

Using TOC for Personal and Professional Growth

Marta Villagra, Partner
Villagra Coaching

September 7-8, 2017



UTAH
OPS & GOLDRATT
CONSULTING

PRESENT: BUILDING ON SUCCESS 2017

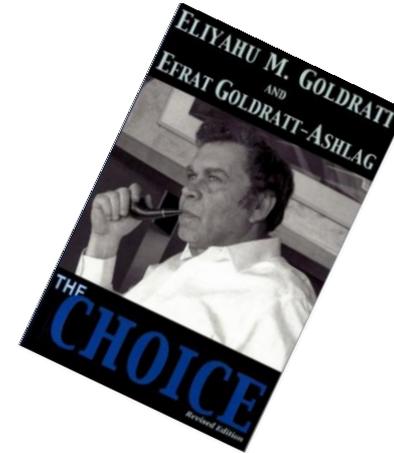
**BREAKTHROUGH RESULTS FOR
GOVERNMENT AND BUSINESS**

GOMB

goldratt
CONSULTING

Introduction

“Coaching is a professional process to help the clients to enhance their achievements in personal and professional lives using a structured methodology.”

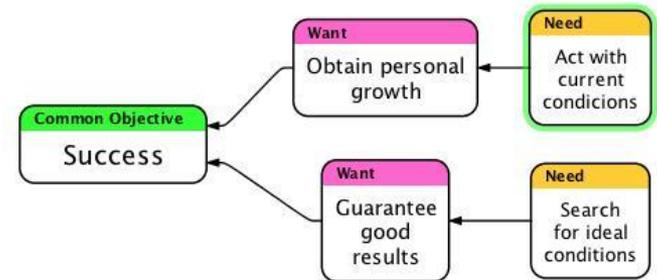
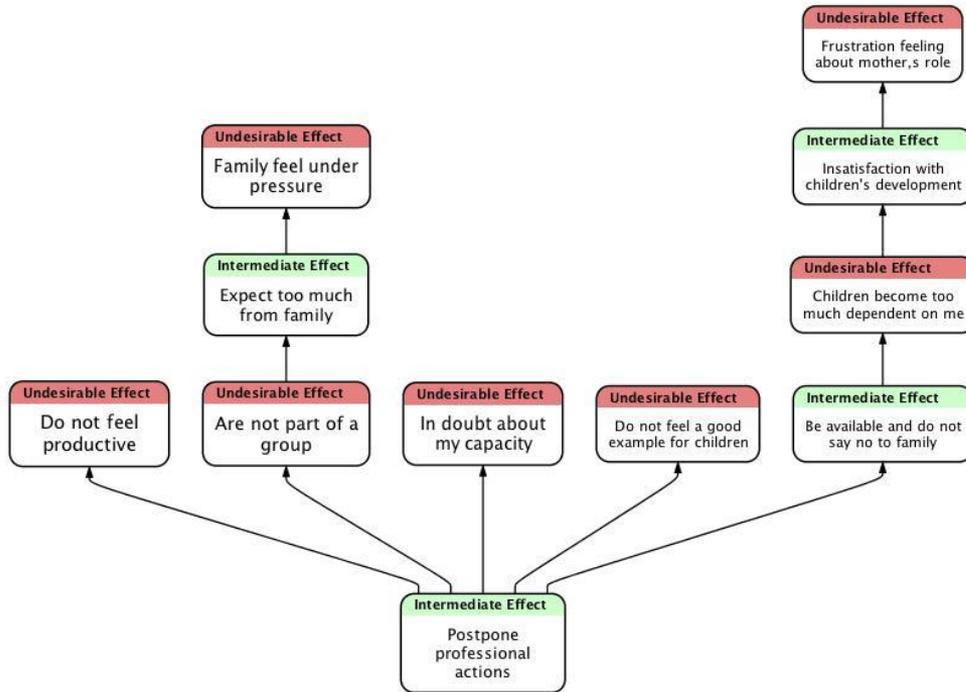


My Story

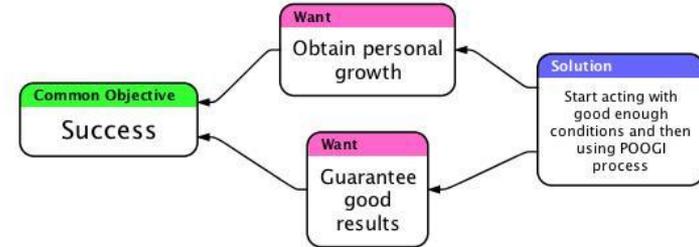
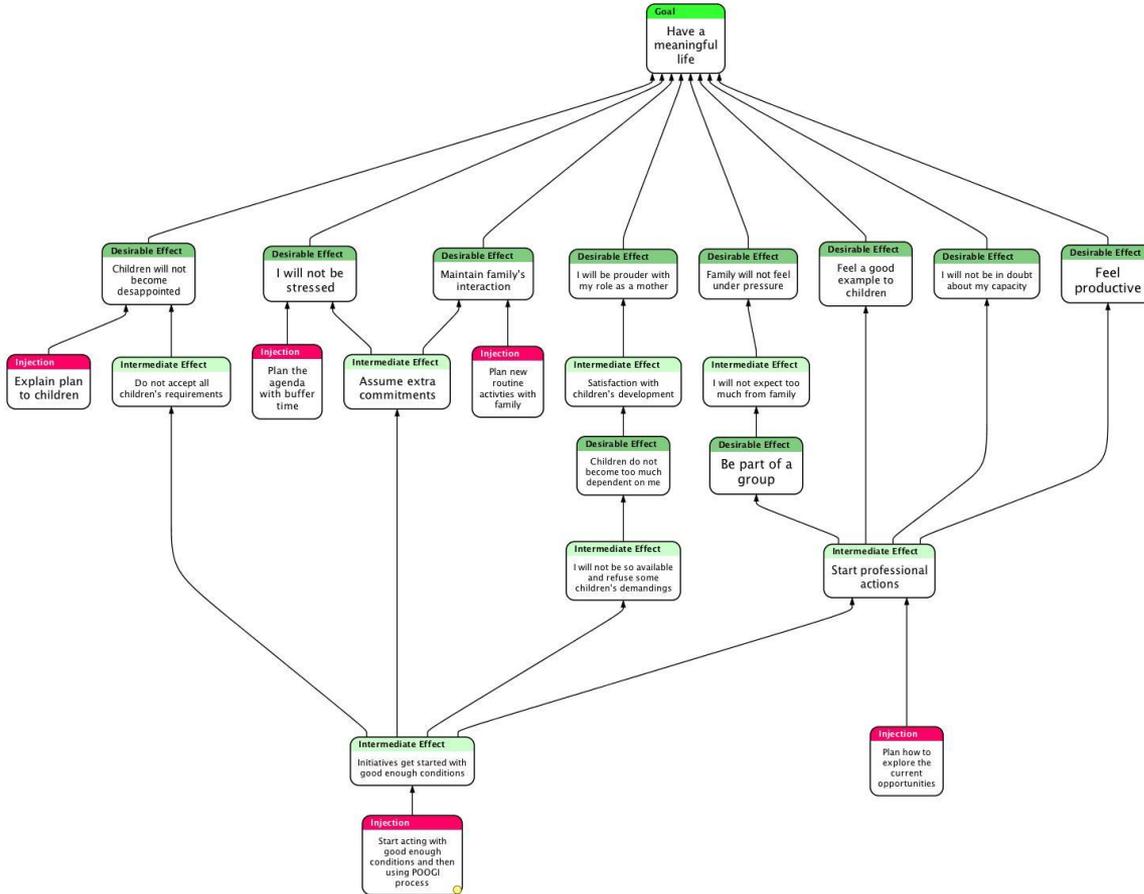


*How TOC came to my
professional and personal life!*

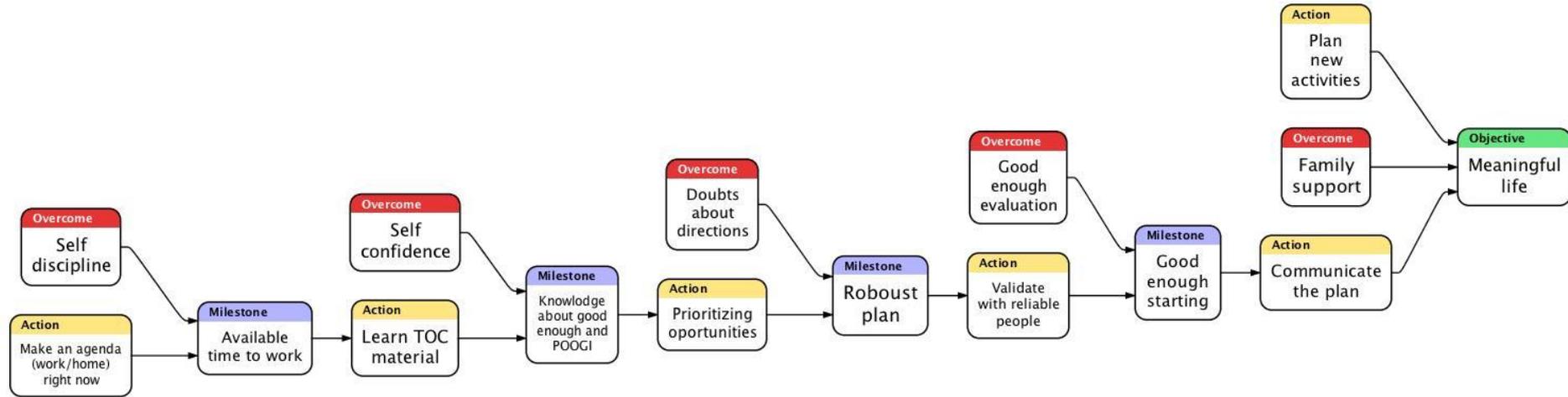
What to Change?



