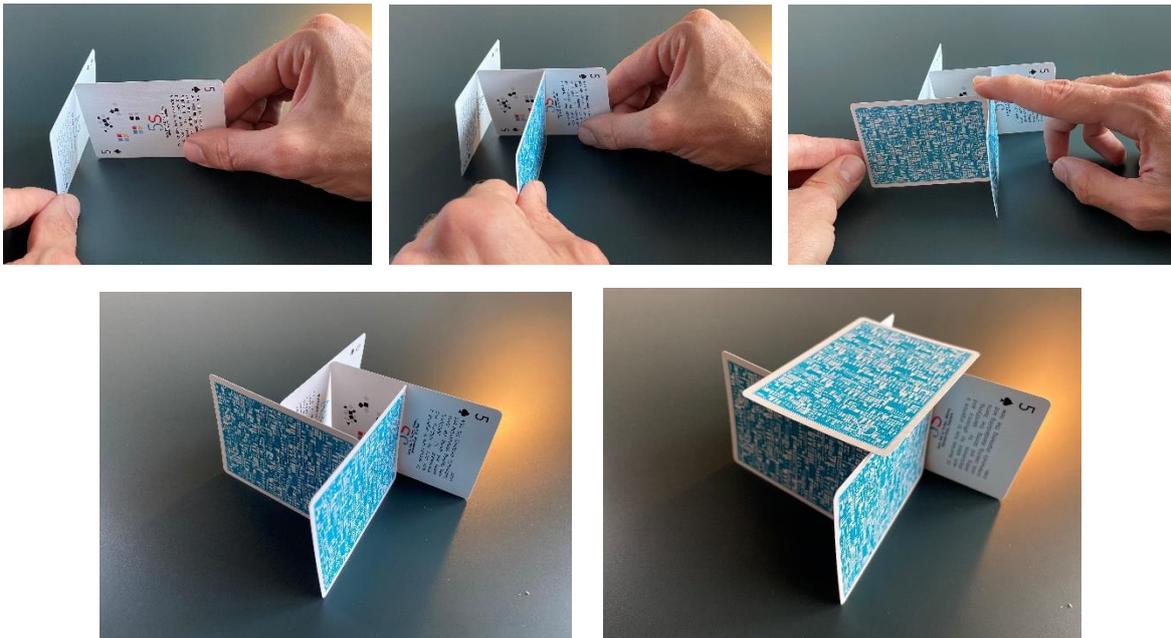


Figure 1 - Finished Card Houses

- The sequence and how to construct these cards are completely free. At the end of the 3 minutes, 3 houses should be standing.

Example on how to build the Card Houses:





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4. **Let the participant get a little familiar with the playing cards and the environment. Whenever he/she is ready for a first try, start the timer and run the construction.**
5. **Check the procedure and patiently wait the competition of the 3 card houses. Write the result on the learner board. Are all 3 houses acceptable? How much time was needed? If Successful, write a check on the learner board, if not then write an X.**

Possibility 1: If building the 3 houses was completed within the target time:

- Give a big congratulations to the participant. Celebrate.
- After the celebration, ask the participant if he is willing to accept little tougher challenge.
- If yes, then you can agree and write a new target in the learner board. (For example 1,5min if the previous time has been 2min). It is important that you agree on a target which is not too easy to achieve, but also not too distant to seem to be impossible. A little stretch, creativity, new solutions should be necessary to achieve the new statted target.
- Start over the simulation and write the competition time

Possibility 2: Houses have not been completed within the target time

6. In this case, use the 5 Kata questions and let the mentee answer:

- **What is the target?**
- **What is the current situation?**
- **What is hindering you to reach the target? Obstacles?**
- **Which obstacle will you address next?**
- **When can we have another try?**

It is important to put the participant at ease. This is no process where we use pressure or force to achieve the target. It should be a fun and interesting experience. Focus is on the means to achieve the target, and not on the target by itself. As a mentor, remind the mentee that there is no time limit as long as the focus remains on the topic. Free to try and explore alternatives.

Equally important is not to give any suggestions or solutions of what can be tried. The mentor should not provide his solution ideas to the mentee. I know this is difficult, but as mentor you need to exercise your patience and keep your own ideas for yourself.

7. **Let the participant try and experiment a little to find solutions on how to achieve the new target.**
8. **After a certain time has elapsed, check the progress and ask for a new tryout.**
9. **Write down the results and repeat the procedure in case of target achievement or in case of target not achieved.**

Celebrate each success and take the failures as chances to learn. No pressure, no force, no suggestions or tips. It is all on the mentee to find his own solutions.

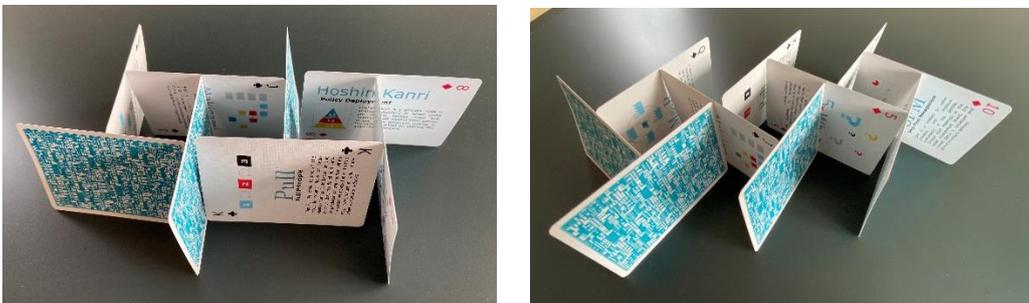
Once you get to a point where you have a great success, then you can close the exercise.

Don't give-up to early. Let the mentee suffer and spend his energy to find a solution. Give time and have patience. The joy of achievement will be even bigger if a great obstacle has been overcome. But this needs time and perseverance. Your task is to motivate, empower and build-up the self confidence in the mentee to become able to reach even the most challenging targets.

Closing Discussions

In this simulation, there is no guidance to how to best solve the problem of building the 3 houses. There are also no benchmark values to be provided. The Coaching and Improvement Kata is a continuous process of developing people. Therefore, each personal achievement is to be celebrated. The Coaching and Improvement Kata is a great way to experience the joy of achievement. Having fun while continuously learning and improving performance.

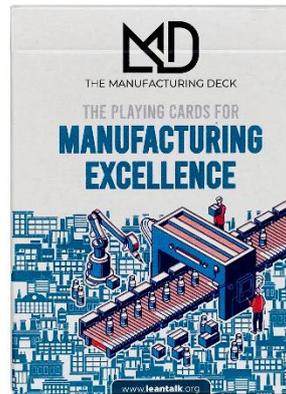
Below are some additional possibilities to create the houses with a few optimizations. They should only be seen as a reference; the participants are totally free to find their own optimizations.





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	Target	Actual	OK?	Observations
1st Try				
2nd try				
3rd Try				
4th try				
5th try				
6th try				
7th try				
...				



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