FROM THE HEAD TO THE HEART

Why leadership teams, and the change leaders who guide them, go to the **Japan Leadership Experience together with Katie Anderson**.

KBJAnderson.com/JapanTrip

KATIE ANDERSON
KBJANDERSON.COM





You know what's possible for your organization.

You want to **create a true culture of respect**, an aligned approach to long-term growth, and sustained exceptional performance.

It's easy to focus on process improvement projects and tools. But they can only take you so far.

You really need **a transformation of culture and leadership**.

"Katie's Japan experience shows that it's about building the people, touching the minds and heart of the people."



Himanshu Raj
Managing Director, Improvex



You can study it. You can read the books. You can review case studies.

But at some point, you need to see it firsthand.

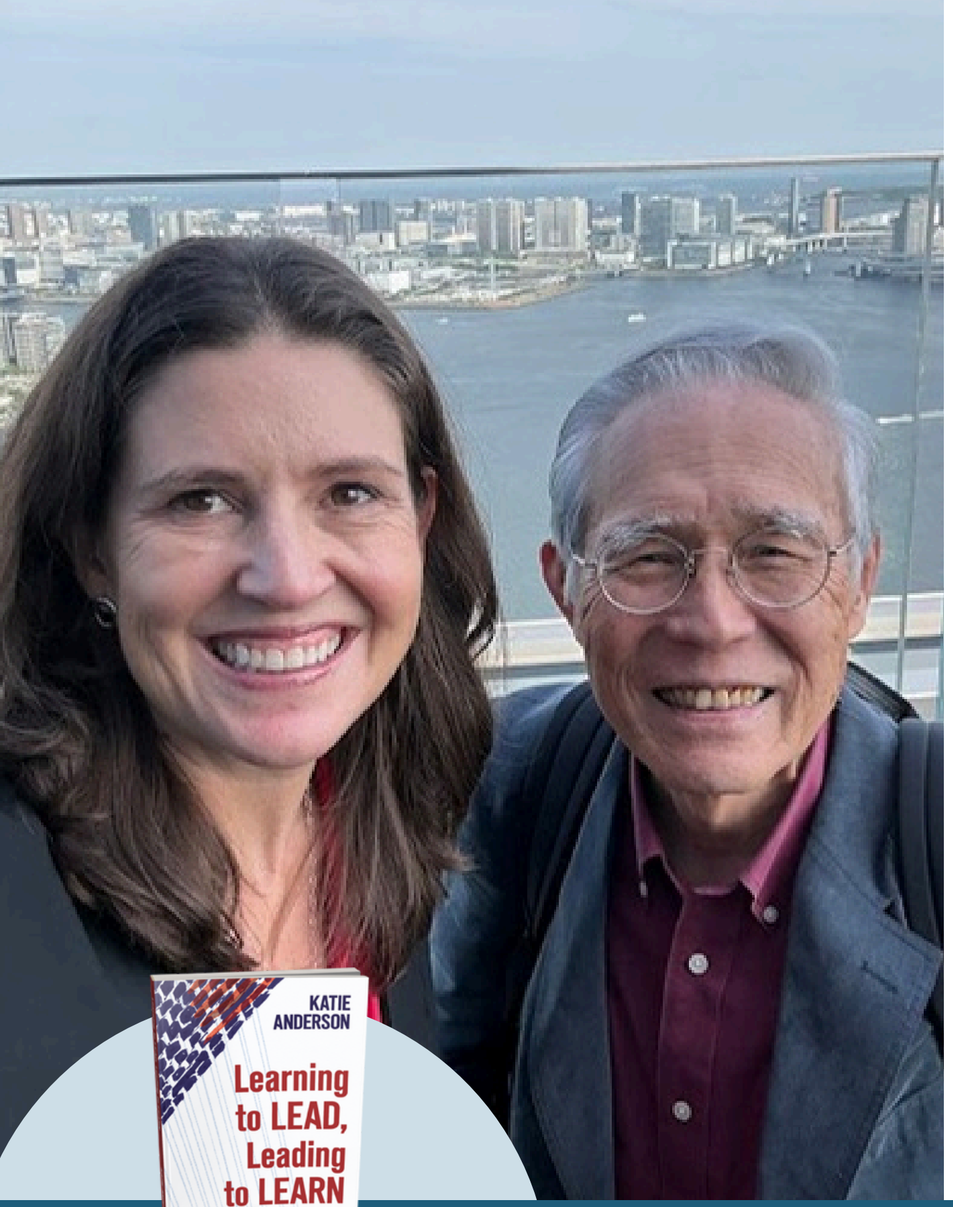
You need more than head knowledge. **You need heart knowledge.**



"Going to Japan with Katie dropped our understanding from the head to the heart."



Jim Griffith,
former COO, Tanner Health System



LEARN FROM THE SOURCE

“The only secret to Toyota is its attitude towards learning.”

— Isao Yoshino, from Katie Anderson's Shingo Award-winning book *Learning to Lead, Leading to Learn*

GAIN A UNIQUE PERSPECTIVE

Learn directly from Mr. Yoshino and other Japanese leaders who have lived and practiced these principles.