What to Change to?



How to Cause the Change?



CLEAR
THOUGHTS
FOCUSED
ACTIONS

Keys for Success:

Focus on what **NEEDS** to be changed,
not in everything that **COULD** be changed..



Enhancing the Coaching Process

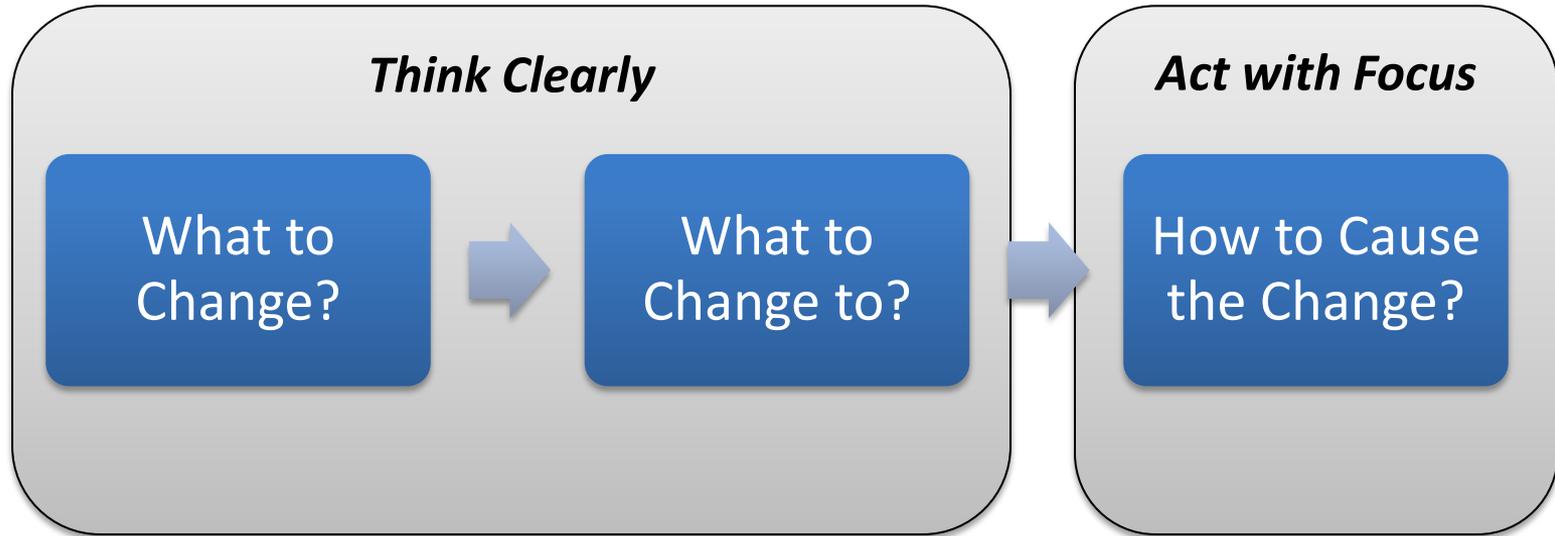
Regular Approach

- Find current problem
- Focus on the competence
- Change attitudes
- Have local improvement
- Mechanical tolls

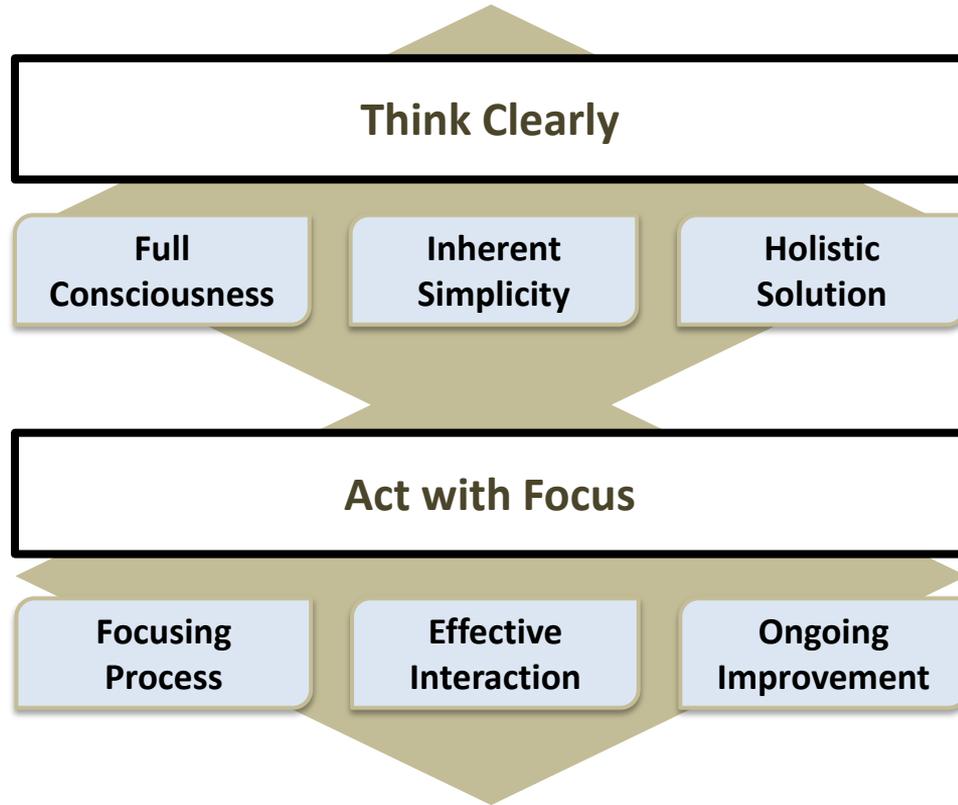
TOC Approach

- Define meaningful life
- Focus on the core conflict
- Define complete solutions
- Have a holistic improvement
- Robust thinking process

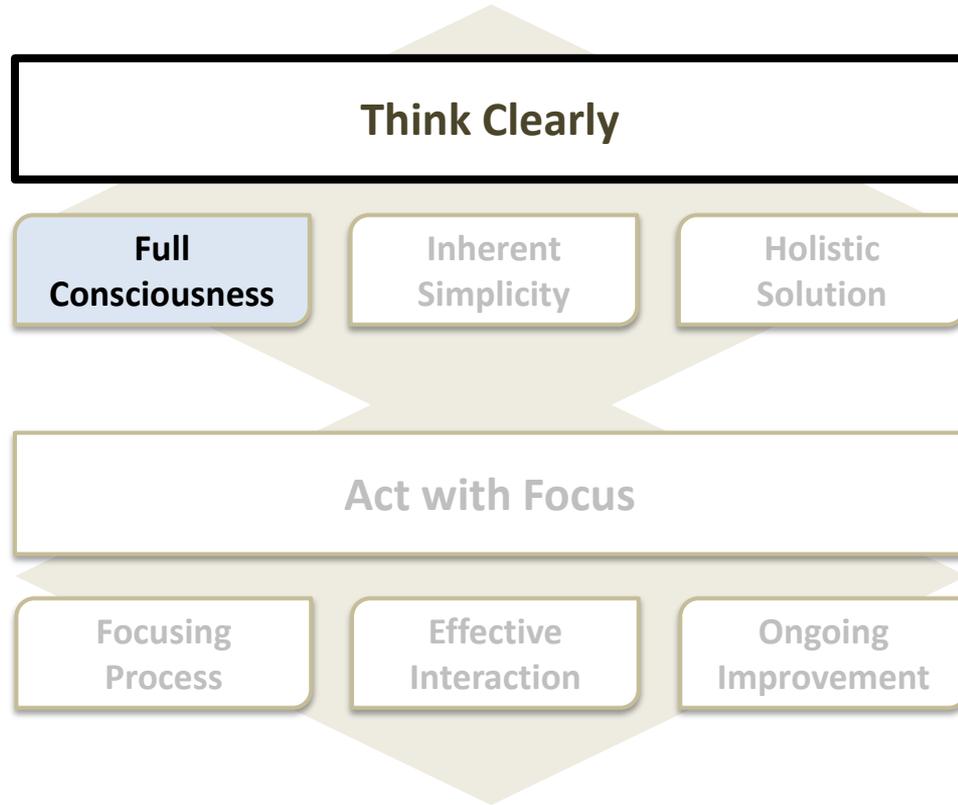
TOC Strategic Questions



The TOC Coaching Process



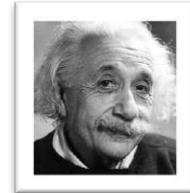
The TOC Coaching Process



Full Consciousness

*“**Consciousness** is the ability to be aware about reality in a way that allow us to make decisions aligned with our needs and values instead of **ONLY** follow our instincts and habits.”*

“Insanity: doing the same thing over and over again and expecting different results.”



