

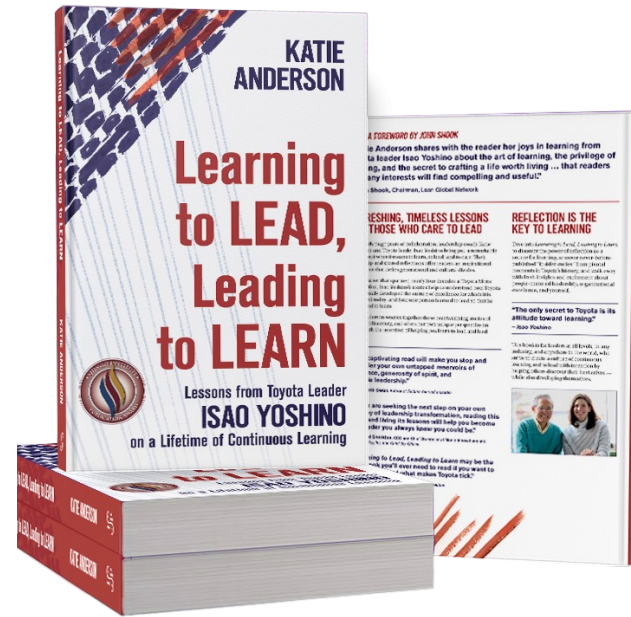
INTENTION AND GOAL SETTING FROM A DARUMA

Reflections from a Japan Study Trip

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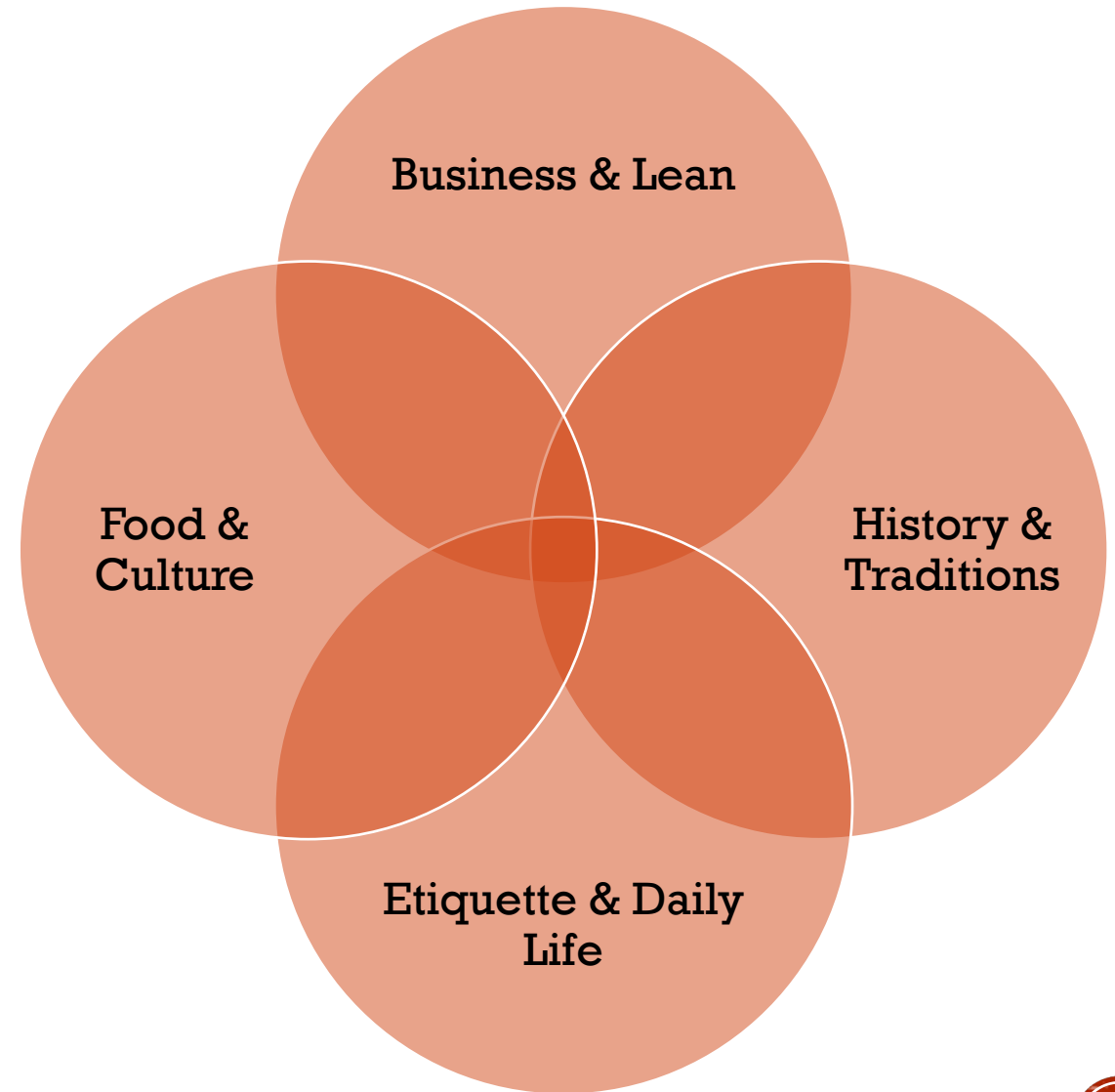
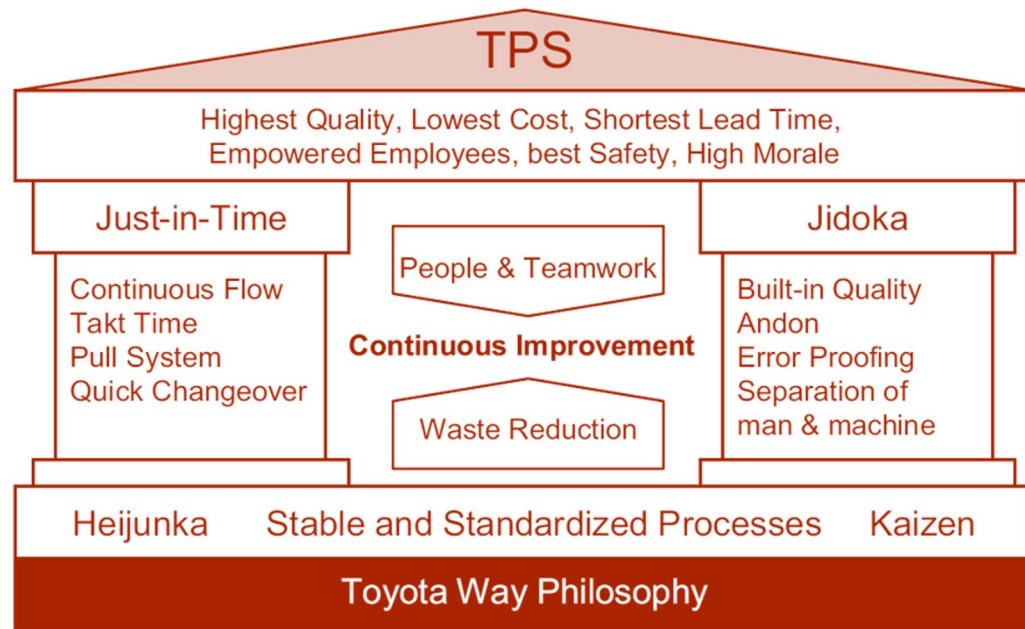
Our Week



