

“Feeling” Hoshin Kanri: Improving the life of a hard-working Agile Coach

Context:

Joe has worked hard to become a successful Agile Coach and today he’s on the road more than 200 days out of the year doing what he loves. As thrilling as this has been, Joe’s not happy. He feels more distant from his wife, he rarely sees his two kids, his health is deteriorating and he can’t even remember the last time he had poker night with his buddies.

During a few lonely evenings in the hotel, Joe spent some time reflecting on himself and where he was going. He decided to do as he coached his clients and created his own personal vision, his “Hoshin”.

“I want to be the best I can be in my various life roles. Healthy, helpful, happy and successful.”

Joe then took a hard look at his current state, evaluated this against his Hoshin and desired future state and identified a number of gaps that prevented him from becoming the husband, father, friend and professional he wanted to become.

Here’s a list of his biggest gaps, in random order:

- Too much time at work – need to reduce this
- Want to spend more time at home – less nights away from family
- More quality time with my wife and the kids
- My weight – at 230 lbs right now; need to lose weight and keep it off
- My cholesterol – need to get this down to below 200
- More time being involved in my hobby; home brewing
- More reading for pleasure, not just business
- See friends – both old and new – outside of work
- More time with extended family; have not seen my brother in years
- More time for poker with my friends
- Attend local community events, like beer festivals
- Attend sports events more often; haven’t seen the Cubs since 2003

Your Group Assignment:

1. As a group, assign a role to each of the individuals on the table.
2. Collaborate and use the **First Things First Matrix** to prioritize the gaps Joe has identified. Have some fun with the roles and make it a real discussion! 😊
3. Narrow your focus down to no more than 2 initiatives
4. Take the initiatives through the **X-Matrix**, using **catch-ball** techniques as you agree on the measures to use. Again, each role should have a voice here!
5. When done, do a quick read-out to the rest of the room to show how Joe plans to accomplish his Hoshin.

This exercise is slightly autobiographical and inspired by Kesterson’s “Basics of Hoshin Kanri”; 2014.

Workshop Resource Sheet:

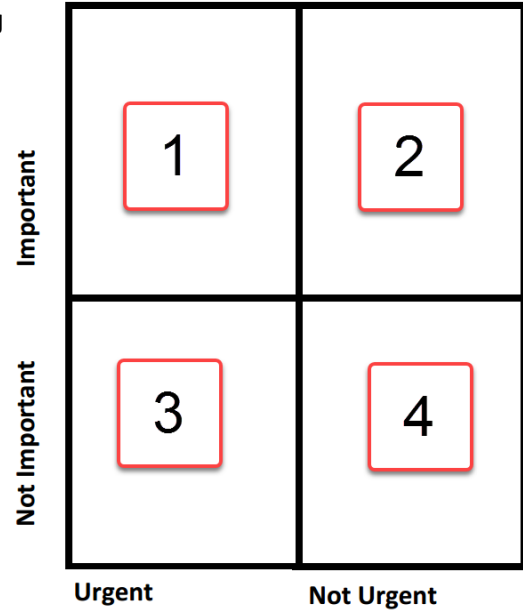
1. Roles:

Make sure each individual in the group has one of the following roles:

Wife	Kids
Poker buddies	Colleagues
Joe's Doctor	Joe's Brother
Himself; Joe	Joe's Boss

2. First Things First Matrix:

Use the Matrix to help identify which of the Gaps to be used as J



3. X-Matrix:

