



LEADERSHIP SOCIETY
OF ARIZONA

Top Down Leadership: Teaching by Leading

Jacob Kashiwagi, PhD

Chairman

Jake Gunnoe, PhD

Director



MAKING LIFE SIMPLE
http://ifmaphoenix.org/content.php?page=Student_Chapter

KSM Inc.

cibw17
Performance Measurement
In Construction

Deductive Logic and Leadership

Dean Kashiwagi

 [Follow @pberg](#)

School: [Arizona State University](#)
Location: **Tempe, AZ**
Department: **Construction**


4.9 OVERALL QUALITY	5.0 HELPFULNESS	4.8 CLARITY	4.8 EASINESS	 HOTNESS
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 [Submit a correction](#) Number of ratings **81** / Average Grade: **A**


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Jacob Kashiwagi

 School: [Arizona State University](#)
Location: **Tempe, AZ**
Department: **Construction**

5.0 OVERALL QUALITY	5.0 HELPFULNESS	4.9 CLARITY	4.8 EASINESS	 HOTNESS
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 [Submit a correction](#) Number of ratings **27** / Average Grade: **A+**



[Rate this professor](#)

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Arizona State University

School's Webpage: <http://www.asu.edu/>
Tempe, Arizona
Wrong school? [Find your school](#)
Total professors: **5901**

3.71
PROFESSOR AVERAGE

 [Submit a correction](#)  [Check out campus ratings](#)

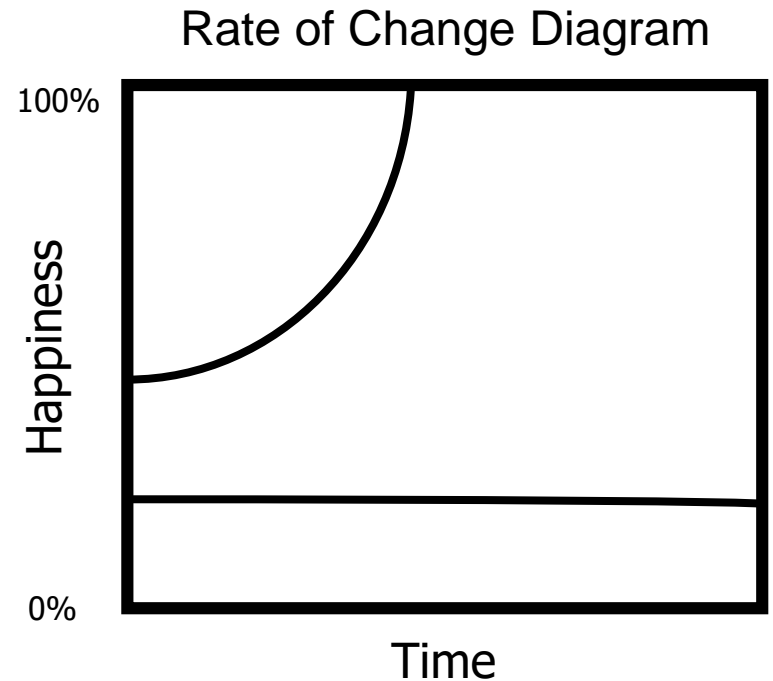
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Happiness Requires Change

- As we learn, we change
- We overcome problems
- We cannot be happy without change





LEADERSHIP SOCIETY OF ARIZONA

4 Years, 23 Programs, 500+ Students

- 501(c)3 non-profit
- High School Success Coaching
- 8 school & district partners
- 96% satisfaction rating
- Based off of 7 years of college curriculum (1,600 college students)



Problems in Society

24%

annual increase in
suicide rate

39%

Of U.S. adults have
massive credit card debt

\$\$

Income gap is at an
all time high

Problems in Education

56%

College dropout rate

31%

College students
report severe
depression

61%

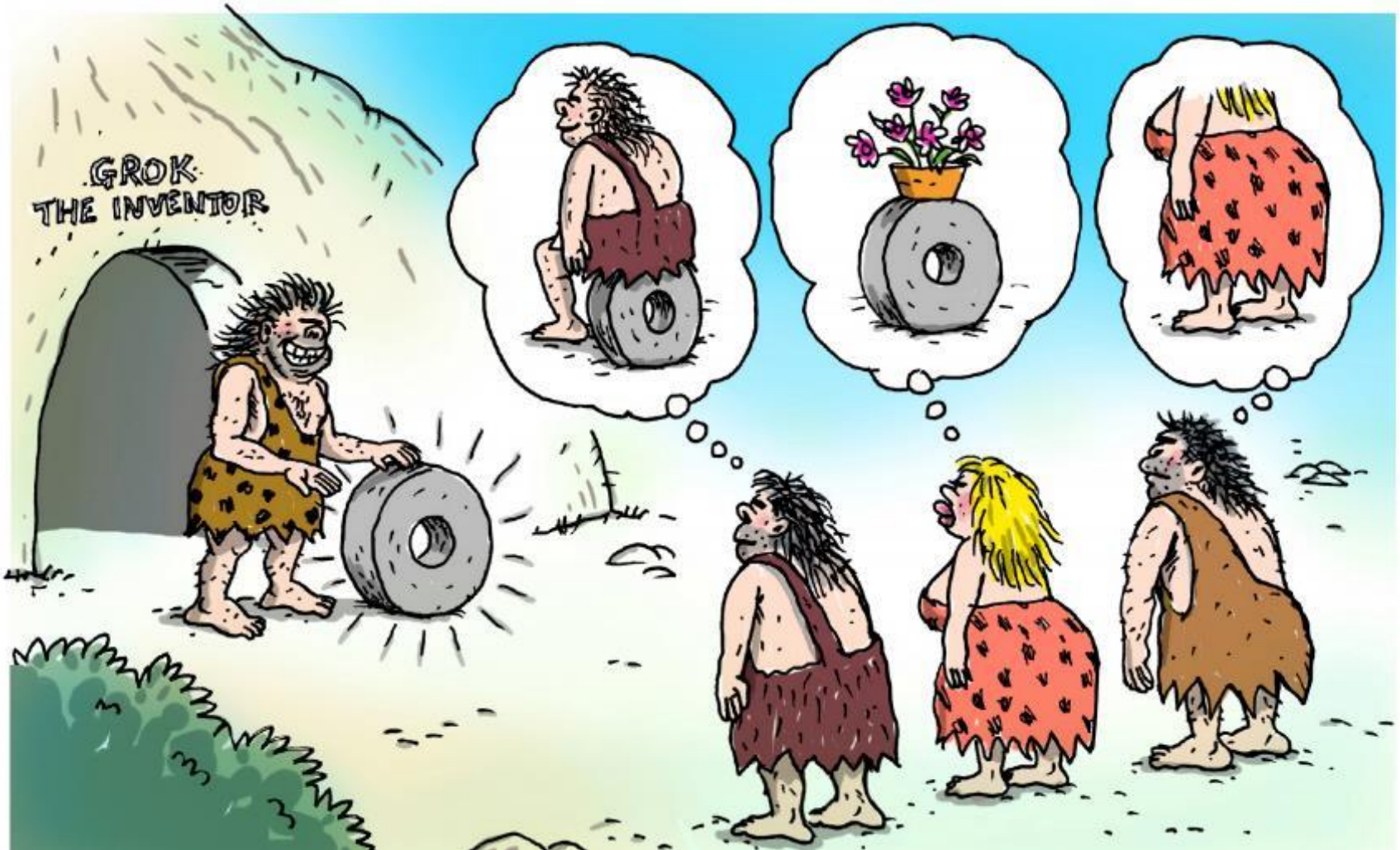
Of new grads are
unhappy with their
jobs

