



LEADERSHIP SOCIETY  
OF ARIZONA

# Teacher of the Future:

## No Thinking Leadership Philosophy

Jacob Kashiwagi, PhD  
Chairman

Jake Gunnoe, PhD  
Director



MAKING LIFE SIMPLE  
[http://ifmaphoenix.org/content.php?page=Student\\_Chapter](http://ifmaphoenix.org/content.php?page=Student_Chapter)

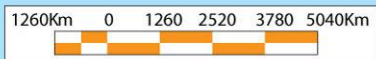


# Best Value Worldwide Research Effort

- 2,000+ Projects And Services Delivered
- \$6.4B Services Delivered
- 98% Customer Satisfaction
- \$17.5M Research Funding Generated
- 140 Clients [Public And Private]
- 53 Arizona State University Licenses
- 384+ Papers Published



# Worldwide Research



# ASU- New American University

## *Top Distinctions*

- Barrett, The Honors College – Gold standard in Education
- No. 1 producer of Fulbright Scholars in the U.S.
- No. 1 public research university chosen by international students (No. 4 overall among U.S. universities)
- No. 1 in Arizona for Goldwater Scholars
- No. 1 in Arizona for Flinn Scholars



# Barrett Honors Program

- 85,000 Students at ASU.
- Top 10% of ASU students enter Honors program from all fields of focus.
- Objective of program is to impact society.
- In addition to academic concentration students complete:
  - Undergraduate honors thesis.
  - Additional workload for classes.
  - Special, innovative classes.



# “The Gold Standard”

SundayReview | OP-ED COLUMNIST

## A Prudent College Path

AUG. 8, 2015



Frank Bruni

Email

EVERY year the frenzy to get into highly selective colleges seems to intensify, and every year the news media finds and fawns over the rare students offered admission to all eight Ivy League schools. This year Ronald Nelson, from the Memphis area, was one of those who sopped up that adulation.

But his story had a fresh wrinkle. Nelson turned down Harvard, Yale, Princeton and the rest of them and chose instead to stay in the South, at the [University of Alabama](#), where he'll begin his studies later this month.

“The honors colleges and programs to which he gives highest praise include the **Barrett Honors College at Arizona State University**, which is widely **considered the gold standard**”

smaller percentage of students from extremely wealthy families than at one of the most highly selective private schools.

“They're not all elite,” Willingham said, referring to honors college students, “though most are capable. There's a more egalitarian quality.”

The honors colleges and programs to which he gives highest praise include the [Barrett Honors College](#) at Arizona State University, which is widely considered the gold standard; [Schrever Honors College](#) at Penn State; the [South Carolina Honors College](#) at the University of South Carolina; and the [honors program](#) at the University of Kansas.

## The New York Times

- Barrett hosts the top **10%** of ASU students
- Barrett is the “gold standard” of honors college
- Barrett students are the best of the best

<http://www.nytimes.com/2015/08/09/opinion/sunday/frank-bruni-a-prudent-college-path.html>