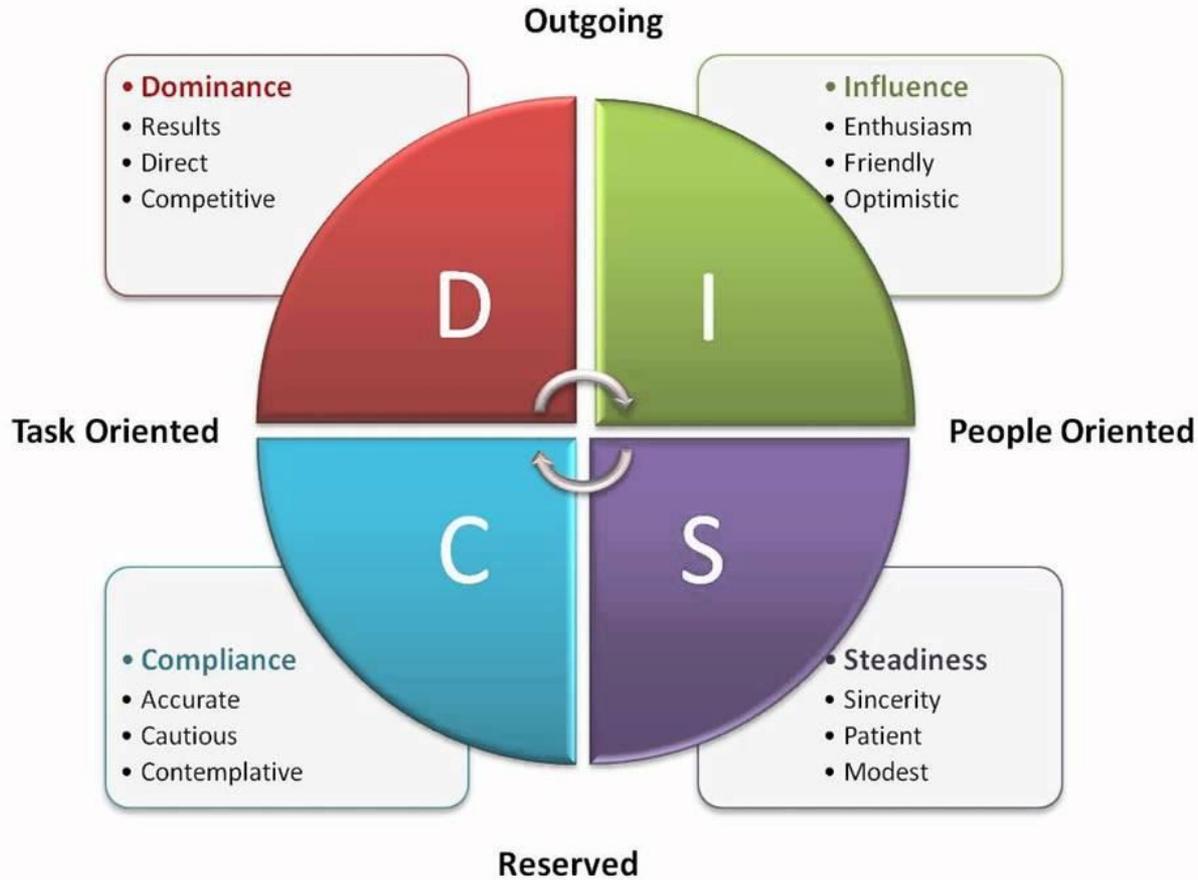
Albert Einstein

Realize your Achievements

- Make a list!
- What good things happened in your life?
- What should you be grateful for?
- What are you proud of yourself?
- How did you overcome problems?
- How you make the difference?
- Recognize your capabilities and potential!
- What is next?



Personal Profile Analysis



Values

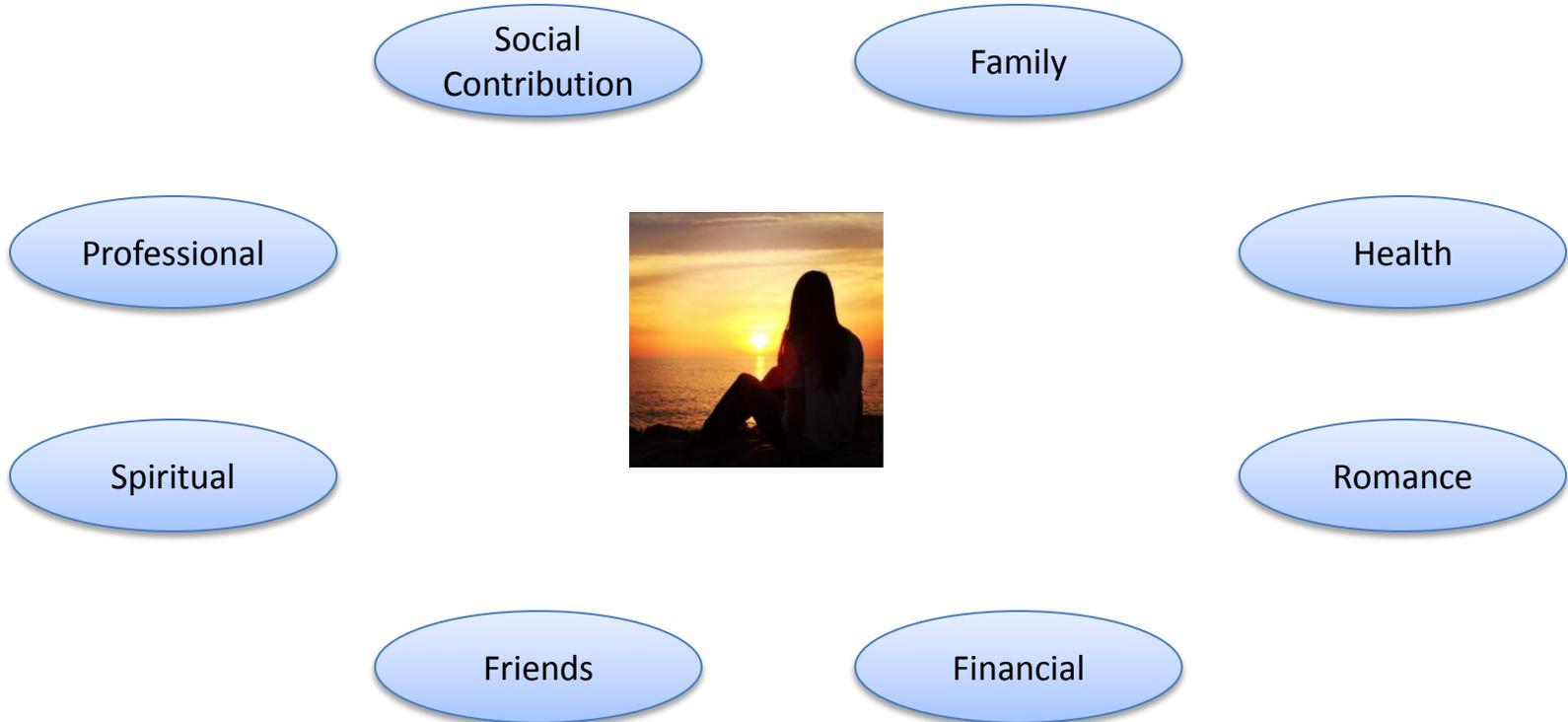
“Your behavior shows your values in action!”



What important principles guide you considering:

1. Your job
2. Your family
3. Your friends
4. The community

Areas of Life

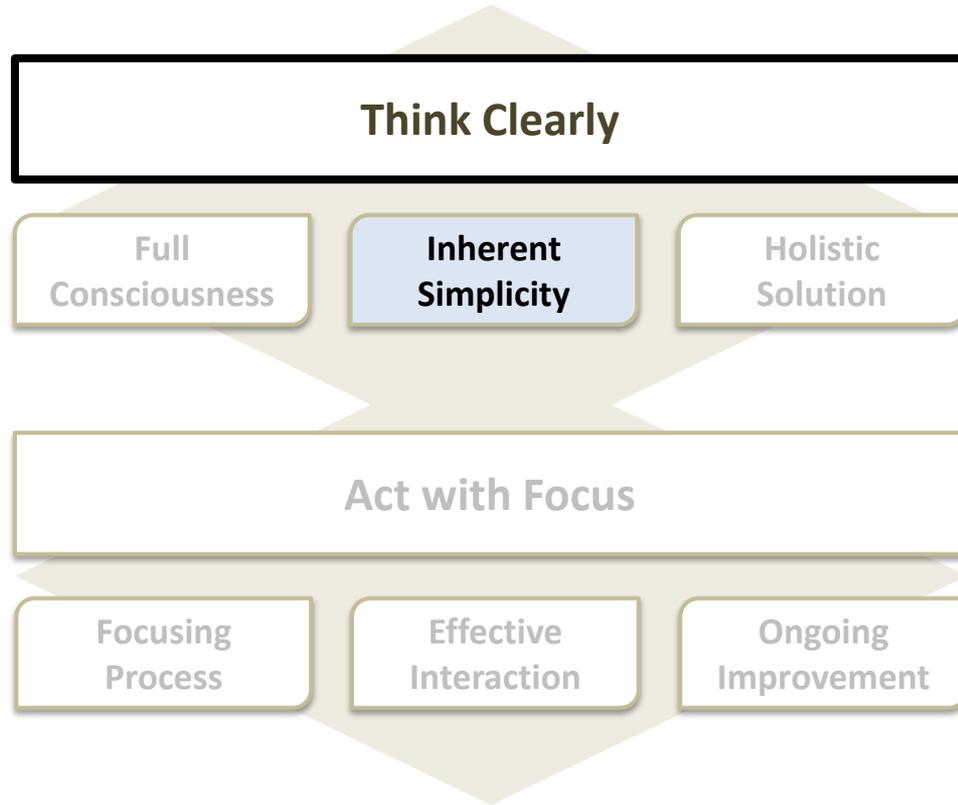


Purpose

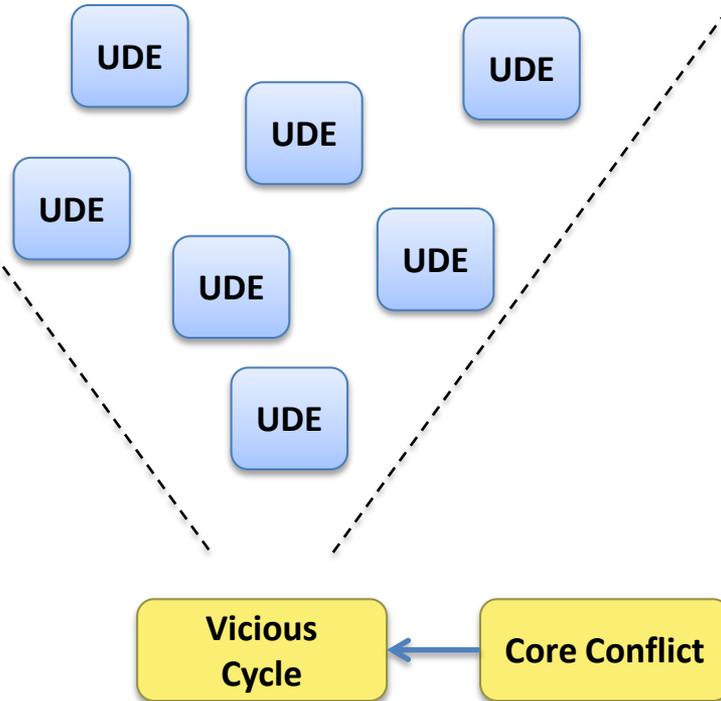


- What do you aim at?
- What is the reason that drives you?
- What would you like to fully accomplish?
- What for?
- For what would you like to be remembered?

The TOC Coaching Process



Current Reality Tree

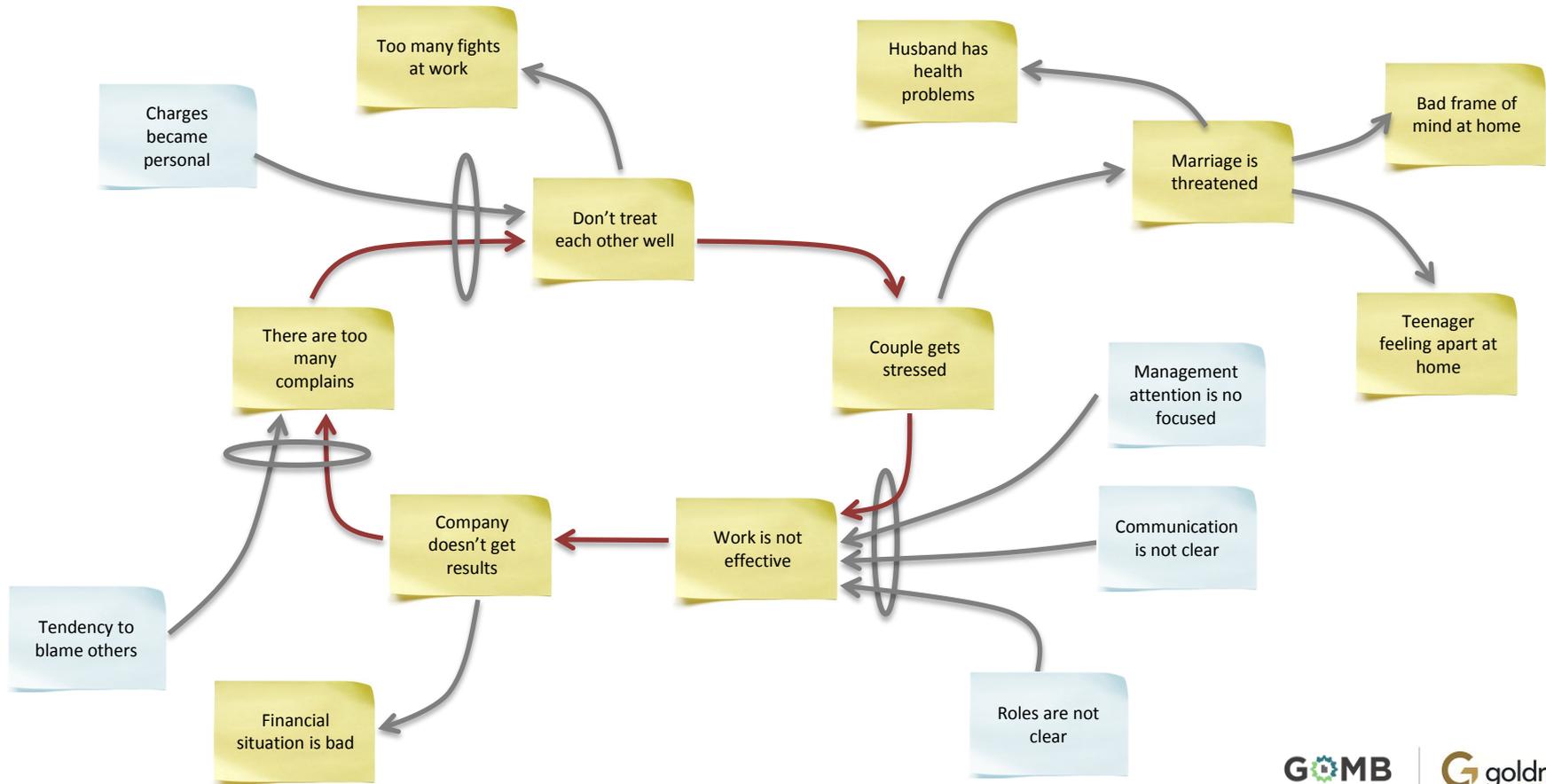


“Inherent Simplicity is the assumption that there is a cause and effect logic connecting all UnDesirable Effects in our lives to a few elements where a change can generate meaningful wide results.”