ITINERARY

- Travel Prep
- Culture
- Trip Highlights
- Food
- Fun
- Final Thoughts
- Contact

WHY THIS TRIP?



INTENTIONS VERSUS GOALS — HEART VERSUS MIND

Intentions

(Internal and Controllable)

- Who you want to be and what impact you other
- Intentions are connected with what is important inside of us. Our hearts, our passion, our purpose.
- Our intention is our “true north.” It is our anchor point. It guides us towards the vision and help us when we get off track to point ourselves back in the direction of our heart, dream, or purpose.
- As our “true north,” intentions help us navigate through obstacles and challenges and continue to reorient ourselves in the direction of what is important.

Goals

(External and Not Always Controllable)

- What you want/need to achieve.
- Goals are connected with the mind.
- Goals are more tangible. They have a more clearly defined end point or target.
- Goals are usually determined through reasoning, logic, and analysis using our minds. They are measurable.





"Intention"

Shi

Kou

志

向

"Heart"

"Direction"

SHIKO

- An intention is about who you want to **BE**.
- Goals are what you want to **ACHIEVE**.
- Your intention is your **WHY**.
- Whereas goals can be the **WHAT** and **HOW**.



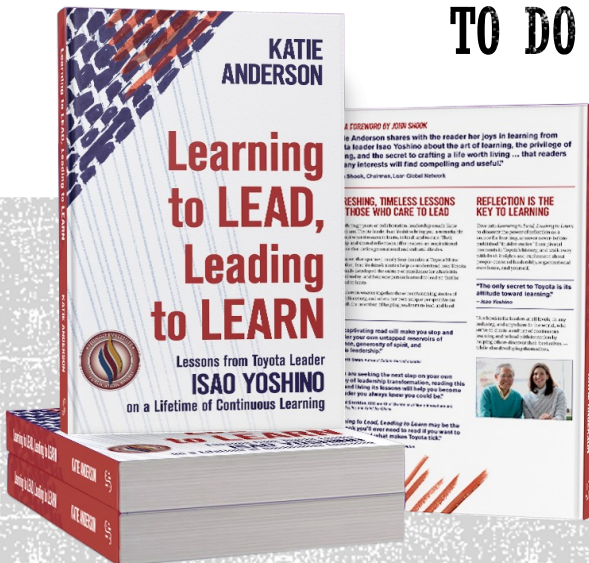
“IN ADDITION TO DECIDING WHAT YOU WANT TO ACCOMPLISH, YOU MUST ALSO CONNECT WITH WHY THIS GOAL IS IMPORTANT AND DEVELOP A DEFINED PROCESS FOR HOW YOU WILL ACCOMPLISH THE GOAL.