24%

increase in suicide  
rate

36.5%

of adults are  
obese

\$\$

income gap is at an  
all-time high

29%

of ASU students don't  
graduate

31%

of college students report  
severe depression

1,000

college students commit  
suicide every year

<50%

of graduates have  
required skillsets

61%

of new grads are unhappy  
with their careers



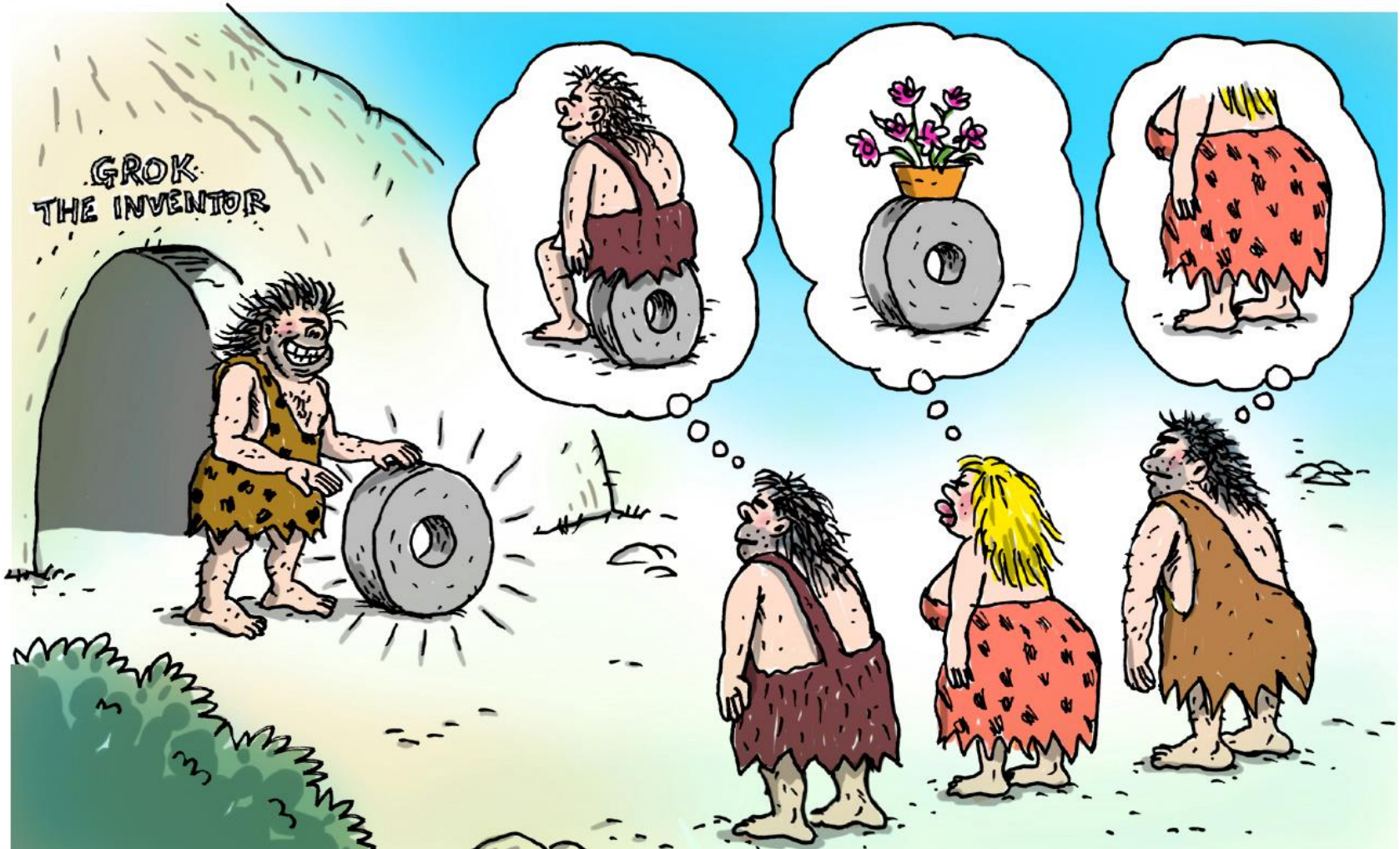
# Students are having a difficult time

- “Overwhelming Anxiety” on the rise [undergrads].
- 50% in 2016 from 50% in 2011 increase.
- Double hospital admissions for suicidal teenagers over last 10 years.
- Teenager help groups popping up all over [\$910/day]





# WHY THIS MATTERS



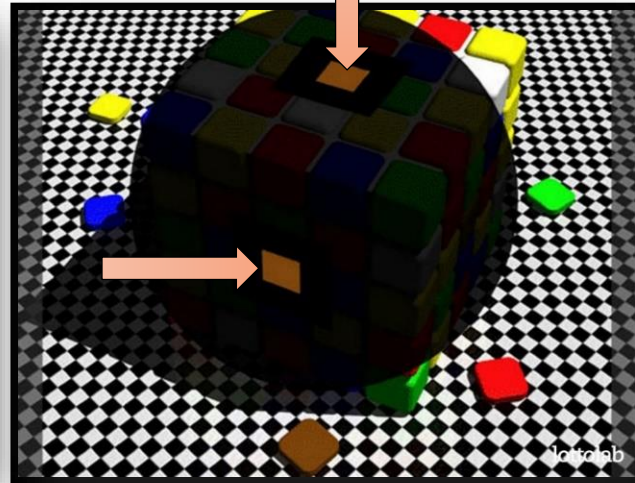
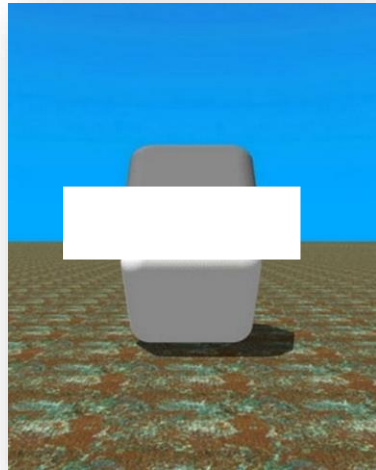
How good is your brain at thinking and making decisions?



# Faulty Perception

Beau Lotto, PhD

“We see the world not as it is, but as it is useful to see”



# Are you Paying Attention? & change?

- Daniel Simons, PhD, Cognitive Psychologist

Innattention Blindness

Failure to notice something unexpected



- Side effect of attention itself
- Our brain can only focus at one thing at a time

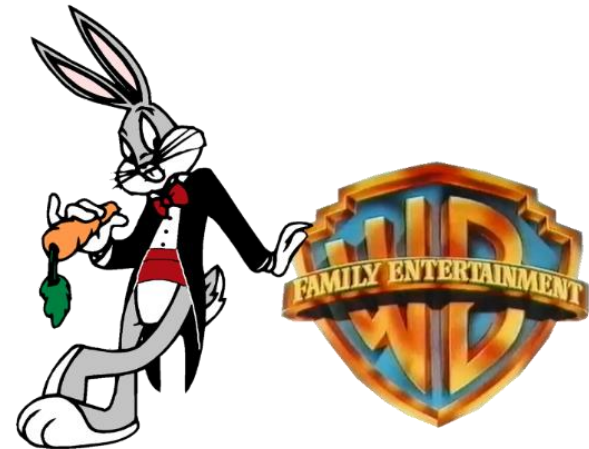
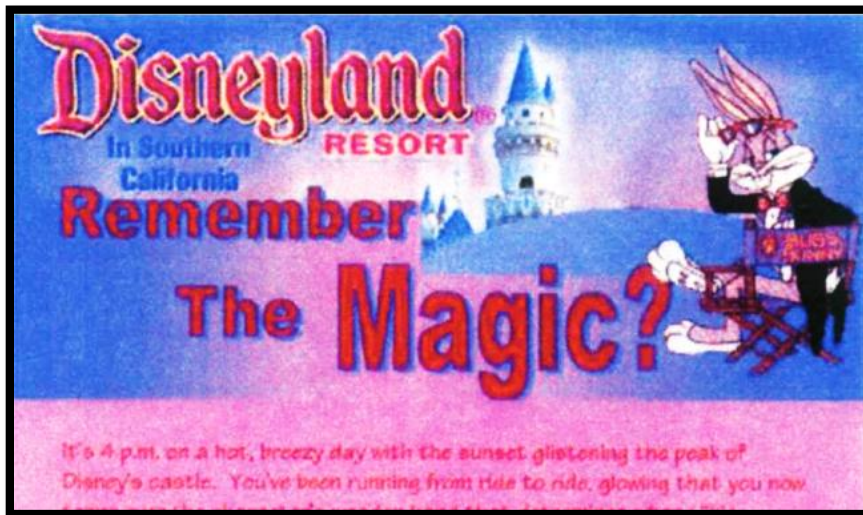


