



**TACTics Journal**  
A Publication by and for TOCfE Practitioners  
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In this issue:

-  **Announcing TOCfE Online Academy...** *Dr. Danilo Sirias*
-  **TOCfE Campeche: New Horizons in Mexico,** *Flavio Arias*
-  **“Snapshots” of TOCfE Activities around the world:**
  - **Poland:** East European Principals’ Conference,  
*Marta Piernikowska*
  - **Japan:** TOC goes to the Olympics! *Motobi Tobita, PhD*  
TOC Learning Connection *Mayuko Hamano, Nami Sawai*
  - **United Kingdom:** “Funzing” *Debi Roberts, MA*
  - **Korea:** Our base is expanding... *Dr. Wonjoon Choi*

**Introducing TOCFE Online Academy**  
*Dr. Danilo Sirias*

For over 20 years, TOCFE has been at the forefront of the applications of the thinking tools of Theory of Constraints to a variety of topics in education and personal development.

Now, we are launching an initiative to take this accumulated knowledge and offer it to the world through our Online Academy. In partnership with Thinking Pathways, TOCFE will be offering interactive online courses for all our applications in multiple languages. We are excited about this new channel to offer our courses!

In addition to the generic versions of the thinking processes, we are planning courses in relevant applications including:

- personal development
- leadership
- teamwork
- bullying
- stress reduction for youth
- parenting
- dyslexia
- coping skills for college freshman
- school governance
- curriculum applications for math, science, literature and social sciences (civics, history etc.)
- self-regulation in education
- improving dental health in children
- children with special needs

- sports
- and more

There are several ways you can learn about or help us disseminate this knowledge: 1) you can enroll in our courses, 2) after appropriate training, you can be a facilitator of one of our future courses, or 3) your company can license our courses for internal use. In all cases, your first step is to enroll in our school. Copy/paste the following address into your browser: [tocfe.thinkingpathways.com](http://tocfe.thinkingpathways.com) and click on “*Click here to create an account in our Academy.*” There is no cost to create an account. We will contact you with more information. Look forward to welcoming you to our Academy.

**TOCfE, Campeche: New Horizons**  
*Flavio Arias*

I want to share my experience in Escarcega, Campeche that began with Victor Manuel Garcia Centeno who, after learning about TOCfE from contacts in Colombia, contacted me. Victor is a psychologist working with a group of psychologists in the area whose mission is to try to make a difference to communities and schools, especially by training parents. They intend to open horizons to utilize the resources of the Ministry of Education to train parents and teachers.

Following our correspondence, I wanted to meet him in person, but, of course, there were many obstacles. First, there is a large distance from Leon to Campeche. I traveled by bus to Mexico City and then flew by plane to Ciudad del Carmen. From there the fastest way to Escarcega is passenger van traveling across different communities.

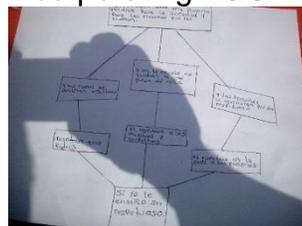
I first trained mothers of preschool parents using the Ambitious Target tree and the logic branch in 2 sessions. The



convocation was very good although we had to work in a small room for preschoolers, full of people so it was a little difficult to handle and required me to simplify and adapt my language

and work proposal.

This work only began the training process that Victor and his group want to continue. Therefore we took two days to train them intensively. We did not always have suitable places to train, but we managed. Victor’s group has big plans.



They want to start piloting 10 institutions of various levels by incorporating TOCfE. We worked a bit on strategies and ways to achieve them. I shared many of the ideas, successes and failures of our experience in Guanajuato. They want to work with the educational community through parents, teachers and even

students directly.

They are confident that, in using this process, they will have enough material and evidence to convince educational authorities of Campeche that they are a reliable firm. They dream of the possibility of being recognized, that "important" TOCfE people visit them and even to gather in a second time to Campeche or a nearby area to conduct a conference. Living conditions for that area are complicated. There is no adequate infrastructure. Training to communities is difficult because of the distance, bad roads and lack of budget, but this is a group willing to do what it takes to grow and help transform their environment where in many cases they face also obstacles of corruption.

## **Snapshots of TOCfE Activities around the World**

### ***POLAND***

#### *Conflict Resolution Presentation to East European Principals*

*Marta Piernikowska*



I recently had a great pleasure to do training in Warsaw for international group of principals and leaders of Christian schools from Syria, Albania, Hungary, Ukraine, Croatia, Latvia and Czech Republic. Training was about how to implement Peer Mediation and conflict resolution to schools. I had a chance to talk about TOCfE and introduce the CLOUD tool to the participants. It was a wonderful

group, very interested in getting to know more TOC tools

### ***JAPAN***

#### **TOC Goes to the Olympics!**

**Motoi Tobita, PhD**



I mentored a Japanese athlete who, in an Asian competition, earned a slot on the rowing team to go to the Reo Olympics. Mr. Nakano's boat visually conveys a message "TOC Theory of Constraints Breakthrough Solutions." The TOC processes have helped the rowing athlete better focus his time and mindset and to think through what he wanted to accomplish both on water and land while there.