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]



Education Through the Ages



Changing the Curriculum



Changing Their Perception



Information vs Observation

The Natural Law Approach

Stress Less



Mental
Stability

Learn Faster



Skill Acquisition

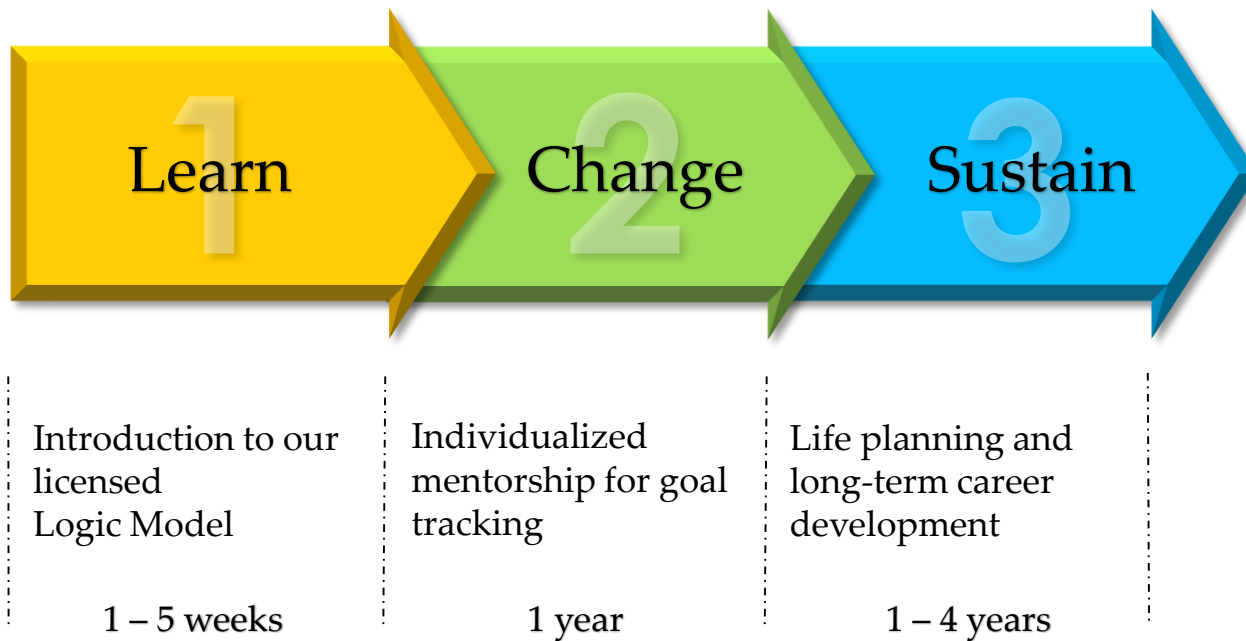
Give More



Value Creation



“Be the Change” Coaching Model



LSA Objectives

- Help students learn 5x faster.
- Help students to learn how to be happy and add value to society.
- Give students a framework to understand themselves and society.
- Help students deal with the pressure and stress from school, life, and searching for an occupation.



Dr. Jacob Kashiwagi



- Chairman of the Board, LSA
- Managing Director, KSM-Inc
 - Supply Chain Consultant for 15 years
 - 1,000+ projects
 - \$3B+ of procured services
- PhD from Delft University of Technology (Netherlands)
- Creator of the No-Influence Leadership Model.
- Creator of the Alignment Teaching Model (ATM)
- Mentored 100+ students over 10 years.



Education is Based on High Performing Business Model

- **2,000+** Projects And Services Delivered
- **\$6.6B** Services Delivered
- **98%** Customer Satisfaction
- **\$17.6M** Research Funding Generated
- **112+** Clients [Public And Private]
- **59 Arizona State University Licenses**
- **384+** Papers Published



Worldwide Implementation





“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>

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%



LEADERSHIP SOCIETY OF ARIZONA

Applying IMT to Education

- 5 years
- 23 programs
- 501 high school students
- 96% student satisfaction rating
- 98% teacher satisfaction rating
- 98% parent satisfaction rating
- Partnered with 7 high schools



Reported Student Impact [500 students]