# False Memories

Elizabeth Loftus, PhD



*“In real life, as well as in experiments, people can come to believe things that never really happened”*

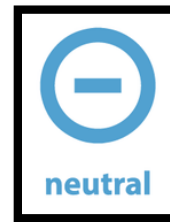


# Emotions and Decisions

Antonio Damasio, PhD (Neuroscience)



*“What we remember from the previous situation is not just the facts... but we also remember what we felt”*



# Choice Supportive Bias

Daniel Kahneman, PhD



## Your Choice



Positive things

Advantages

Compliment



## Other Options

Negative things

Disadvantages

Criticize



# Optimism Bias

Talia Sharot, PhD



Smoking Kills



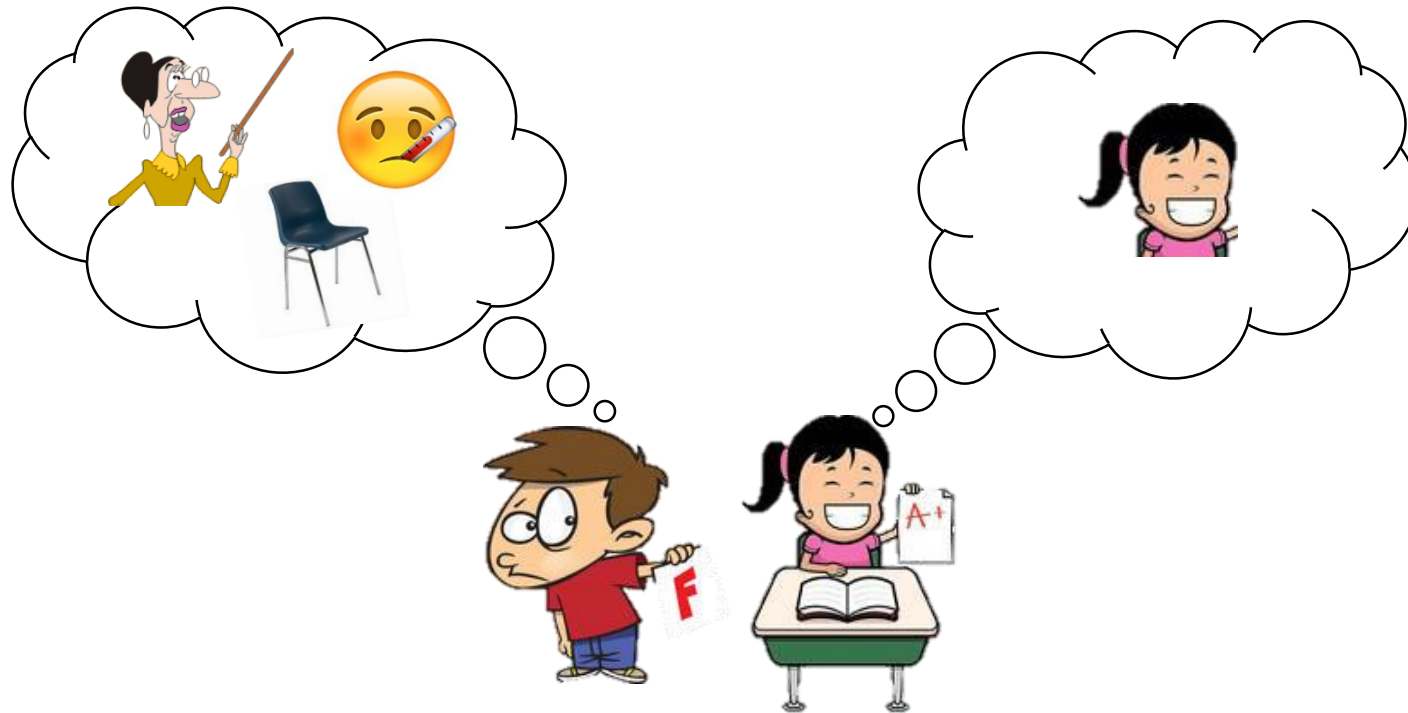
Won't Kill Me!

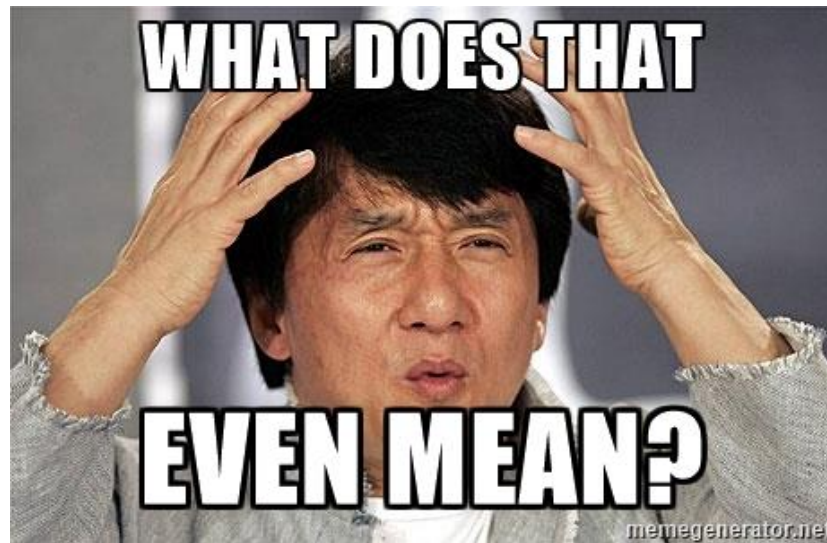




# Self-Serving Bias

Gary Marcus, PhD





## Capability of the mind



- Our perception is faulty.
- Our attention is limited.
- Our memory is unreliable.
- We put emotions before facts.
- We are heavily biased in our decisions.