WE SHOULD HAVE INTENTION IN HOW WE LIVE, HOW WE LEAD, AND HOW WE SHOW UP EACH AND EVERY DAY IN THE CHOICES WE MAKE. CONNECTING WITH OUR HEART CAN HELP POINT US IN THE RIGHT DIRECTION.

AFTER DEFINING WHAT IS IMPORTANT, YOU CAN BETTER DEFINE WHAT TO DO AND HOW TO DO IT. YOU CAN THEN CREATE YOUR PLAN.”

-Katie Anderson, Author of *Learning to Lead, Leading to Learn*





100-YEAR CALENDAR

- 21st Century 100-Year Calendar
- Cherish the life you have. Ina Foods
- All of your worst days and your best days ahead are on this calendar. We don't know when it will come, and it's up to us to make the most of each and every day.
- How do we make the biggest impact with the time we have together?
- How do we make the most of our lives?



DARUMA DOLLS

Today, daruma dolls are used and cherished as a symbol of good luck and future fortune, commonly placed on a shelf at home or in a business.

Having that daruma on your shelf is a constant reminder of what you originally wanted; why you initially make that promise to yourself.

The true meaning of daruma is as a reminder of self-perseverance, focus, and discipline.





**“FALL DOWN SEVEN TIMES,
GET UP EIGHT.”**

-JAPANESE PROVERB



Because of the Daruma Dolls ability to return to their original position even when pushed over, they have become synonymous with a popular Japanese phrase “*Nana korobi yaoki*”

DARUMA DOLL STAGES

1. Before putting them on display, however, the owner must make a wish that they hope will come true, or something they aim to work towards in their own life, before coloring in one eye, marking the wish.
2. It doesn't actually matter which eye is filled in first, but conventionally, the daruma's left eye is the more popular choice.
3. Once the wish has come to fruition, the other eye is colored in, and the daruma is complete.
4. When the year ends, it's common for people to bring their finished Daruma dolls to a local temple for a ceremony called Daruma Kyuou, which is the customary burning of Daruma doll. At these events, most people will purchase a new Daruma doll for their goals in the New Year.





SHORINZAN DARUMA-JI TEMPLE

- At this temple, visitors bring their completed darumas every year, and they hold a ceremony to burn the dolls each January. This ceremony also shows thanks for the year that has passed. With new dreams and goals, a new Daruma is purchased to start the new year fresh.

INTENTION AND GOAL SETTING



Intention

Develop systemness across Ballad Health to operate more like a collective system instead of independent entities.

I will accomplish this by developing shared dashboards for the Safety and Quality Tiered Huddles along with Performance Dashboards that align with the System MAP.

志向



"Fall down seven times, get up eight." – Japanese Proverb





HANKO

- Hanko are the carved stamp seals that people in Japan often use in place of signatures
- The end of each hanko is etched with its owner's name, usually in the kanji pictorial characters used in Japanese writing
- Hanko would come to play an even more visible role in Japanese life in the 20th century thanks to a business practice called nemawashi. Nemawashi can be thought of as a consensus-building procedure
- Putting your hanko on A3 report is evidence to show that you, as the boss, have gone through your subordinate's A3 and have provided necessary input or advice.



INTENTIONS VS. GOALS: START WITH PURPOSE FOR GREATER IMPACT



<https://kbjanderson.com/7-intentions-vs-goals/>





JAPAN STUDY TRIP REFLECTION

- **Ikigai** - the reason you live. A passion that gives value and joy to life. What is my personal and work ikigai? "Enable and empower people to find their ikigai."
 - "Kaizen is not some kind of event. It is our work."
 - "As people grow, so does our company."
 - "Go to the **Gemba**. Listen to the people. Talk to the people."
 - "Everyone is entitled to joy at work. Life is only one time. It should be meaningful,"
 - "Be deliberate, consistent, and intentional."
 - "Freedom to take action, be creative, have fun, and be supported."
 - "Everyone can be a great leader if they are studious."
- After writing these favorite quotes, I stepped back and saw nothing about cost savings, efficiency, labor reductions, or planned elaborate improvement events—all things that get associated with bad Lean. At the core of these quotes is a genuine interest in people, their development, and their joy. I immediately thought of the quote from Kaite's book from Mr. Yoshino: "The only secret at Toyota is their attitude towards learning."





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