94%
Feel More
Accountable

58%
Are Less
Stressed

43%
Are More
Confident

36%
Feel Happier

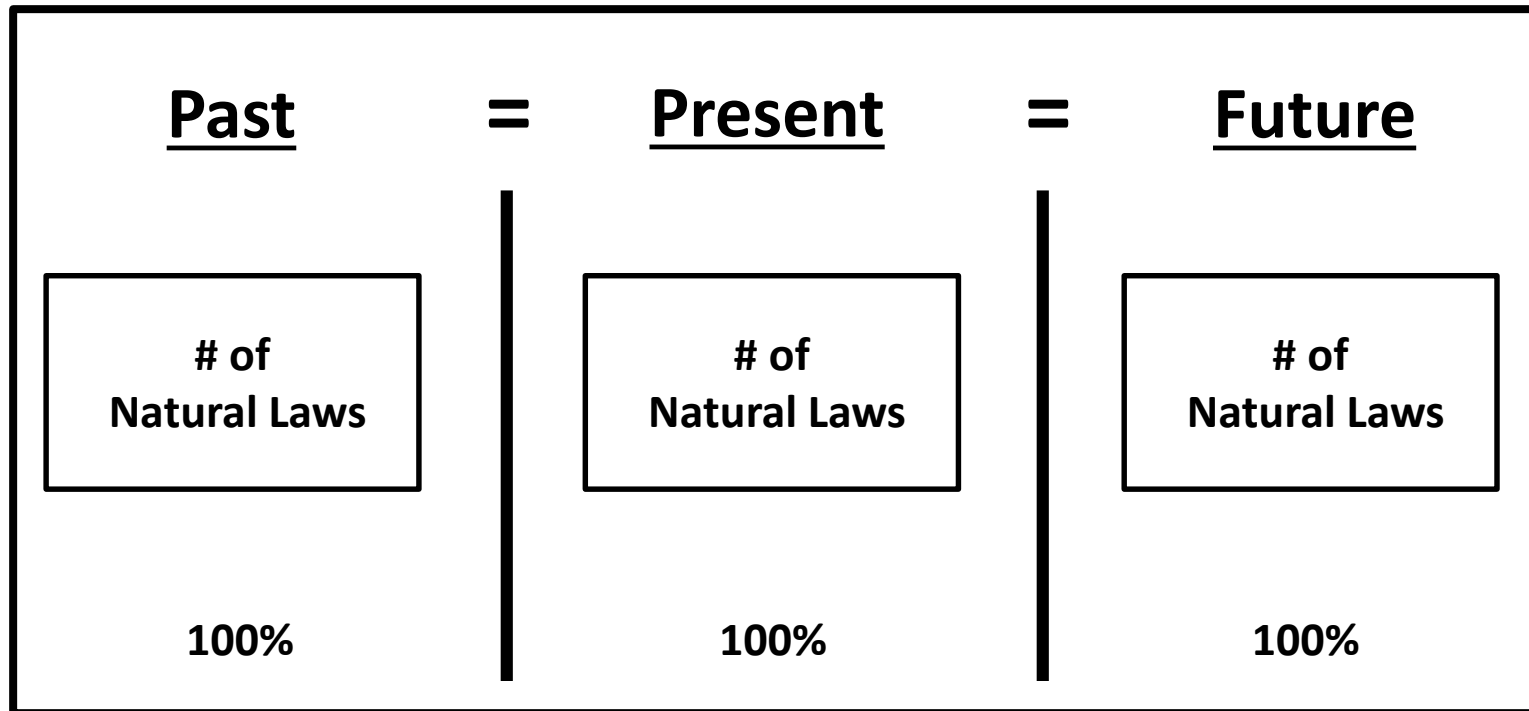


Key Concept #1

THE LOGIC OF ACCOUNTABILITY



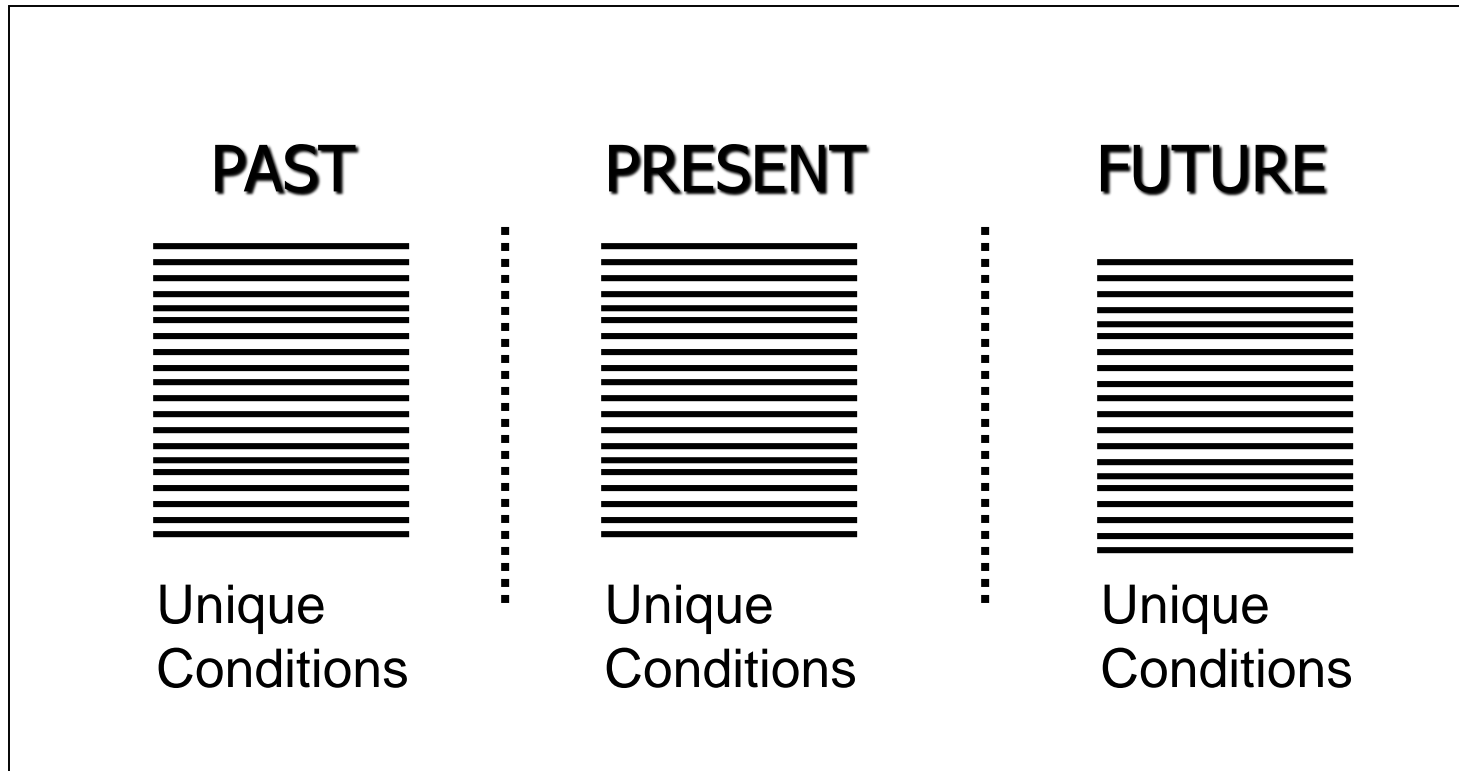
Natural Laws



Natural Laws are discovered and not created



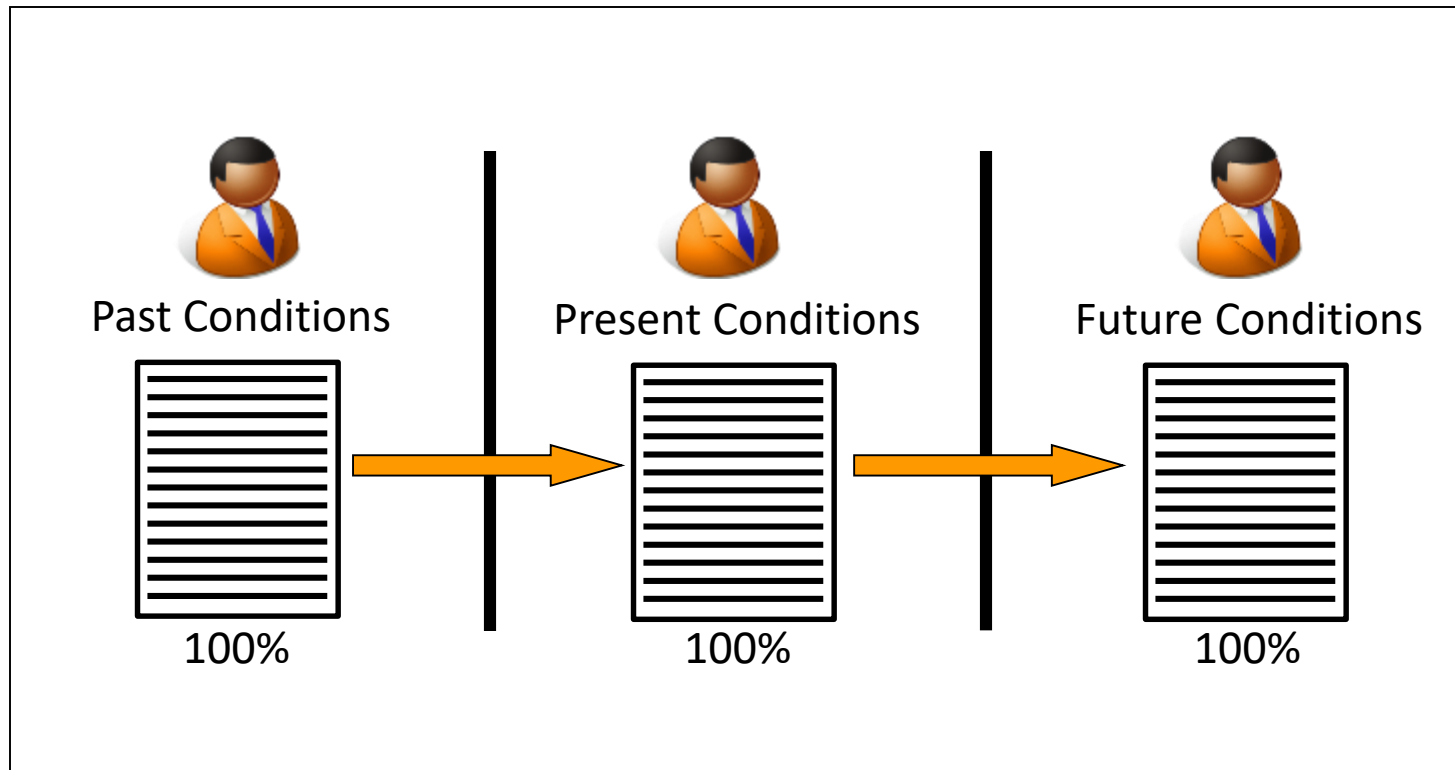
Conditions Always Exist



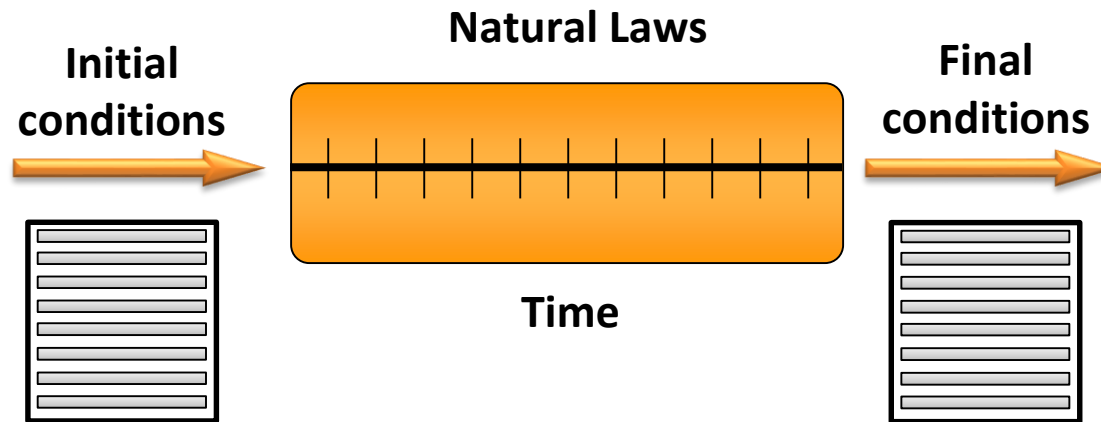
Conditions are unique and change according to natural laws



Unique Conditions are Related



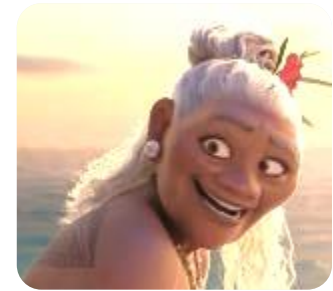
Predicting the Future



Every Event [seen or unseen is governed by natural laws and experts minimize their thinking and decision making]



Moana



I am Moana

I know a girl from an island
She stands apart from the crowd
She loves the sea and her people
She makes her whole family proud

**Sometimes the world seems against you
The journey may leave a scar
But scars can heal and reveal just
Where you are**

The people you love will change you
The things you have learned will guide you
And nothing on earth can silence
The quiet voice still inside you
And when that voice starts to whisper
Moana you've come so far
Moana listen
Do you know who you are?