# Decision Making Case Study



# The Decision Making Machine

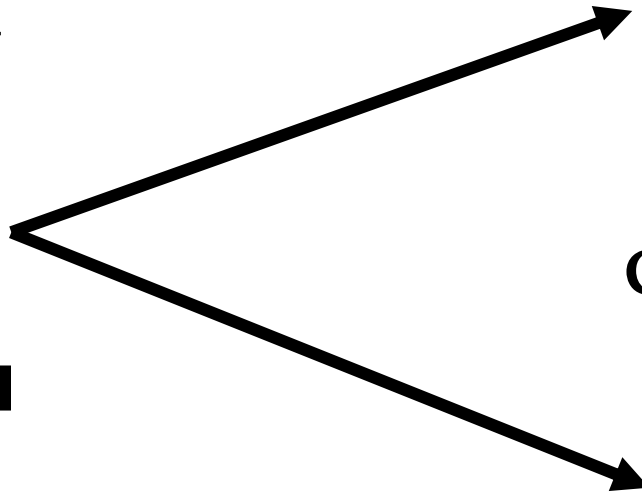
**DM Computer**



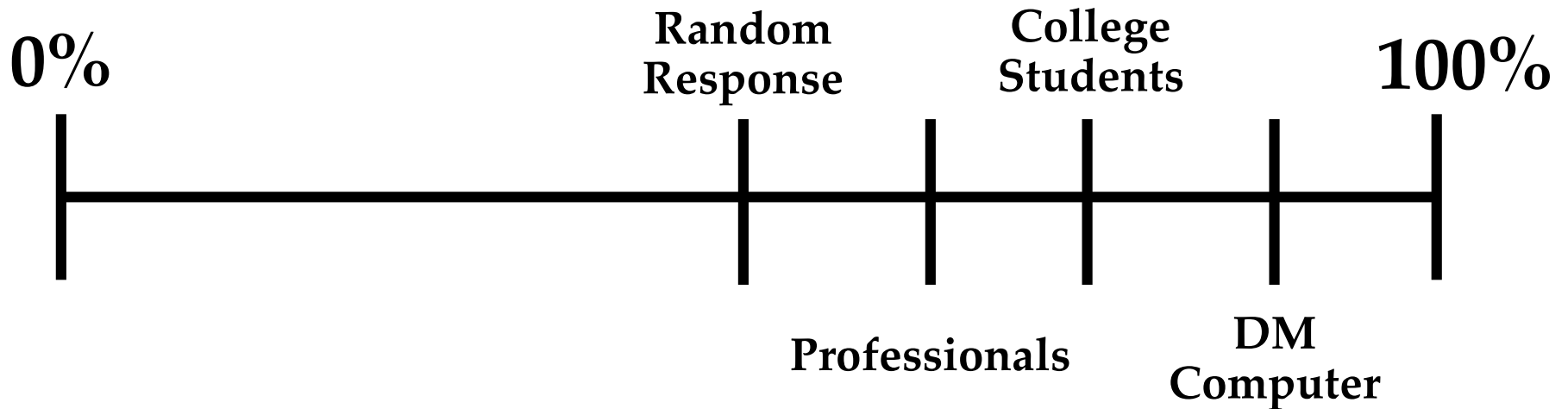
**Contractor 1**



**Contractor 2**



# Test Results



Computer is **twice**  
as efficient as  
professionals

Students are **18%**  
**more efficient**  
than professionals



# Lesson from Technology



# Systems Created to Increase Value and Performance



# Minimize Risk by Minimizing Decisions





MIT spinout NuTonomy just beat Uber to launch the world's first self-driving taxi [160826]



# Phillips Dutch Plant vs. Foxconn Plant in China



# Robots in China



# In Tokyo...



- 5M+ vending machines [VMs] nationwide (highest density worldwide).
- 1 vending machine per every 23 people.
- Annual sales: \$60B+.