SEE PRINCIPLES IN PRACTICE

Experience how Toyota’s leadership philosophy shows up in real people, real workplaces, and real decisions.

ASK AND EXPLORE

Engage in meaningful conversations with Mr. Yoshino throughout the week during group activities and shared meals.

BRING LESSONS BACK

Develop a deeper understanding of what it takes to create a people-centered culture in your own organization.

Go beyond studying Toyota’s principles.
Learn from someone who helped put them into practice.

THIS ISN'T A STUDY TRIP.
IT'S A LEADERSHIP IMMERSION AND TRANSFORMATION EXPERIENCE.

Nurturing a culture of people development and learning is the foundation for long-term success.

Together, you'll:

- **Learn from Japanese leaders** who share their experiences developing people and creating a culture of continuous learning.
- See how **people-centered leadership and management systems** are put into practice.
- **Reflect with Katie** on what you're experiencing and what it means for your organization.
- **Experience Japanese culture alongside other leaders** on the same journey.
- **Build deeper relationships with your team** through an experience you share together.



THE OPERATIONS MANAGER & THE CONSULTANT WHO BROUGHT HIS TEAM

"The Japan Leadership Experience showed me **what people-centered leadership actually looks like**. Experiencing it together — with my colleague and our consultant beside us — was extraordinary. Within months, we hit operational numbers we'd never seen before and it came from **people finally feeling safe to try**. It's made an extremely positive impact on me and our team. Going to Japan with Katie is **a must for any leader serious about wanting to leave a lasting legacy**."



Agustin Torres
Operations Manager,
Viscofa (Czech Republic / Venezuela)

"Being part of Katie's Japan Leadership Experience — not just once, but twice — has been both **career and life-changing**. Bringing my clients with me **accelerated everything**: watching them change in real time was something I could not have engineered any other way."



Josef Prochazka,
Senior Lean Consultant (Czech Republic)



Return with a shared vision for:

- the type of company you want to have
- where you want the organization to be
- how you want to get there
- the type of leaders you want to be

> "The Japan trip was the highlight of my life... From a methodology perspective, it **brought it so down to earth and made it real**... We still go back and talk about it. The Japan experience with Katie **paved the way for everything**: our strategy deployment, our rounding, our approach to lean."



Jim Griffith
former COO, Tanner Health System

TWO EXECUTIVES & THE COACH WHO BROUGHT THEIR TEAM

"Being part of the Japan Leadership Experience with my colleagues and our coach Brad **accelerated our lean journey**. We are now **1,000% aligned** around our conviction of respect for our people and what we need to do to improve the financial health of our organization. I'm now **a more courageous leader** who can approach challenges with clarity and **give space for my people to take responsibility for problem-solving**."



Kecia M. Kelley
SVP and Chief Nursing Officer, Legacy Health

"Going to Japan with Katie **transformed our leadership team**. The biggest lesson we brought back was **the power of alignment**. We are now 1,000% aligned in our conviction to prioritize respect for our people... Personally, my vision for leadership is now **much clearer and more joyful than ever before**."



Dr. Amy Chaumeton
Associate Medical Director, Legacy Health

"Coming together as a senior team creates a common reference point they've used to challenge and push each other's thinking long after the trip."



Brad Toussaint
Healthcare executive and consultant (both internal and external)

THE EXPERIENCE DOESN'T END WHEN YOU GET HOME

BEFORE JAPAN

Pre-trip planning and intention setting helps you get clear on what you want to learn and what you're trying to create.

DURING THE EXPERIENCE

Reflection throughout the experience helps you extract what you're seeing and apply the principles to your organization.

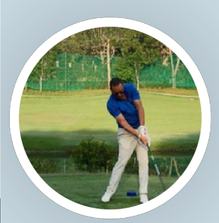
AFTER YOU RETURN

Post-trip reflection helps you turn the experience into action.

And Katie can continue as a trusted advisor, partnering with your change leaders to integrate the experience into your overall transformation effort.

THE CHAIRMAN & THE CONSULTANT WHO BROUGHT HIS TEAM

"As company founder and now Chairman, **investing in our leaders is critical to our long-term success.** I joined the program along with five of our senior executives and our consultant, with the goal to renew our focus on operational excellence, lean management, and a people-first culture. The **entire program was energizing**. By the second day I knew: **mission accomplished**. I plan to send more of our leaders to have this transformational experience."



Johannes F. Somers
Chairman and former CEO, founder,
Diep Vu Co Ltd

"Going together on the Japan Leadership Experience helped to **change their behaviors**... It has directly impacted the **quality performance and absenteeism, and attrition has really dropped**."



Himanshu Raj,
Managing Director, Improvex



Join the next Japan Leadership Experience cohort!

Come to Japan together.
See firsthand what a people-centered culture looks and feels like. And return as a leadership team that has experienced it together.

Join a Global Community.
Katie has hosted 160+ leaders from 20+ countries in Japan.

Start with a conversation.
Talk with Katie Anderson to explore what you're working toward, whether the Japan Leadership Experience is the right fit, and how it can support the organizational culture you want to create.

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