Who am I?
I am a girl who loves my island
I'm the girl who loves the sea
It calls me
I am the daughter of the village chief
We are descended from voyagers
Who found their way across the world
They call me
I've delivered us to where we are
I have journeyed farther
I am everything I've learned and more
Still it calls me

**And the call isn't out there at all,
it's inside me**



Dream Interpretation

- Objective: Self-discovery
- A basic personality test
- Allows for individual interpretation

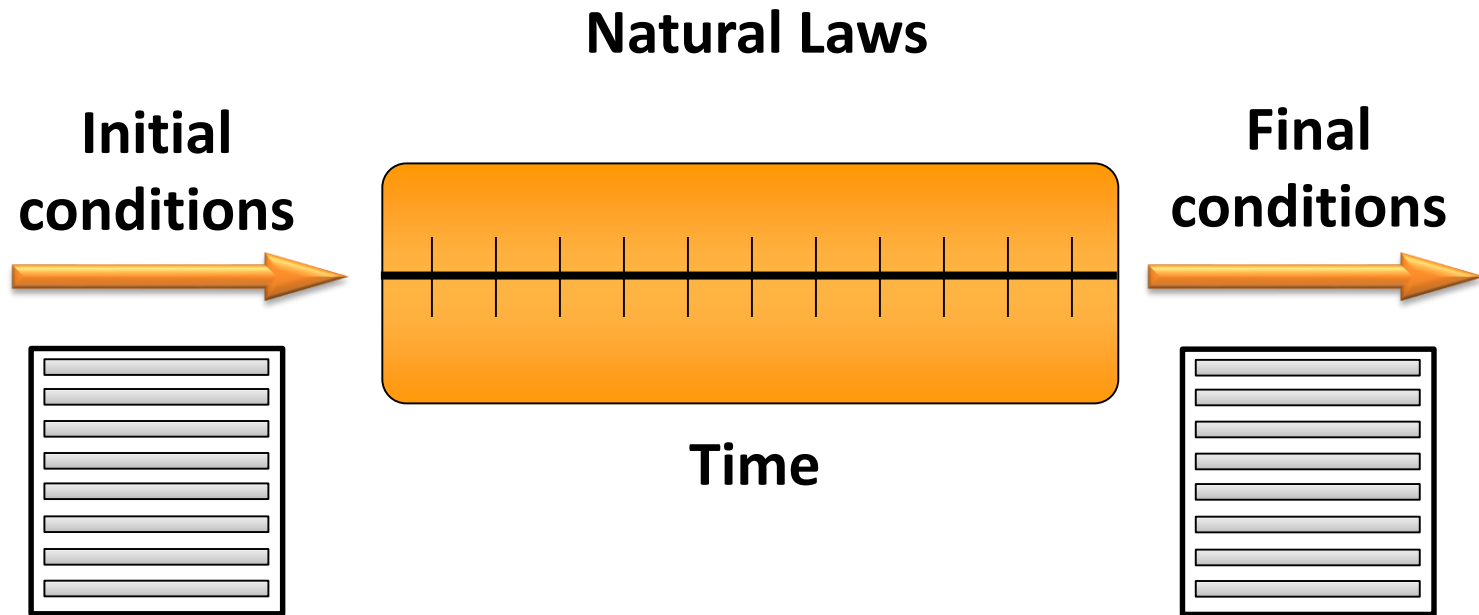


Key Concept #2

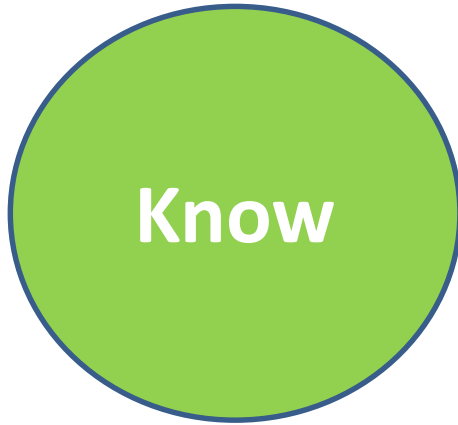
USING THE MIND MORE EFFICIENTLY



The Event

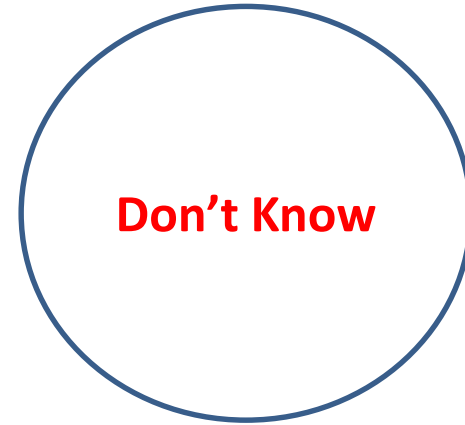


Knowing When You Don't Know



Know

Lots of Information
Simple
No Chance
No Worry and Stress
Learn More
Talk Less
More Observant