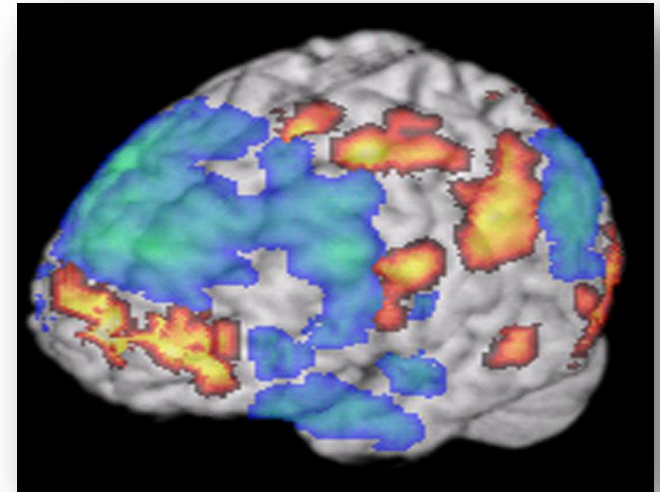




# The Power of Not Thinking

## *The Flow State*

- Lower brain activity
- 500% more productive
- 700% more creativity



BLUE/GREEN = Inactive Areas  
RED/YELLOW = Active Areas  
GRAY = Neutral

The common skill among  
1,500 top CEOs is  
*creativity and The Flow*

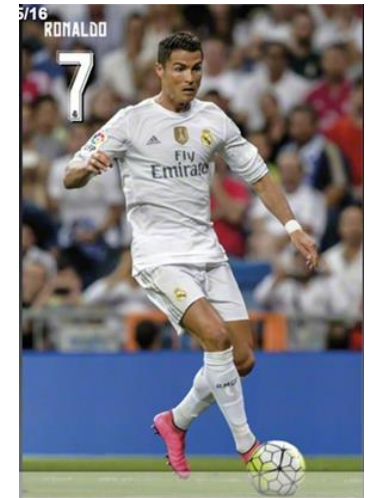
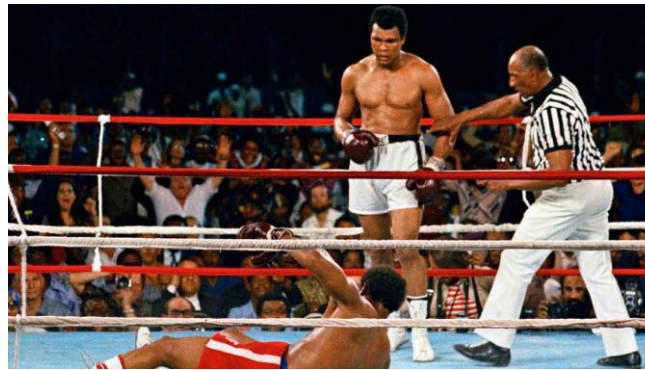
*-IMB Study*

Effective leaders **DON'T** think as much



# Experts [Djokovic, Ali, Curry, Ronaldo]

- Think less
- Less Decision Making
- See the future
- Game slows down when you know the future





1999



2004

“I really want to clear my life to make it so that I have to make as few decisions as possible about anything except how to best serve this community,” – **Mark Zuckerberg.**



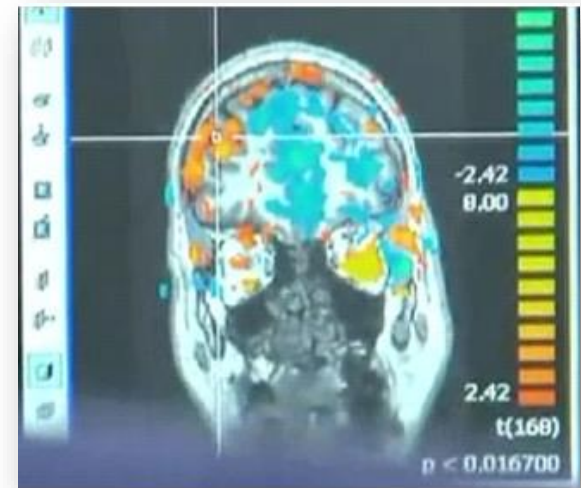
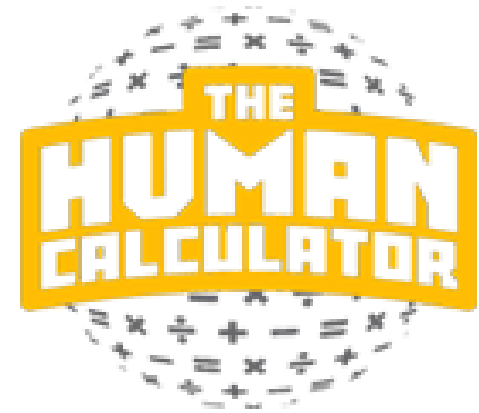
2007