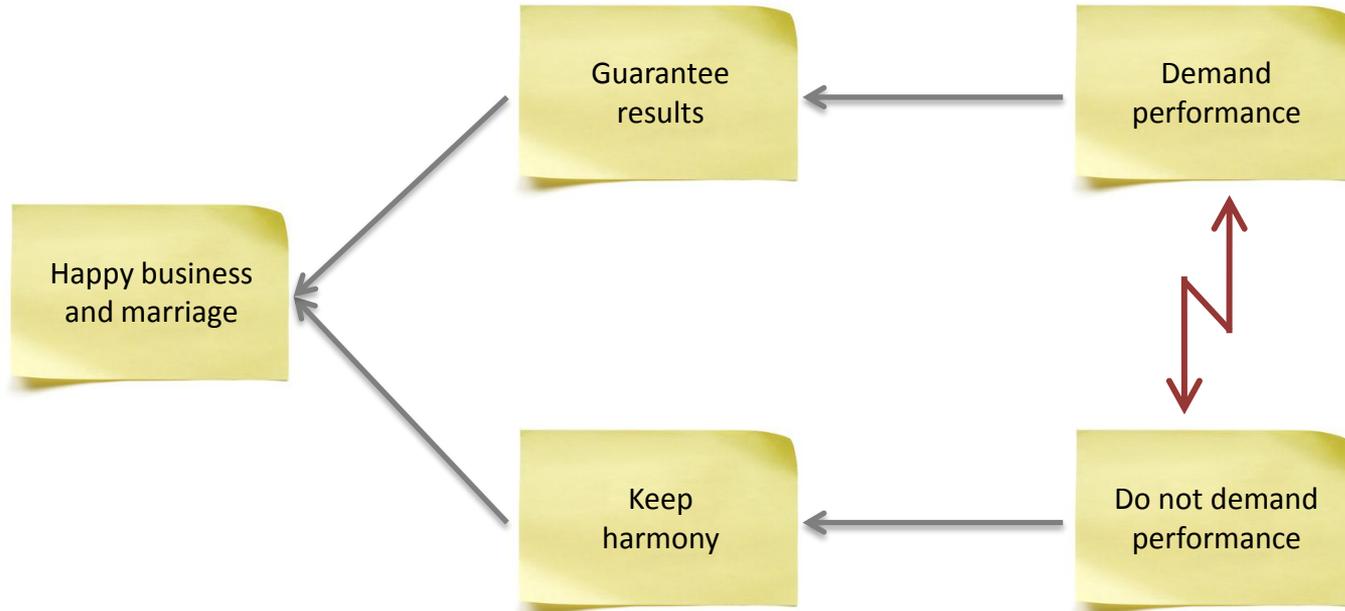
A marriage and a professional life



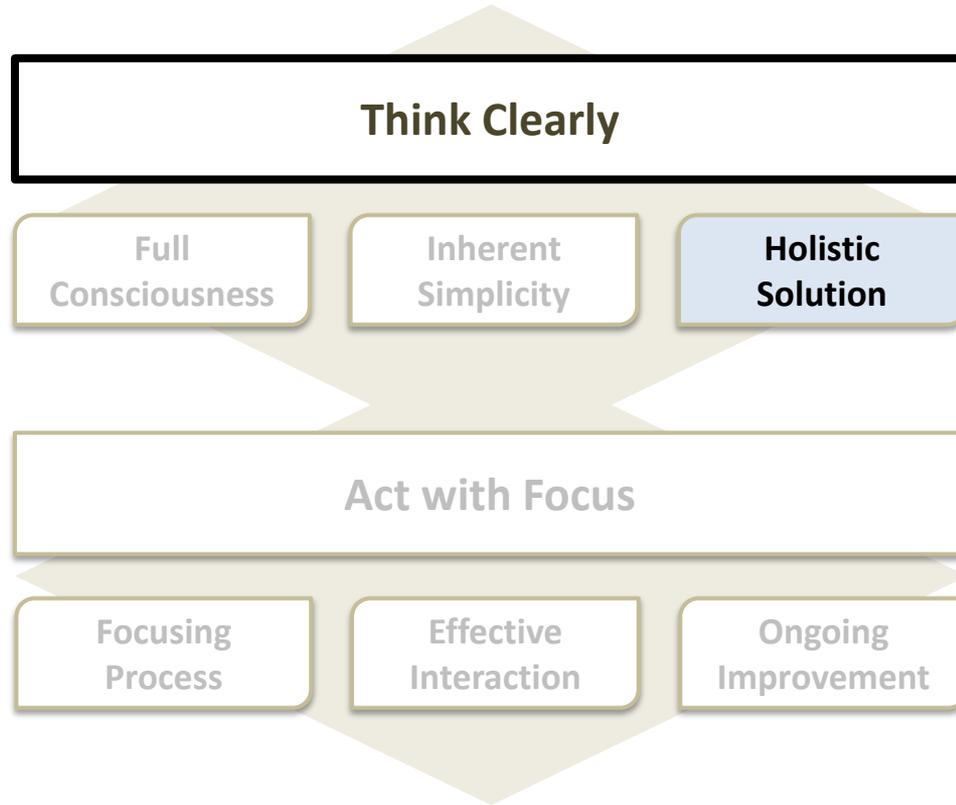
Partners Couple Vicious Cycle



Partners Couple Core Conflict

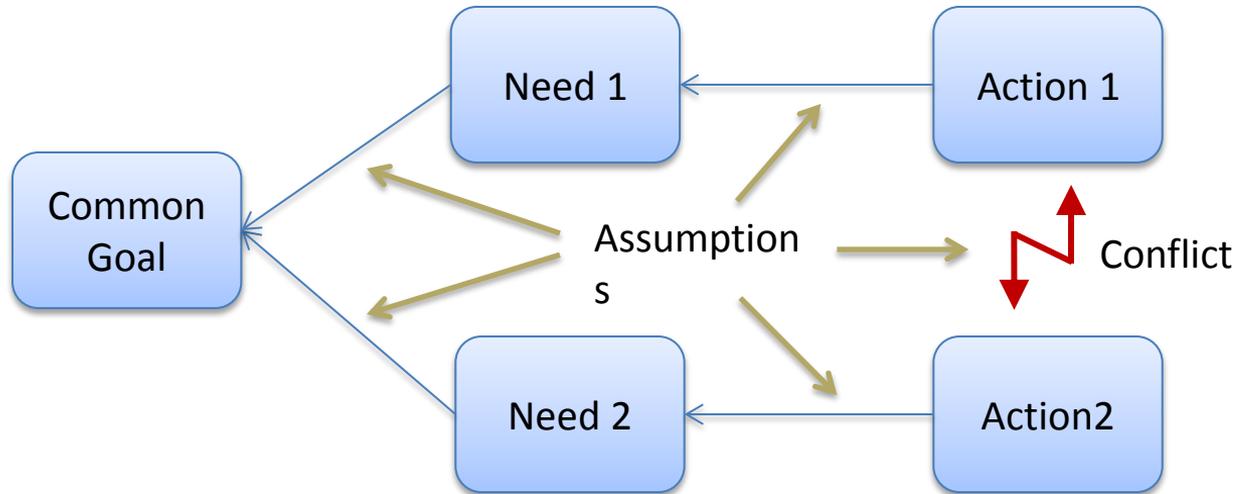


The TOC Coaching Process

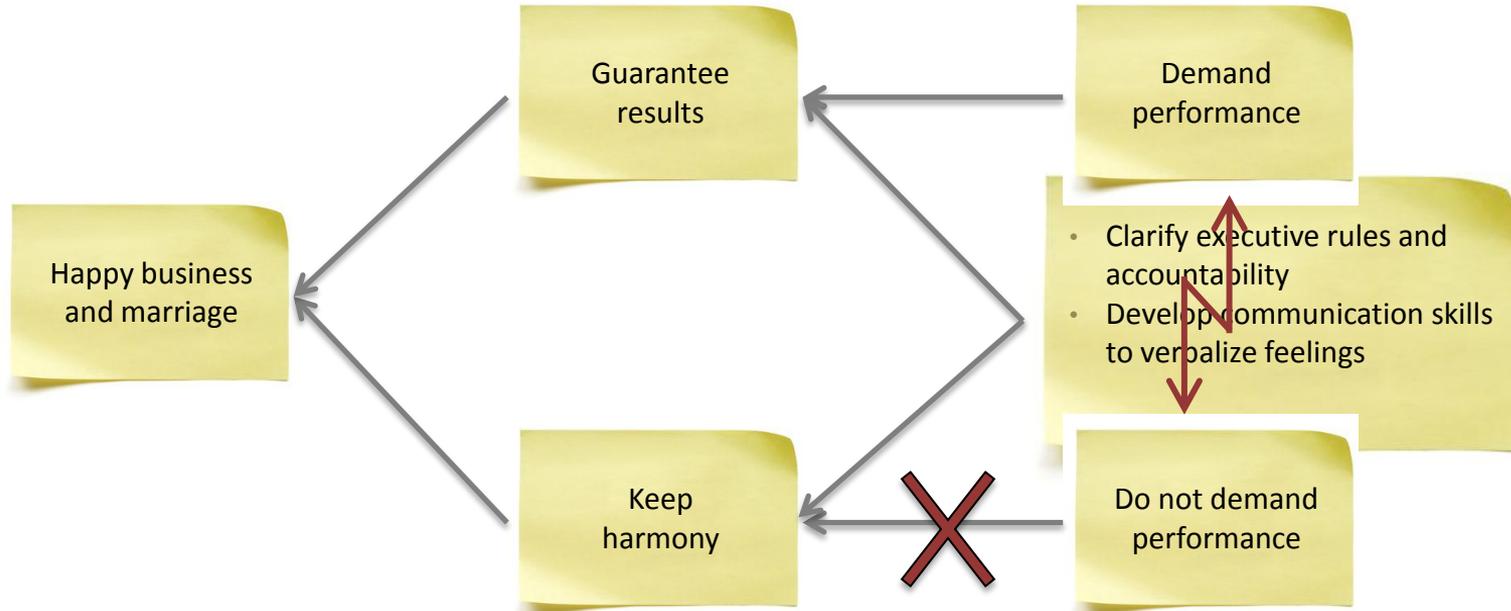


Solving Conflicts

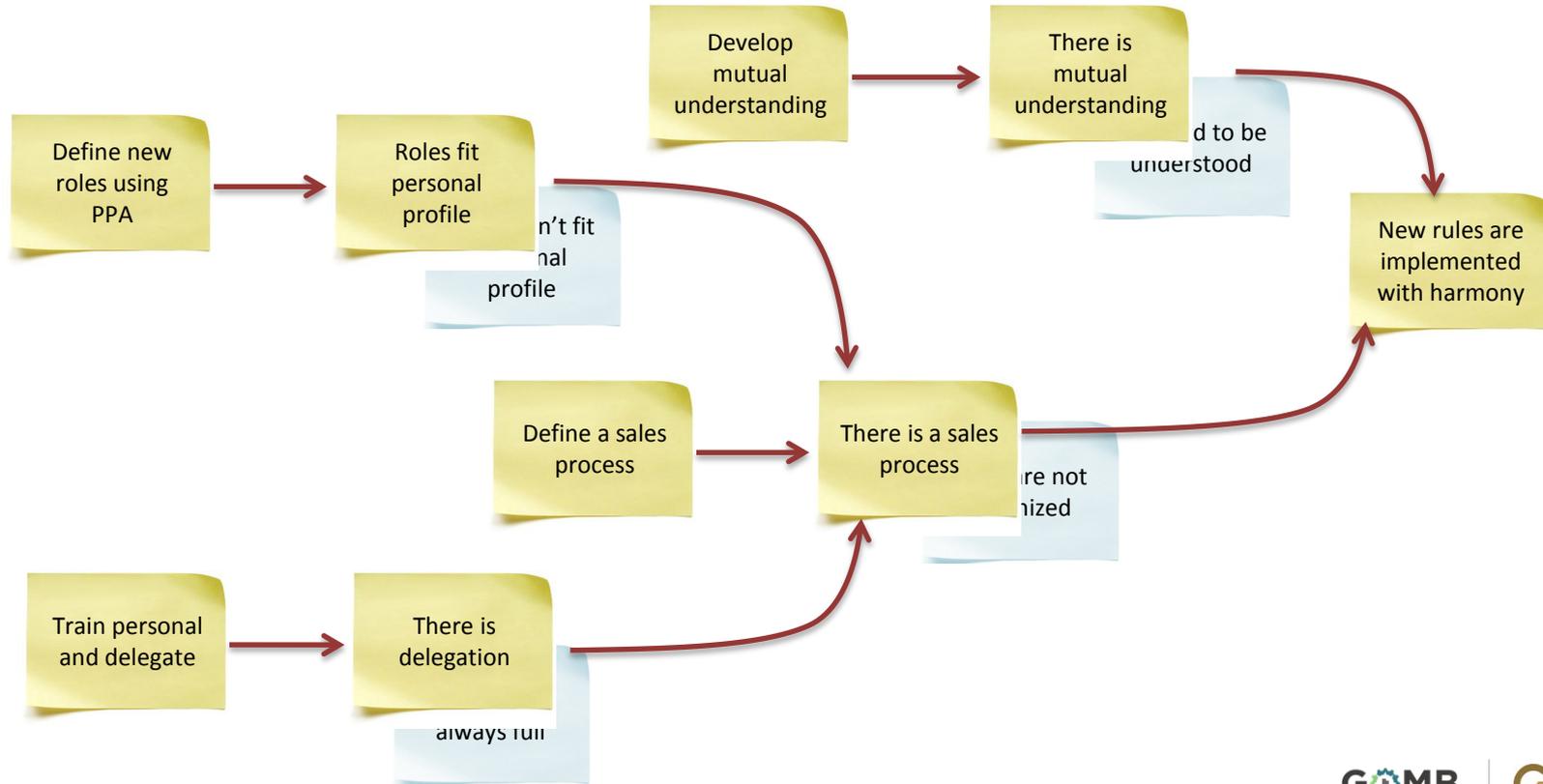
“Holistic Solution comes from challenging the assumptions in order