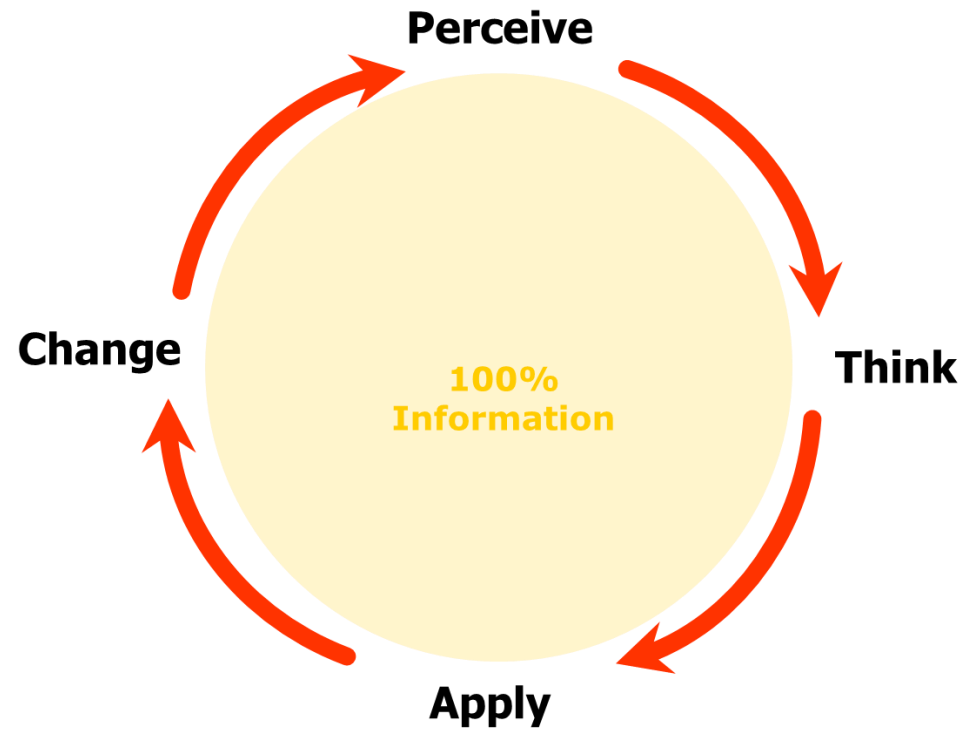
Don't Know

No Information
Confusing
Chance
Stress and Worry
Learn Less
Talk More
Less Observant



Normal Learning Process

- How do you make the process more efficient?
- What enables someone to perceive quicker?



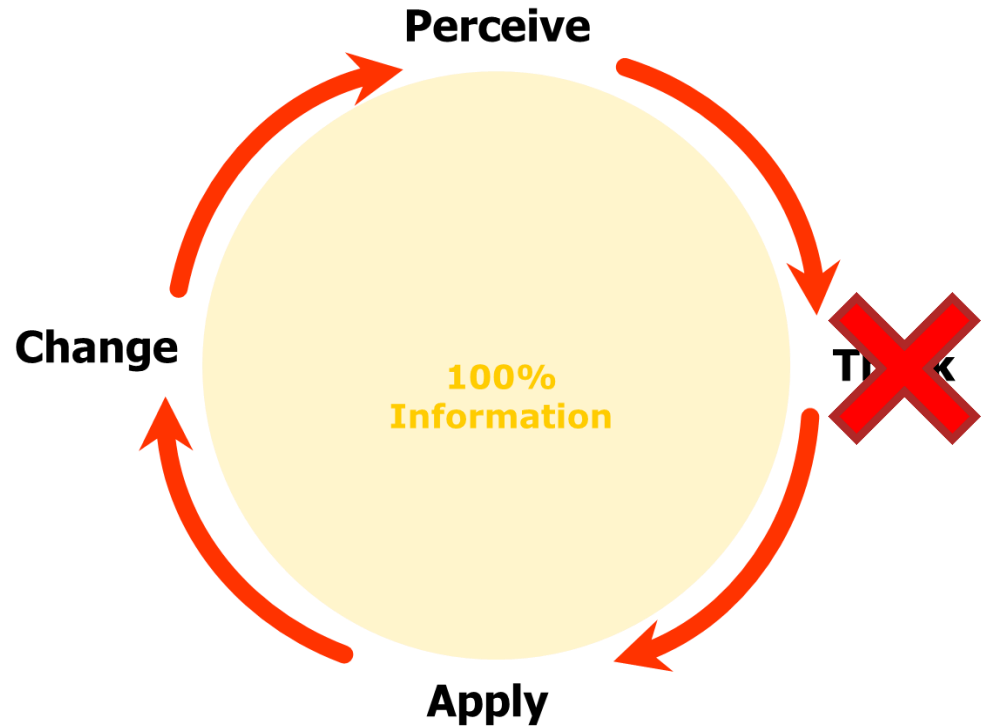
Inefficiency of Thinking

- Assumes the information you have is 100% accurate.
- Thinking only uses the information you currently have.
- Thinking tries to make up information from the information you already have.
- Thinking focuses more on what you perceive rather than what is actually there.



How Intelligent People Learn

- Less time perceiving more time applying.
- Realize they do not need to know or be the expert.
- Realize perception of information (observation) is more critical than thinking.
- Why do less people learn this way?



Observation Concepts

- They do not give time to things or people that are questionable.
- They figure out why instead of question why.
- They think less and act more
- They do not judge they accept reality



How much should you rely on your brain?



Faulty Perception

Beau Lotto, PhD



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



The Weakness of the Mind

Faulty Perception



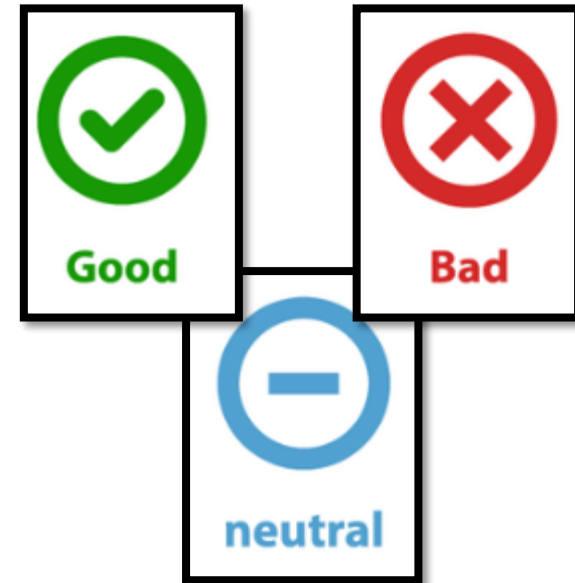
Beau Lotto, PhD

False Memories



Elizabeth Loftus, PhD

Cognitive Bias



Gary Marcus, PhD
Talia Sharot, PhD
Antonio Damasio, PhD
Daniel Kahneman, PhD



Are you Paying Attention?