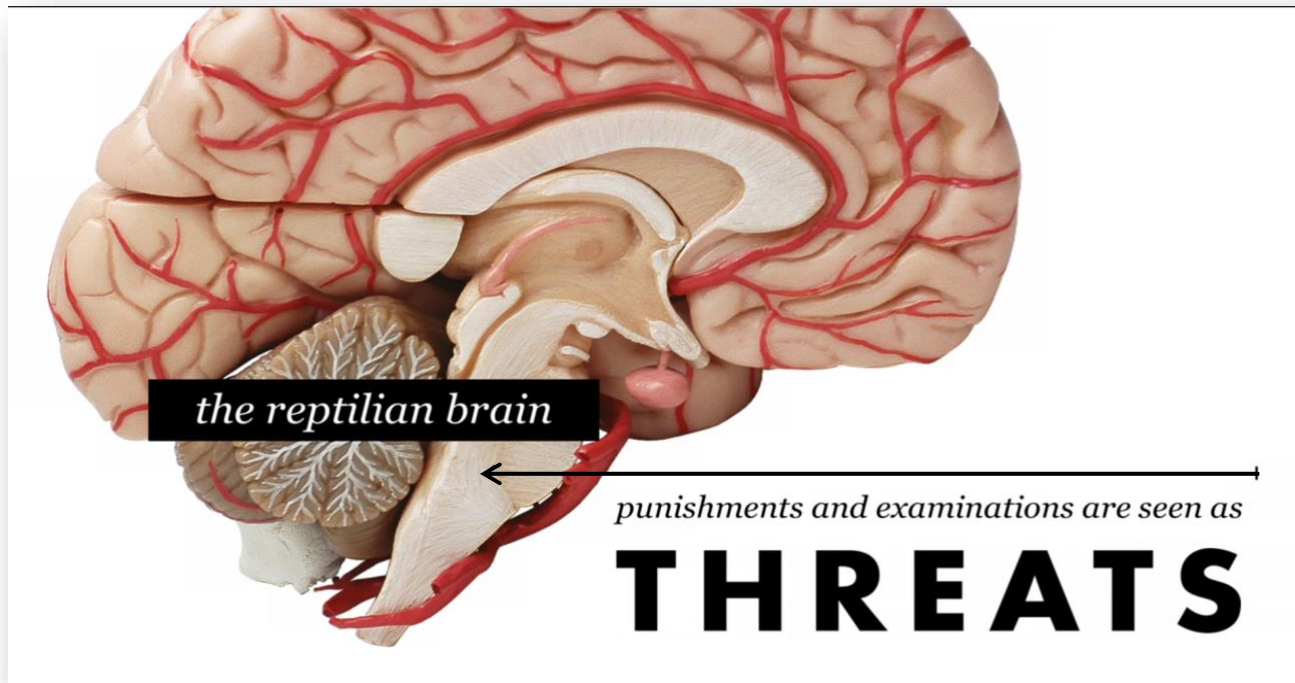
2010



# Scott Flansburg: The value of relaxing the mind

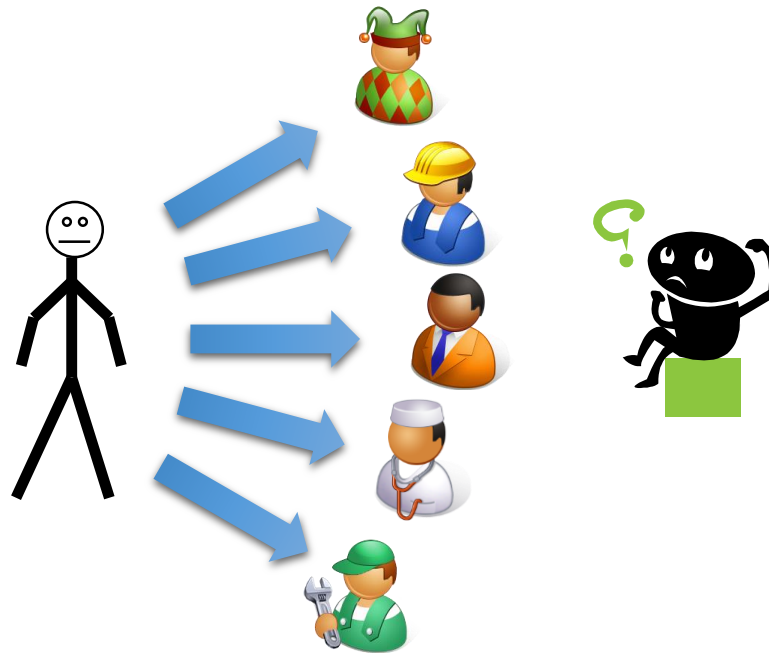


# Sugata Mitra: The harm in making others think



# Problem

$$\frac{43 \times \frac{34}{424} \times 56^{45}}{\sqrt[54]{568 \times 54}} = ?$$



Lack Information	Don't Know outcome	Difficult
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# Solution

- Use natural law and logic
- Simplify
- Minimize need to think and process
- Minimize decision making
- Do not assume students can understand directions
- Management, direction and control functions are very ineffective



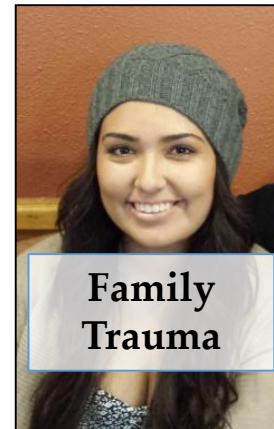
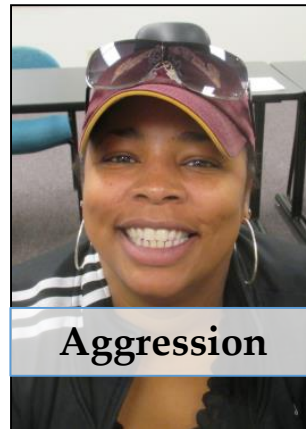
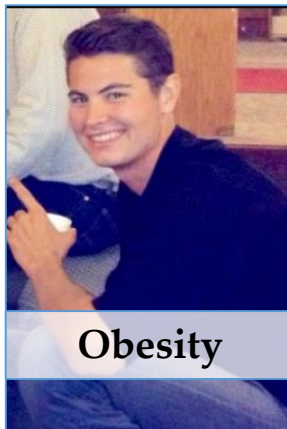
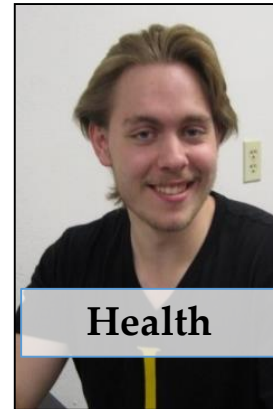
# College Course Metrics



Criteria	Metrics
Total Students	1,800+
Course / Instructor Rating	4.8/ 4.7 (out of 5)
Types of Degrees	74+
Students Who Reported Personal Impact	808 (62%)
Total % Stress Decreased	28%



# Life Changing Stories



# Two Approaches to Education

## Thinking

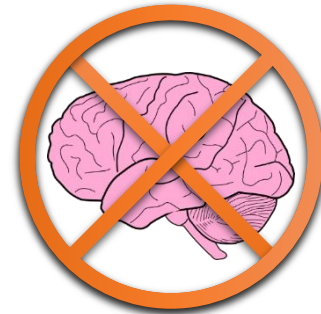


Using your mind which is unreliable.

Thinking and making decisions

Solving problems alone

## No - Thinking



Accepting your mind is unreliable

Minimized all thinking or decision making

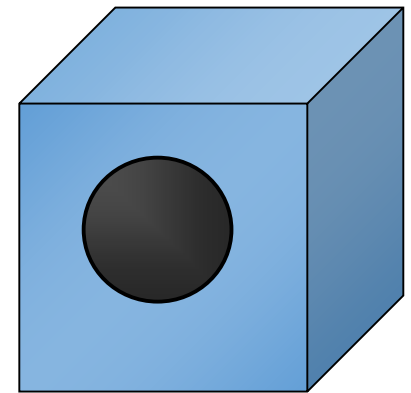
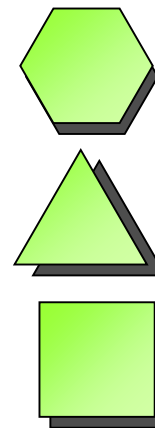