to solve the core conflict that breaks the vicious cycle that generate all undesirable effects.”



Partners Couple Core Conflict



Road Map



The Logical Sequence

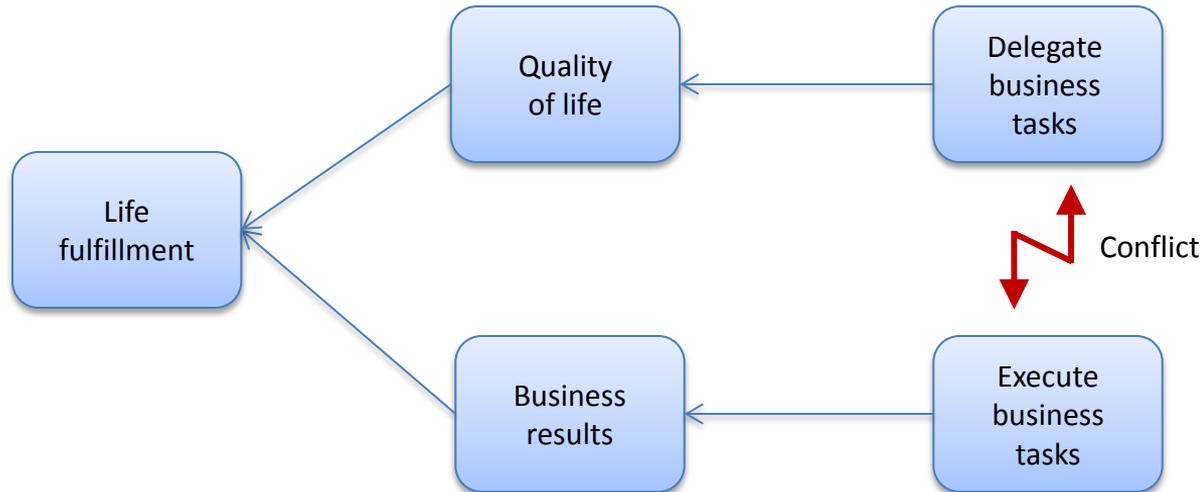


Meaningful Life



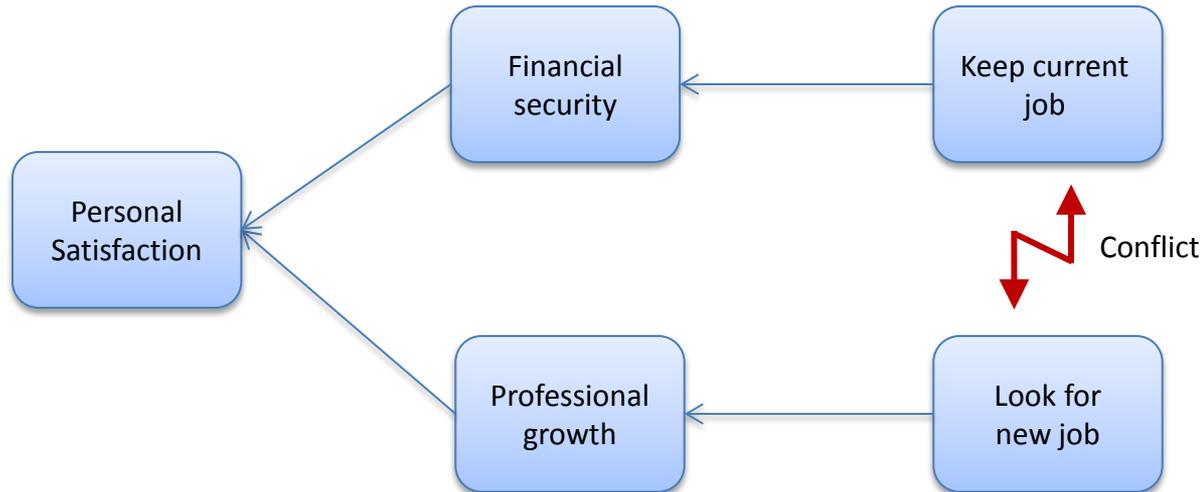
Cloud Examples

Owner of a virtual office, woman, 63 years old.



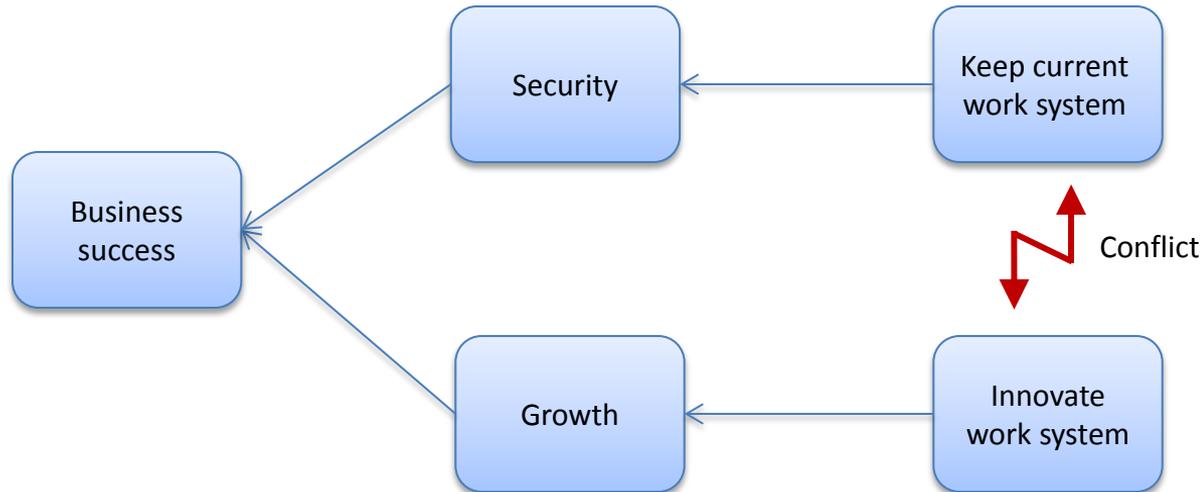
Cloud Examples

Executive, man, 24 years old.