- Daniel Simons, PhD, Cognitive Psychologist

Innattention Blindness



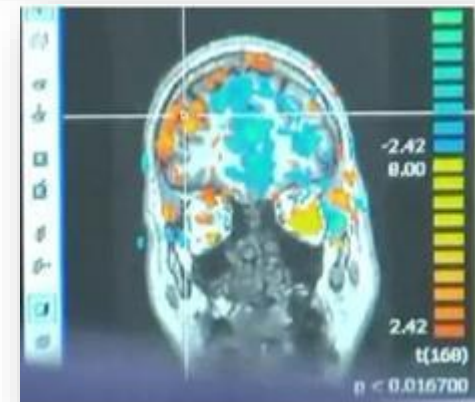
Failure to notice something unexpected

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

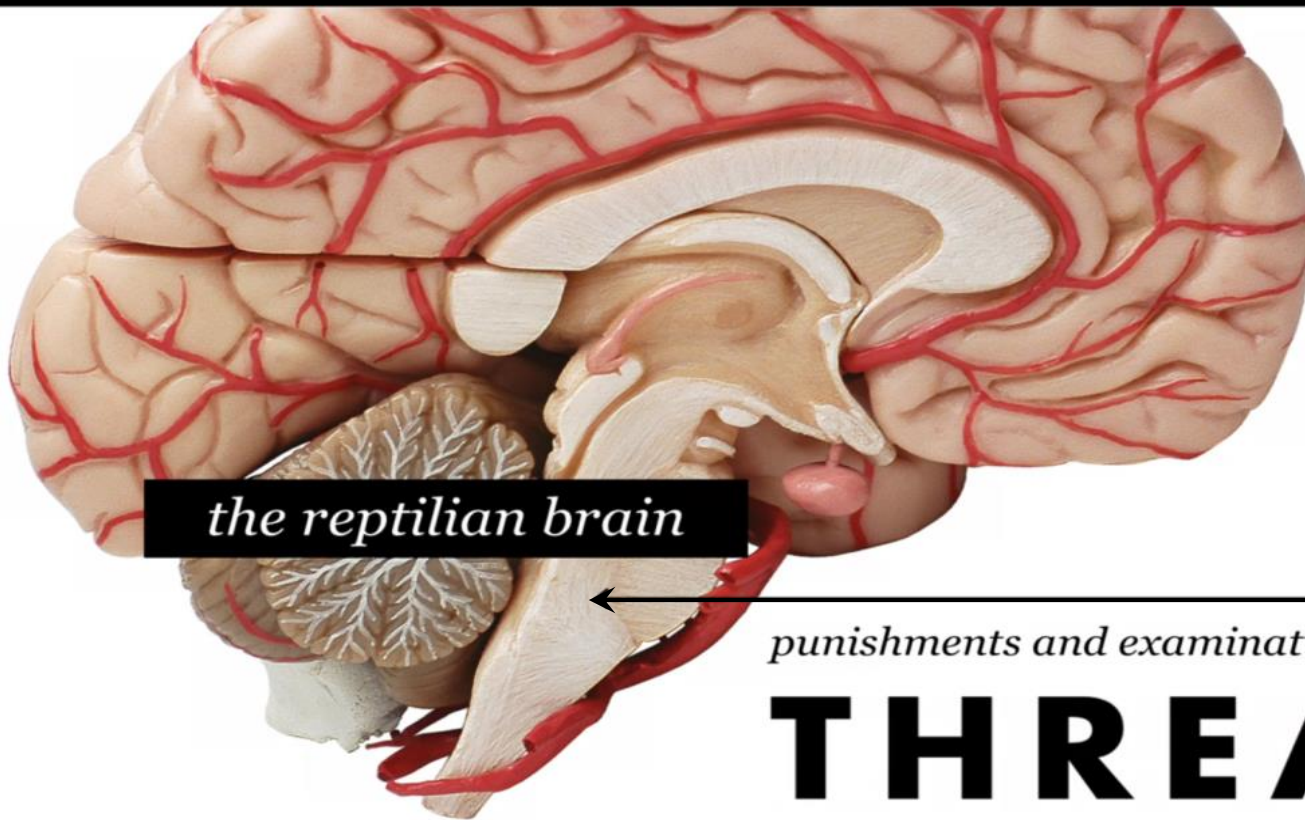


Scott Flansburg: The value of relaxing the mind

- Scott Flansburg's brain computes faster than a calculator.
- Doctor's ran tests
 - Scanned normal brain while computing [control].
 - Scanned Scott's brain while computing.
- Results identified Scott's brain:
 - Less active but more efficient than control
 - Used non-traditional areas of the brain for computing.



Sugata Mitra: The harm in making others think



the reptilian brain

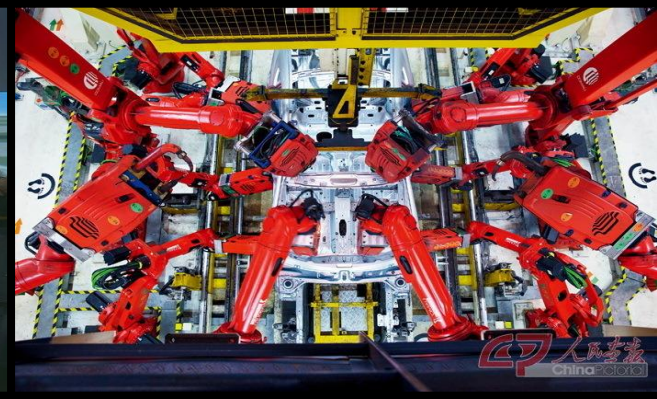


punishments and examinations are seen as

THREATS



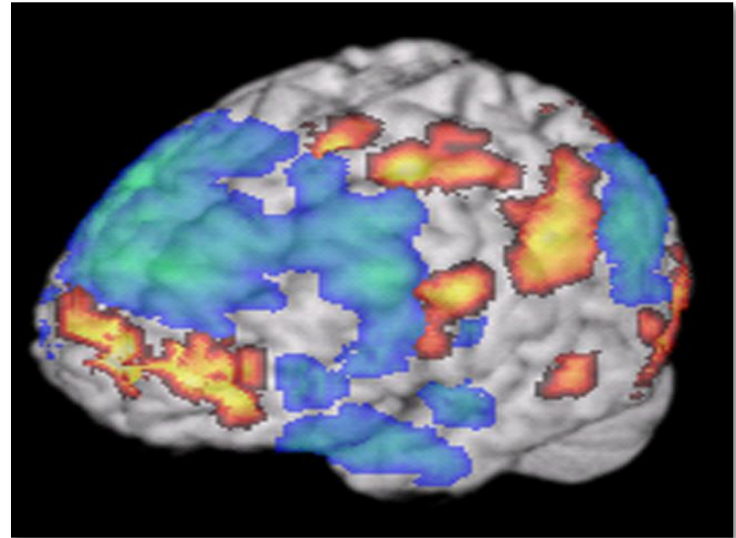
Lessons from Technology



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 Don't Think

- Observant
- Think less
- See the future
- Game slows down when you know the future
- Know people and what they will do
- Do not control