# Traditional Teacher Model

- Teacher is the expert
- Environment is complex
- Students are the constraint
- More structure and activity is required
- Focus on helping people change
- Results are slow
- The situation is identified as complex or dynamically changing



Reactive



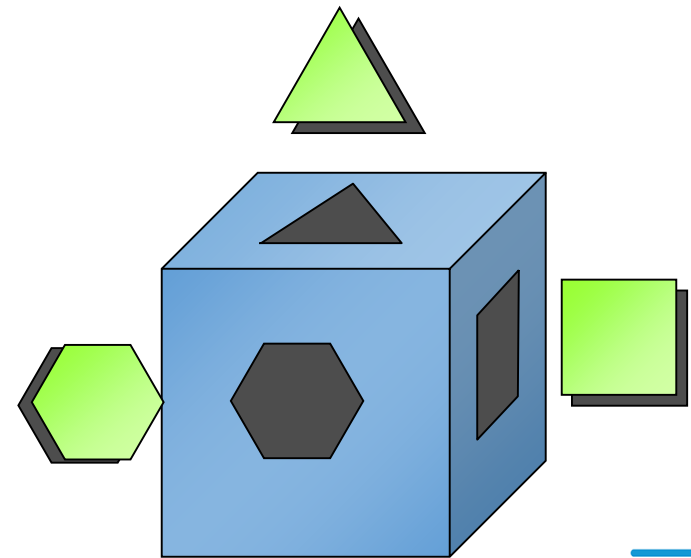


# Teacher of the Future is a Leader

- Focus on alignment of students.
- Understands the students capabilities.
- Focus is on students using their expertise.
- Minimize MDC.
- Teacher is the constraint.

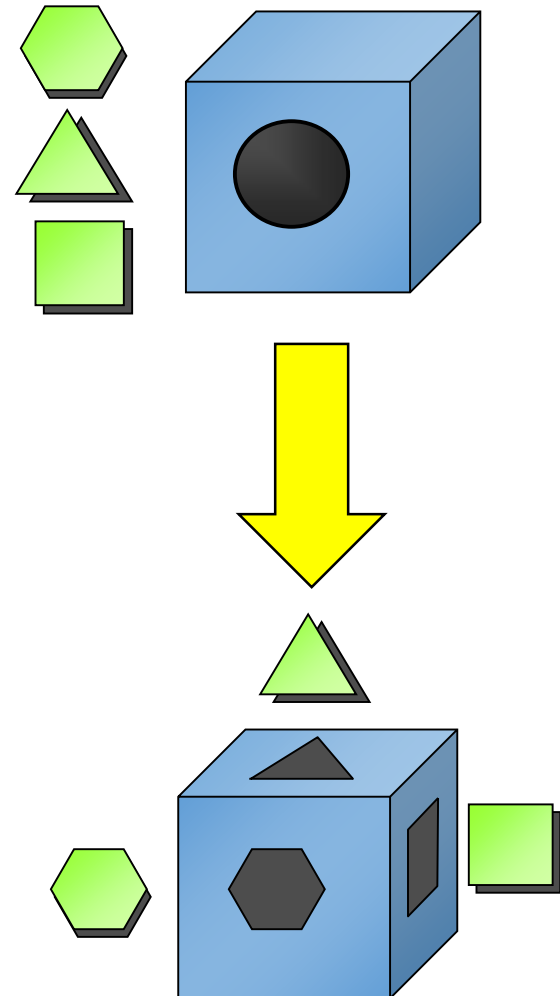


Proactive



# Change in Paradigm

- Optimal to minimize the following:
  - Change
  - Thinking
  - Stress level
  - Brain activity
  - Decision making
- Leadership oriented
- Understand others and align based on capability

