



TACTics Journal

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“To make Eli’s Wish Come True: TOCfE 14th International Conference” By Kathy Suerken

It is not easy to put thoughts to words in describing our 14th TOCfE International Conference, attended by delegates from 12 countries on 5 continents. Although we represented many cultures, backgrounds and TOC learning experiences, we all passionately share a common purpose: to create a better world now and in the future through the way we educate ourselves and others.



Perhaps that is why we experienced in Baltimore not just the **inspiration of human friendships** through joyful fellowship ...

but also the through the **inspiration of great thoughts** through what we learned from each other....



—and even from those we learned from **afar**....

That inspiration arrived from [afar](#) in a ‘message’ that serendipitously appeared in my email the day before the conference began. It read: “We don't know each other, my name is Valentin. I am from Ruse, Bulgaria....

I was in the Goldratt House in 2011. Eli came during the first day of the Fundamentals workshop. He told us on what he was working then and he gave us opportunity to ask him questions. So I ask him following question: "What is the constraint of the world now?"

His answer was very interesting and inspiring, he said something like that: ‘People are good. Until there are people as Gandhi and Mandela, probably we will survive as humankind.’ and then he said: ‘Imagine somebody who is perfect egoist. But egoist who came to us and we teach him to think. Soon he will discover that he will be happy if he is doing something for others. And if he really can think and analyze situation deeply, he will discover that he will be absolutely happy when he is doing everything for others. So perfect egoist who can think will become perfect altruist’.

...and Eli finished: ‘[The main problem of the world from my point of view is that educational system anywhere is not teaching the people to think.](#)’

IT’S NOT LUCK that this conference was focused on addressing that problem through workshops and to demonstrate through presentations the inspiring substantial progress we are making —as evidenced in that of Jarek Zaron, Director of MSCDN, a teacher training centre that services 50,000 teachers in the Marovian Region of Poland. Following MSCDN co-sponsorship of our 13th International Conference in Plock (October 2011) he and his consulting team leveraged the significant interest for ‘more TOC’ from 150+ local teachers conference attendees.

Led by Maciej Winarek and Dorota Kaminska and supported by honorary patron, the Mayor of Plock, MSCDN launched a project, “I think, I understand, I know” that included 24 hours of instruction for teachers in TOC Learning Connection. A total of 400 teachers and over 6,000 students are involved in the two waves of training taking place January 2012-June 2013 and January 2013-June 2014. Second wave was approved by city after seeing results from first wave.

One of Jarek’s consultants on the project—and teacher of Polish language—Agnieszka Zielińska, attended our Baltimore conference and shared CLOUDS written by high school students to analyze conflicts in literature such as: “to be or not to be” and “to change through revolution or to change through evolution.” What was especially noteworthy in her work with students was the change in their attitude and motivation—not just confirming that students are more engaged in subject matter than utilizes TOC tools but a [much more profound and holistic impact related to life long learning and the thirst for more knowledge.](#)



Most high school students don’t like reading literature and, in order to circumvent having to do so, they source short summaries so that they know the basic facts or plotlines. However, almost all students buy-in to the simplicity and relevance of the CLOUD methodology and which Agnieszka leveraged with noteworthy results. Her approach to connect the methodology to the original text was to post page numbers within elements of the CLOUD template for students to find for reference in completing the assignments. Results? Not only did the students achieve lesson objectives to analyze curriculum under study but many students expressed: “[when we actually read parts of the literature, we found we liked reading it!](#)” [This outcome takes reading for purpose to a significantly higher level!](#)

The project includes a library of examples from teachers in pre-school, primary, junior high and secondary schools. Also included are documented student comments presented in

Jarek's presentation such as these from Jr. High No. 5: "Even the most complicated story can be told through the branch system" and "I even draw branches on lessons where teachers don't ask it from me."

Results continue to be ongoing—even during the conference during which Jarek found out that a group of students at Gymnasium No. 5 had won a prestigious award. Using the TOC branch and ambitious target, they created an education project called, "School of my Dreams" that was used to apply for a social studies grant. It was learned during the conference that they had received 4th place award and a grant of \$50,000 to build replicas of an ancient theatre and globe on the school grounds! It is especially important to note that the **TOC work was done entirely by the students on their own initiative** and only showed to teacher mentors for approval.