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



The No Thinking Leadership Lifestyle:

Simplify

Create a Routine

Utilize Expertise

Simplify



“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.**



11



OPRAH WINFREY

- 6:00 am** Wake up, work out, play scrabble on the ipad

- 7:30 am** Get in the makeup chair, tape shows

- 11:30 am** Lunch, make phone calls

- 12:35 pm** Back in the makeup chair, more shows

- 2:00 pm** Finance, show and planning meetings

- 7:50 pm** Gym round 2

- 8:50 pm** Dinner with Stedman

- 10:00 pm** Read, decide next bookclub book

- 11:10 pm** "Lights out"



LEBRON JAMES

- 8:00 am** Wake up

- 8:30 am** 30 minutes on stationary bike

- 9:00 am** Breakfast

- 9:30 am** Rehydration

- 10:00 am** Cavaliers Practice

- 1:00 pm** Cold tub

- 2:00 pm** Massage

- 3:00 pm** Stretching

- 3:30 pm** Muscle stimulation

- 4:00 pm** 3-hour nap

- 7:00 pm** Stretching with specialized equipment

- 8:00 pm** Massage

- 8:30 pm** Cryotherapy

- 9:00 pm** Dinner

- 11:00 pm** Sleep

- 7:00 am** Wake up

- 8:00 am** Breakfast

- 9:00 am** Writing in silence

- 2:00 pm** Walk through London

- 5:00 pm** Gap time

- 6:00 pm** Dinner time

- 7:00 am** Friends and family time

- 12:00 am** Sleep

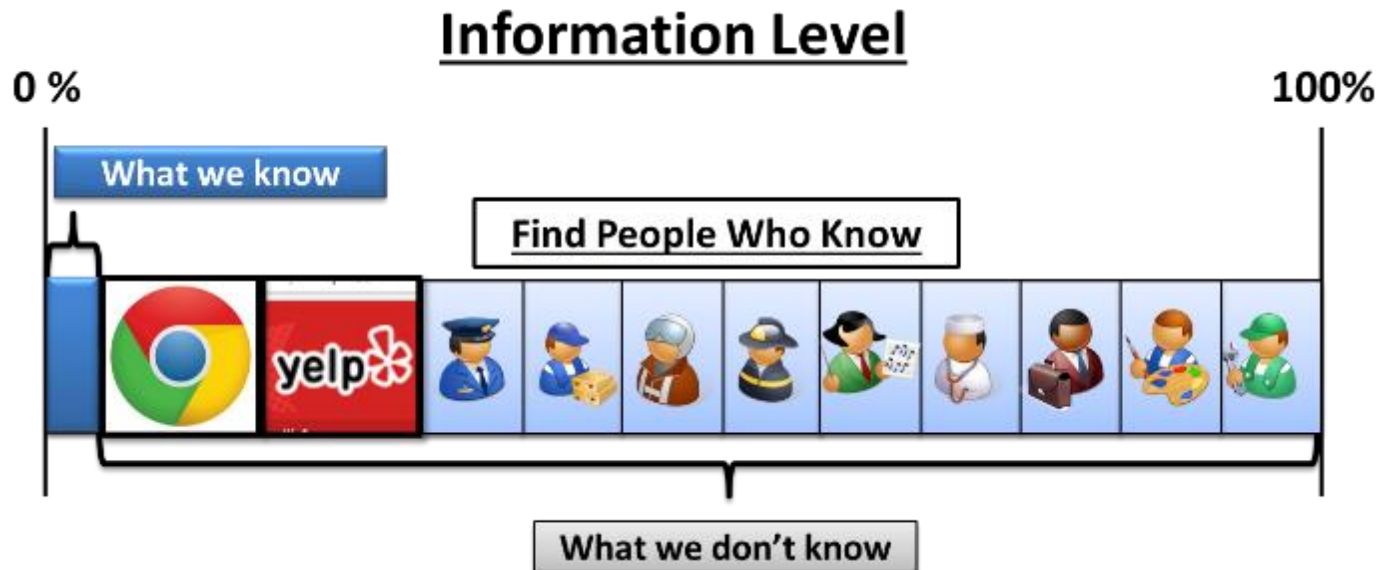
14



CHARLES DICKENS

How To Know Everything without Knowing Anything

- If you don't know find someone who does.
- Experts help simplify life.
- Essence of leadership is to utilize expertise



High Level Game

- Challenge:
 - Come up with the *simplest* instructions for teaching a resume building class for 30 kids
- Answer:
 1. Fill in a template
 2. Get it reviewed



New Way of Learning

- Teach natural laws / principles
- Do not teach specific actions (everyone is unique)
- Developing your ability to see life is more important than memorizing information or learning a technical skill.



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

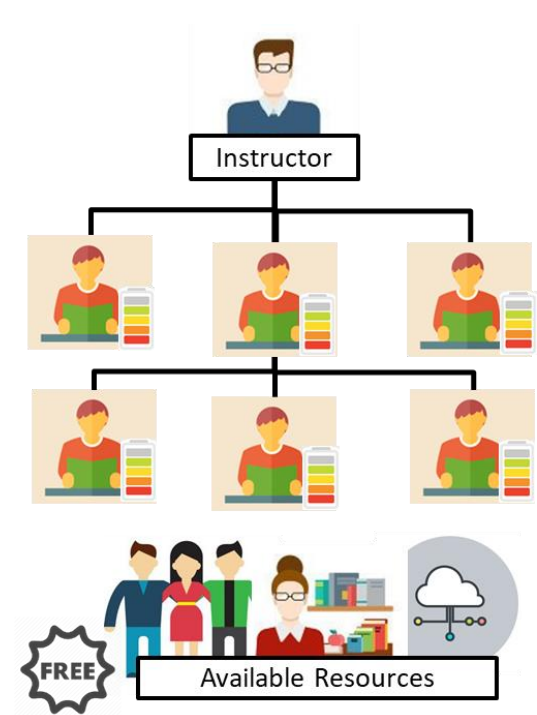
1. 15 Title I students, twice a week for one semester
2. 50% of students were able to bring their F's and D's up to a **C or better**
3. GPA was **22% better** than control group (2.38 vs 1.95)
4. Lowest performing students did **81% better** than control group
5. Top students did **74% better** than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