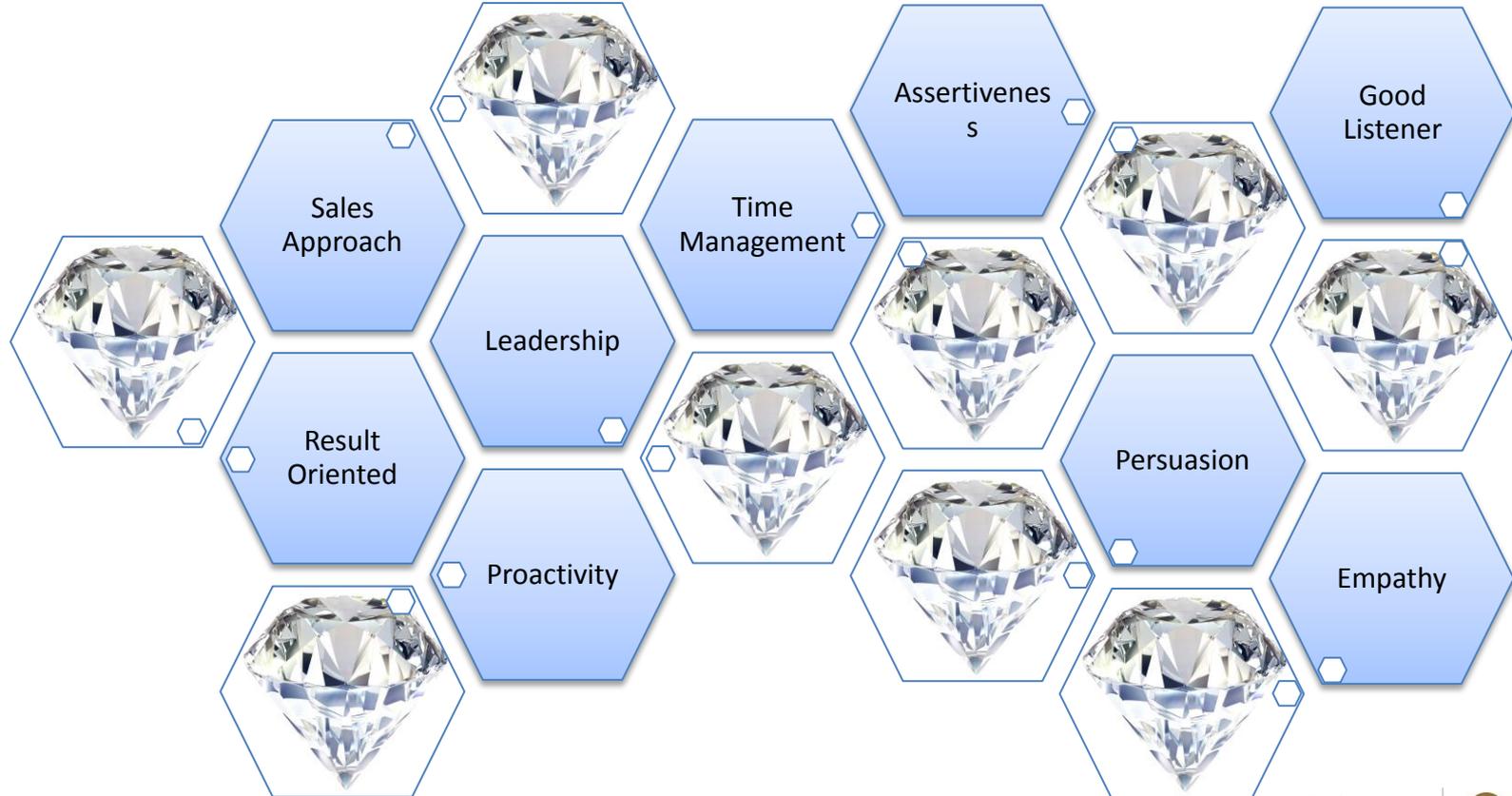


Cloud Examples

Family Business Partners, dad and son, 63 and 38 years old.



Competences



Developing Competences

1 - Check the problem the story

2 - Check the attitude

3 - List pros and cons

4 - Reframe with new competence

5 - Look universal characteristics

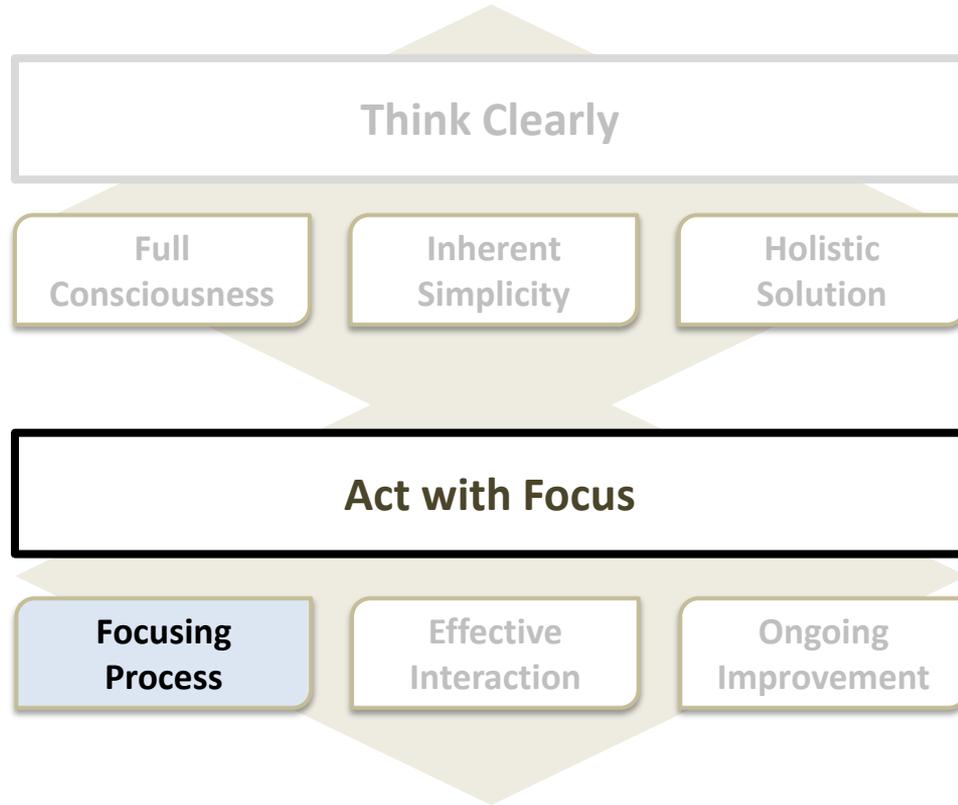
6 - Remember a peak performance

7 - Define action plan log

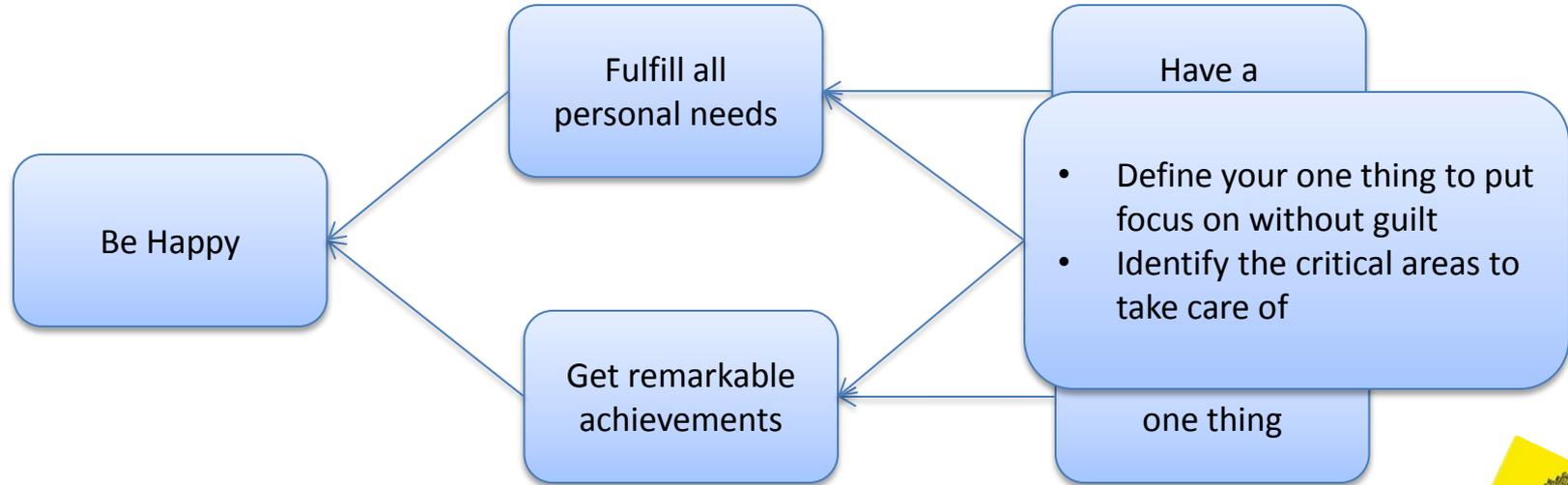
8 - Adapt to current situation

9 - Create a contingency plan

The TOC Coaching Process



Balance Life Cloud



“Never let something important become urgent.”