A discussion of Eli's wish and the work of these noble Polish educators would not be complete without sharing the (u-tube) testimonial of Karol Semik, Director of Mazovian Department of Education. In commenting on the growth of the program after the first wave of trainings, he remarks: I think these numbers are not only statistically significant but also point to the fact that the TOC techniques being implemented in schools and preschools are bringing about expected results. I think TOC will come to stay for good in Polish education."

All of Jarek's presentation is available:

http://prezi.com/embed/c10796952d35016e587e9e368cebbf9111113f21/?bgcolor=ffffff&:lock_to_path=0&:autoplay=0&:autohide_ctrls=0&:features=undefined&:disabled_features=undefined

Some of the other presentations validating our growing impact on the way TOCfE is being used to teach in all grade levels will be discussed in future editions but, for now, they – along with details of our conference agenda and profile of all speakers—are available: <http://www.tocforeducation.com/what.html>

Finally, Eli always encouraged us to think **BIGGER**. Therefore, it behooves me to conclude this article with the closing words within Valentin's message that conveys the august goals that TOCfE will so much help enable...

Valentin writes: *After watching the video named : Standing on the Shoulders of TOC to Impact an ENTIRE NATION, by you, Yuji Kishira and Motoi Tobita, I want to do the same in Bulgaria-improve the whole country."*

TOCfE Around the World...

Some recent announcements and activities in...

Japan: Meet Mayuko Hamano

Honorary TOCfE International Administrative Assistant



Mayuko Hamano of Kyoto, Japan has been appointed as Honorary TOCfE International Administrative Assistant and is helping to liaise with international network, gather information and assist with technical tasks. Mayuko attended the first TOCfE 4 day seminar in Japan (2011) and served as coach during 2012 TOCfE training in Tokyo. She presented a case study created with her 5-year

old daughter in the February 2013 TOCfE symposium in Japan using all of BRANCH, CLOUD, and AMBITIOUS TARGET TREE (Video will be prepared soon.) Mayuko's job is in English education and she interfaces frequently with professionals in other countries. Thank you Mayuko for donating this very much needed service to all in TOCfE community.

Australia: New country!

from Andrew Kay , Karin Waldmann and Kathy Suerken

Andrew, a TOC business consultant, has put actions to words of a goal to bring TOCfE to Australia by attending our Baltimore conference and becoming certified as a TOCfE LEARNING CONNECTION facilitator. Reporting upon his return to the land of OZ, he shared: "I have ticked off a lot of my I.O's on my ambitious target to set up TOCfE in Australia," and announced, "My wife, Karin, will join me as full time volunteer in getting TOCfE Australia launched!"

Karin writes, "I am excited to be part of TOC for Education. When I started looking for a new position a couple of months ago my ambition was to work for a humanitarian organisation. Then Andrew told me about the conference in Baltimore and that he might not be able to go because of other work commitments, and I offered to go in his place. In the end, he was able to attend himself, and when he returned his enthusiasm was just so infectious. My background is in events/program/project management and marketing/communications. I've worked in the not-for-profit sector for many years – in arts, disabled sport and adult education: I am multilingual and have a great love for diverse cultures and people.

Karin and Andrew are already organizing a soon to be held introductory and feedback session for some close friends who are teachers.

Poland

from Maciej Winiarek

Recent activities include:

- April 5 - Wroclaw - conference for 270 directors of all levels - introduction of TOC
- April 12 - Olsztyn - presentation of "Chest of Mysteries" to all nurseries and schools - 40 directors
- May 22- Zdunska Wola - conference and presentation. TOC plus "Chest of Secrets" - around 100 people
- May 28 - Grudziadz - presentation of "Chest of Mysteries" - around 70 people
- May 29 Katowice - conference (around 100) to include presentation of "Chest of Mysteries, presentation of Phd studies; and presentation on efficiency of TOC tools for 9 ys children.
- June 7 Plock - national conference + start of new EU project - around 300 people
- June 10: Plock - training group of MSCDN consultants (25 people) conducted by Dr. Shoshi Reiter

Chile

from Cecilia del Solar

A model workshop was presented on April 23 by teacher Fredy Isla Herrera from TOCfE team in Peru, known as Asociación Educativa La Meta – Perú On April 23, Fundación Sara Raier de Rassmuss sponsored the 4 hour School Coexistence event.

