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
Deductive Logic and Leadership

Dean Kashiwagi
School: Arizona State University
Location: Tempe, AZ
Department: Construction

Jacob Kashiwagi
School: Arizona State University
Location: Tempe, AZ
Department: Construction

Arizona State University
School's Webpage: http://www.asu.edu/
Tempe, Arizona
Wrong school? Find your school
Total professors: 5901

Average ASU Professor Rating

Rate this professor
Rate this campus
Happiness Requires Change

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

1. **Learn**
   - Introduction to our licensed Logic Model
   - 1 – 5 weeks

2. **Change**
   - Individualized mentorship for goal tracking
   - 1 year

3. **Sustain**
   - Life planning and long-term career development
   - 1 – 4 years
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

**Fulbright**

**COAA**

**ASU**

**dib**

**ENR**
Worldwide Implementation
“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.”


- Barrett hosts the top 10% of ASU students
- Barrett is the “gold standard” of honors college
- Barrett students are the best of the best
## College Course Metrics

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Metrics</th>
</tr>
</thead>
<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>
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 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

Natural Laws

Initial conditions

Time

Final conditions
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 questioning why.
- They think less and act more.
- They do not judge but 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

  Innatentional Blindness
  
  Failure to notice something unexpected

- Side affect 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.

Superhuman Episode
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

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 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
“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.
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 book club 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

CHARLES DICKENS

7:00 am  Wake up
8:00 am  Breakfast
9:00 am  Writing in silence
9:50 am  Walk through London
5:00 pm  Gap time
6:00 pm  Dinner time
7:00 am  Friends and family time
12:00 am  Sleep
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

https://www.indeed.com/prime/resources/talent/9-common-tech-resume-mistakes-and-how-to-avoid-them
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
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

<table>
<thead>
<tr>
<th>Change in GPA</th>
<th>Class Avg</th>
<th>Top 5</th>
<th>Bottom 20%</th>
</tr>
</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