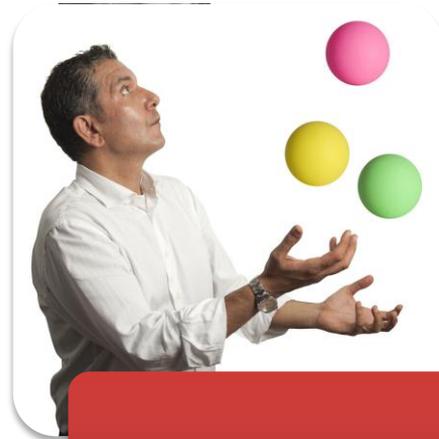
Dr. Eliyahu Goldratt



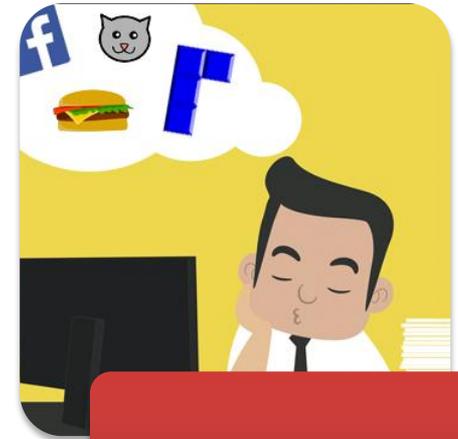
Flow Obstacles



Distractions

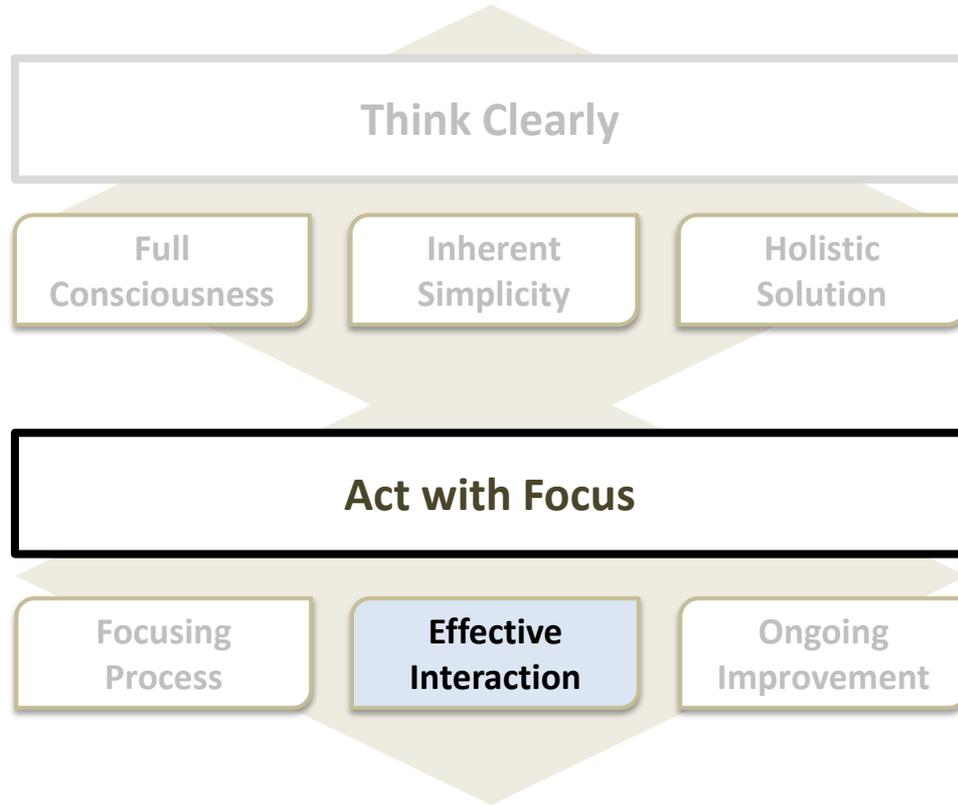


Bad Multitask



Bad Habits

The TOC Coaching Process



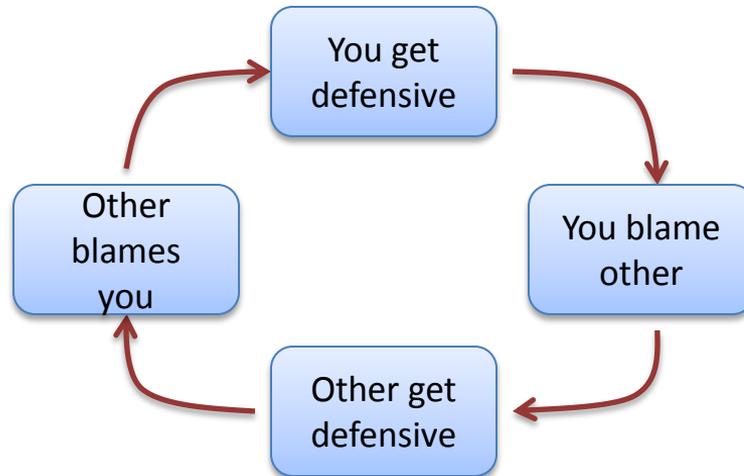
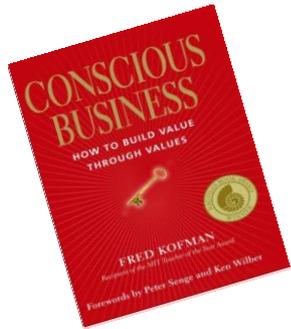
People are Good



Challenge the assumptions, don't blame people!

Complain Vicious Cycle

“You know your intention in saying something and your feelings about others say but you don’t know others intentions when they say something and others feelings about what you say.”



The Core Competences

Deliver attention in order to understand others assumptions, feelings and needs!

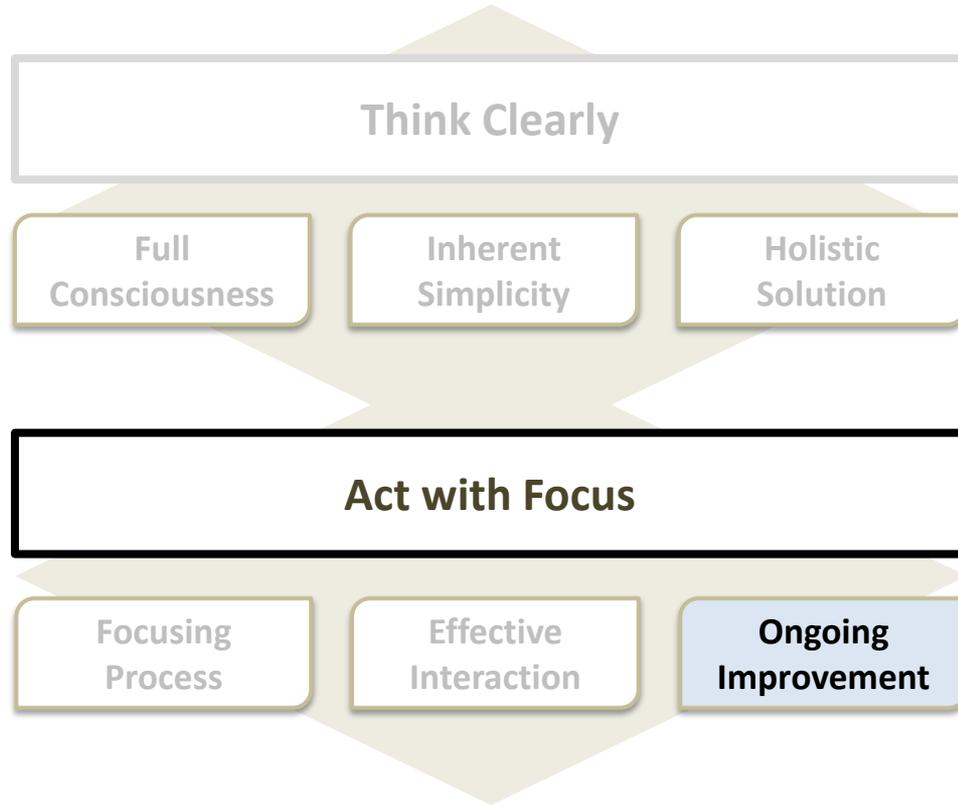
Empathy



Get attention by connecting your ideas to other's interests with clear verbalization!

Persuasion

The TOC Coaching Process



Ongoing Improvement



Stamina



Learning with
Experience



Arrogant
Humility

Conclusion



“I smile and start to count on my fingers. One, people are good. Two, every conflict can be removed. Three, every situation, no matter how complex it initially looks, is exceedingly simple. Four, every situation can be substantially improved; even the sky is not the limit. Five, every person can reach a full life. Six, there is always a win win solution. Shall I continue to count?”

Dr. Eli Goldratt – The Choice