## TOC Learning Connection *Mayuko Hamano*



We held our 4 day TOCfE Learning Connection program in Japan August 11-14. This is the 6<sup>th</sup> year to have the annual big program and every year over 100 are attending. This year's facilitators were Ms. Masao Takasu, Mr. Masahiro Watanabe, Mr Kunikazu Fujita and Ms. Mayuko Hamano with other master facilitators providing support.



About 30 voluntary members also attended a 2 day advanced training right before the program began. They were chosen by community leaders' recommendations. This time, one of these volunteers sat at each table to assist small group work and 'coach' throughout the 4 days.

During the seminar we also had keynote speeches by the directors of TOCfE, Japan on special topics: 1) insight on the effect of drawing inferences 2) how we can utilize the tools in sports 3) the value of connecting our knowledge to actual real life problems.

Some participants and voluntary staff members/supporters had networking party every night and it created great relationships with the group.

In July we had our annual fiscal year meeting for TOCfE organization to plan for next year. Realizing how much demand there is all over Japan for Learning Connection trainings, we decided to sponsor smaller workshops (such as the one which Nami helped organize recently in Kyoto) in addition to the large annual one we provide every August.

## *TOC Learning Connection, Kyoto ... Nami Sawai*



In July, over 30 participants completed the 4 day TOC Learning Connection in Kyoto which was sponsored by TOCfE, Japan. We, as facilitators, learned a lot from participants as well as organization members. I surely saw so many beautiful sparkling 'fires in their eyes!'

(Editor's note: Eli Goldratt, when asked what was the goal of his TOC organization back in 1992, replied: "What we really want to do is put the FIRE BACK INTO PEOPLE'S EYES!")

## United Kingdom "Funzing"...Debi Roberts

Recently Emma Roberts and I became interested in delivering small, intimate, short goal setting trainings for young professionals. We were prompted to do this having seen the website Funzing, a place to find interesting things to do in your spare time that won't break the bank! <http://uk.funzing.com>



So far Emma has delivered two workshops. She has another one booked for September, plus those who have attended the goal setting workshop are asking for the Cloud workshop, which she will also offer in September. You can see the details of her workshop here at <http://uk.funzing.com/funz/5434>

Emma charged £10 per head but as they have been so well received, she has put that up to £15 per head. All monies received are donated to TOCFE. We have seen that there is quite an appetite for this kind of thing here and although it's a small start, it is building. It may be worth exploring if Funzing or something similar operates in your country. Funzing has made it very easy to reach people and it has all been really effortless so far.

As icing on the cake, she received the following message from Funzing:

**Hi Emma,**

Great news (drumroll please)!!! You just received a 5 Star review for your experience "Goal Setting: How to Achieve your Ambitious Target":

*"A great session that by thinking and talking through obstacles with a completely impartial group has made me realise how many of them were just excuses and not real obstacles. I was able to finally formulate a clear idea of what I need to focus on, something I have always been too afraid or lazy to face. Emma is great, really expert and asks all the right questions to get you thinking. A very productive way to spend a Sunday morning!"*

## KOREA Dr. Wonjoon Choi



The base of TOCFE is expanding in Korea. In addition to a workshop in fall semester to introduce TOCFE followed by a facilitator training, we have been conducting several different kinds of workshops. One, conducted for 4 schools by a teacher who is a TOCFE facilitator, was on the topic of using TOC thinking tools in leadership. Another involved training sessions for parents in Sinjing elementary school in Seoul. The 2 hour sessions attended by 30 parents were so well received that many parents wanted their kids trained. Therefore the principal, Mr Hyeonheum Baek, who is the Director of TOCFE, Korea, decided to create a before-

school class for grades 4-6 during spring semester. It was so popular with the students that it will expand to grades 1-3 next semester. The teachers to whom Mr. Baek taught the TOC tools have now formed a group to meet weekly to discuss how to use the tools. We hope this school will be a model for all schools in Korea.

(Editor's Note: Mr. Baek is using one of the most effective methods to create successful application and sustainability of TOC tools: Peer Coaching. TOCfE pioneer and a graduate of Eli Goldratt's textbook seminar, Cal Halliburton, recommended Joyce and Shower's method of Peer Coaching many years ago as a way to create deeper internalization and sustainability of new methodologies. The Japanese TOCfE clubs also seem to be modelling well this effective method)

***TACTics Journal is edited by Kathy Suerken. Please send comments, suggestions and potential articles for consideration to [suerken@cox.net](mailto:suerken@cox.net). TACTics Journal is distributed by Atsumi Shibata. Please send address changes to Atsumi Shibata [gavriel.theglashearted@gmail.com](mailto:gavriel.theglashearted@gmail.com)***