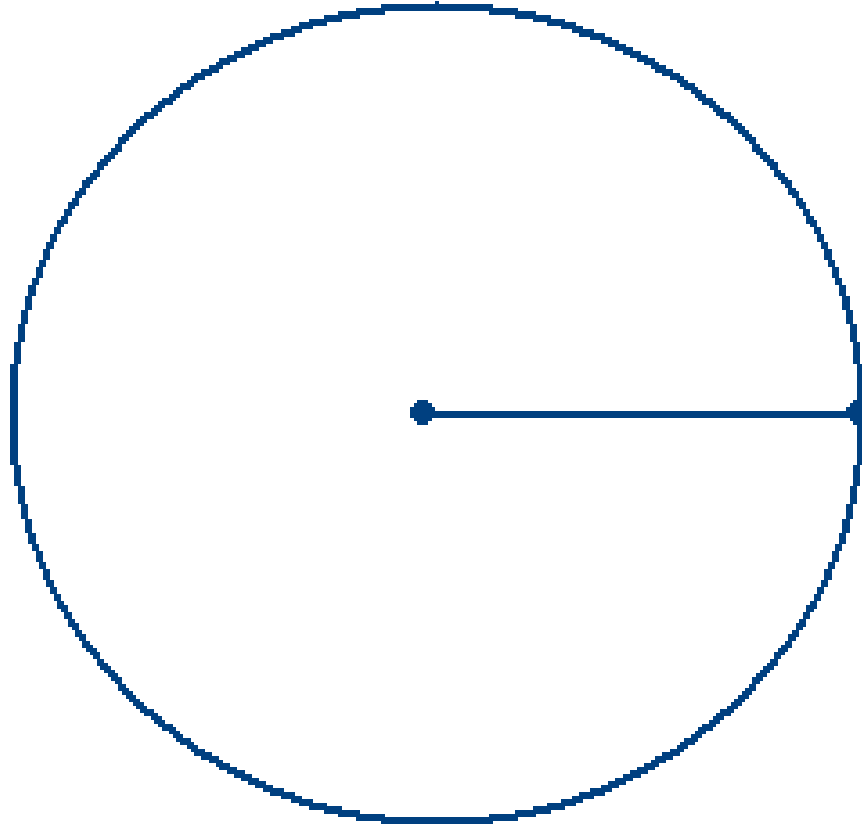


# Simplify by Focusing on the Student

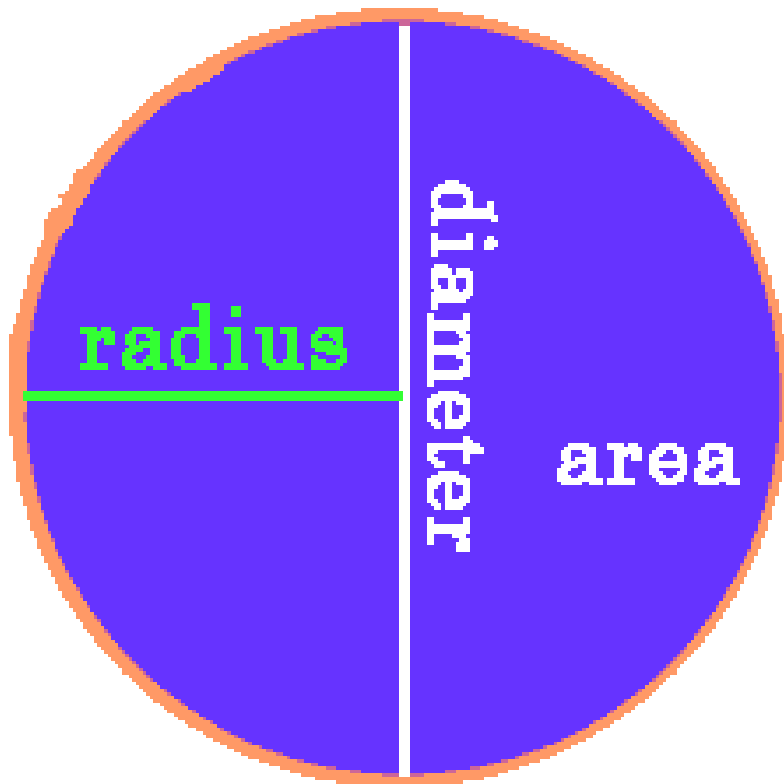
- Use natural law and logic
- Minimize need to think and process
- Minimize decision making
- Do not assume individuals understand perceptions of another person when communicated by writing or verbal directions
- People do not understand what other people communicate
- Management, direction and control functions are very ineffective



# Begin Simplifying Your Classroom



# Begin Simplifying Your Classroom



circumference

- Circumference = Full circle
- Diameter = Full distance of circle
- Radius = Half distance of circle



# LEADERSHIP SOCIETY OF ARIZONA

## Applying IMT to Education

- 4 years, 23 programs, 477 high school students
- 96% satisfaction rating
- Partnered with 7 high schools



## Services

- Academic Success Coaching
- Online Teacher Training
- Leadership Workshops



# Reported Student Impact



**94%**  
Feel More  
Accountable

**58%**  
Are Less  
Stressed

**43%**  
Are More  
Confident

**36%**  
Feel Happier



# Resolving Personal Crises



Prevented a  
friend's suicide



Overcame bullying  
and depression





# Strengthening Families



A run-away who finally  
came home



A father who  
learned to accept  
his son



# Parent-Teacher Feedback

## Parents

98% satisfaction rating

**“This program has been life changing for [my daughter] and I'm so glad we found LSA!”**

## Teachers

100% satisfaction rating

**“I would recommend it to every high school who wants their students to accomplish more in their studies and wants what is best for their students.”**

## Students

96% satisfaction rating

**This class changed my entire perspective on success and leading others. Overall the best and most beneficial program/class I have ever attended!**



# Leadership Training Case Study



**15**  
Students

Math pass rate  
increased by  
**26%**

**80%** improved  
practice ACT

**67%** felt less  
stressed



# Academic Success Coaching

1. 15 Title I students, twice a week for one semester
2. 50% of students were able to bring their F's and D's up to a **C or better**
3. GPA was **22% better** than control group (2.38 vs 1.95)
4. Lowest performing students did **81% better** than control group
5. Top students did **74% better** than control group

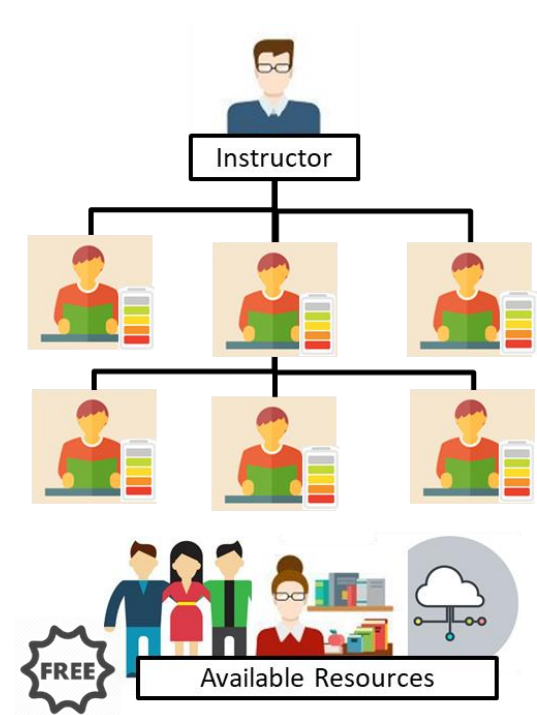
## Change in GPA

	Class Avg	Top 5	Bottom 20%
Control Group	-0.20	0.34	-1.04
Focus Group	0.20	0.74	-0.44



# Classroom Management Case Study

1. Algebra I classes
2. 400 freshmen students
3. Two teachers - 12 classes
4. After 2 weeks – improved test scores by **45%**
5. Increased passing grades by **50%**



# Contact Information



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