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

KSM Inc.
Performance Measurement In Construction
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
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”

“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.”

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

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?

• Daniel Simons, PhD, Cognitive Psychologist

Innatentional Blindness

Failure to notice something unexpected

• Side affect of attention itself

• Our brain can only focus at one thing at a time
“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
Smoking Kills

Optimism Bias
Talia Sharot, PhD

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

The common skill among 1,500 top CEOs is creativity and The Flow
-IMB Study

Effective leaders DON’T think as much

https://www.psychologytoday.com/blog/the-playing-field/201402/flow-states-and-creativity
http://journals.plos.org/plosone/article?id=10.1371/journal.pone.0001679#pone-0001679-g003
Experts [Djokovic, Ali, Curry, Ronaldo]

- Think less
- Less Decision Making
- See the future
- Game slows down when you know the future
“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.
Scott Flansburg: The value of relaxing the mind
Sugata Mitra: The harm in making others think

punishments and examinations are seen as threats
Problem

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

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Metrics</th>
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<tbody>
<tr>
<td>Total Students</td>
<td>1,800+</td>
</tr>
<tr>
<td>Course / Instructor Rating</td>
<td>4.8/ 4.7 (out of 5)</td>
</tr>
<tr>
<td>Types of Degrees</td>
<td>74+</td>
</tr>
<tr>
<td>Students Who Reported Personal Impact</td>
<td>808 (62%)</td>
</tr>
<tr>
<td>Total % Stress Decreased</td>
<td>28%</td>
</tr>
</tbody>
</table>
Life Changing Stories

Alcoholism
Bipolar Disorder
Health
Family Issues
Obesity
Aggression
Family Trauma
Family Trouble
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
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.
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 = Full circle
- Diameter = Full distance of circle
- Radius = Half distance of circle
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
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

<table>
<thead>
<tr>
<th></th>
<th>Class Avg</th>
<th>Top 5</th>
<th>Bottom 20%</th>
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</thead>
<tbody>
<tr>
<td>Control Group</td>
<td>-0.20</td>
<td>0.34</td>
<td>-1.04</td>
</tr>
<tr>
<td>Focus Group</td>
<td>0.20</td>
<td>0.74</td>
<td>-0.44</td>
</tr>
</tbody>
</table>
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

Jacob Kashiwagi, PhD
Jacob.K@LeadAZ.org

Jake Gunnoe, PhD
Jake.G@LeadAZ.org