Participants included 34 education professionals, including Directors, Technical Managers and Teachers from public schools of Cerro Navia township in Santiago de Chile. This is second time Fredy has presented TOC for Education tools—this time applied to issue of school coexistence and especially school mediation. He was very

well evaluated by attendees and, at the end of the event, all attending schools received Methodological Guidelines developed by Asociación Educativa La Meta – Perú, sponsored by Fundación Margot Echeopar de Rassmuss (FMER), Perú

This experience allowed us to share the work that is being developed in Peru, which is to use the TOCfE tools to promote comprehensive education, where students develop both academically and personally, interacting harmoniously with others in the various contexts in which they are located, both outside and within the school environment. Peruvian teacher's goal is to form School Conciliators to resolve conflicts and to guide them to build their Life Project, using the Ambitious Target Tree.

USA

from Dr. Danilo Sirias and Kathy Suerken

Michigan: Danilo reports: "I recently conducted a workshop in Lansing for a government agency that helps people find jobs (going beyond education as Motoi Tobita suggested in one of his conference presentations!!

Florida: from Rotary District 6940 Newsletter: "Mid-Bay Rotary President



Dave Underwood presented Mid-Bay Rotarian Kathy Suerken a check for Theory of Constraints for Education (TOCfE). TOCfE was the baseline for the recent World Peace Seminars presented by Rotary Clubs throughout the world in the support of Rotary International President Sakuji Tanaka Rotary International Theme "Peace Through Service." TOCfE has conducted seminars in 22 countries and has trained over 250,000 people. TOC teaches people how to take responsibility/accountability with dignity.

Israel

Activity report from Miri Goldratt, Gila Glatter, Dr. Shoshi Reiter

Israeli team is developing a media based program for thinking development. The project is aimed to create 15 episodes of a television show for children that will teach them to think clearly and consider themselves as scientists who explore the 'cause-effect' relationships in daily situations.

Our goal is to make the thinking tools available for all children; therefore we will utilize televisions "mesmerizing powers" as an education media to make TOC the main way. Ilan Eshkoli, who worked directly with Dr. Goldratt and co-authored his novel, "Isn't it Obvious," is the script writer on this project.

This project will be done in cooperation between the Israel's Association of TOC for Education and "Hop," the Israel Channel for children aged 2-8 and is in approximately 1.5 million homes and it's the third most watched channel.

The first episode is about Roni, who doesn't like to shampoo his hair. How can Roni have his hair shampooed without getting soap in his eyes? After some cause and effect games, he has an idea....Roni wears water goggles...The soap will never get in his eyes. If from the beginning we will think about the end. Then any problem, we will be able to mend. That episode will be presented at first at the TOCICO conference in Germany and won a scholarship by Goldratt Foundation. Further development depends on future financing; (for more info mgoldratt@bezeqint.net)

Gila Glatter works weekly as volunteer at her granddaughters' school: Fourth grade – thinking of ramification. Ninth grade – Dealing with conflicts. Lessons are very interesting and inspiring for students as well as for teacher.

On May 22 she will conduct a 3 hours workshop for social coordinators in Kfar Saba - dealing with conflicts. On June 1, a one day workshop for social coordinators at teachers center in Ramat Gan, on the topic "The road to a goal achievement" (for more info: glatte@zahav.net.il)

70 teachers recently finished trainings on professional development as part of education ministry demands. All trainings were developed as research and development activity. Teachers acquired and practice TOC TP in a variety of topics, such as "The right to be wrong at school" – constructing knowledge and skills from mistakes using the logic branch. Or dealing with issues about the holocaust using the cloud on a dilemma involving second generation of children of survivors "forgive /don't forgive". Only by the cloud we could explore our feelings and come up with a full analysis with no stigma or dogma thinking. We generalized that dilemma and built a general cloud and other specific examples. Trainings were developed and conducted by Dr. Shoshi Reiter in the frame of Beit-Berl College (for more info: shoshir9@gmail.com).

And Finally – from Alan ...

It looks like we gained a foothold in Australia which is wonderful news. Along with all the other news from around the world it is good to see that the TOCfE message is filtering into more and more education systems.

The more governments and education departments we can influence, the better.

Best wishes, Alan ...