



AMERICAN KAIZEN

There Is Always A Better Way

EXECUTIVE TOYOTA PRODUCTION SYSTEM BOOT CAMP

A Four-Day Immersive Leadership Experience with Steve St. Angelo and Former Toyota Executives

Program Overview & Detailed Agenda
Prepared by American Kaizen

Program Overview

The American Kaizen Executive Toyota Production System Boot Camp is a rare opportunity for leaders to experience firsthand knowledge and stories from Steve St. Angelo, former top American C-level manufacturing executive for Toyota Motor Corporation, alongside a team of former Toyota colleagues and friends.

Steve will lead the camp with the support of other former Toyota executives and team members, professionals who did not simply study the Toyota Production System, but who personally implemented it on the floor and taught the skills required to sustain it. Every session in this program is led by someone who has lived the work being taught.

The boot camp is structured around five core learning modules delivered across four days, moving participants from foundational history and tools through leadership and culture, and finally into a live plant environment where every concept is reinforced firsthand.

A Note on Format:

Beyond the structured curriculum, time is built into the schedule for participants to experience the local area together over dinner and team-building activities, reinforcing the relationships and culture that are at the heart of true Kaizen thinking.

Program Structure at a Glance

The workshop consists of five major learning modules, delivered across four days:

Day	Focus
Day of Arrival	History of Toyota, an introduction to the company's origins, philosophy, and the foundations of the Toyota Production System, along with an executive-level introduction to 5S.
Day 2	Toyota Production System and Related Tools, hands-on grounding in the core problem-solving tools and team disciplines that make TPS work in practice.
Day 2 (cont.)	Leadership Role and Developing the Culture, a deep dive into what it takes for leaders to build and sustain a genuine culture of continuous improvement.
Day 3	Bringing It All Together, a visit to a Toyota plant and other local facilities to see every concept from the classroom in live operation.
Day 4	Wrap-Up and Client's Next Steps, consolidating key takeaways and defining a clear path forward before departure.

Yes, there will be time to experience the local area for dinner and team building throughout the program.

Detailed Program Agenda

Day of Arrival, History of Toyota & 5S Foundations

The program opens with the story of Toyota itself, followed by an executive-level introduction to 5S, the foundational discipline behind every Toyota Production System initiative.

Topic / Module	Description	Instructor	Duration	Q&A
Toyota History	Toyota history video and discussion.	Steve St. Angelo / Tim Turner	4 hours	TBD
5S	Definition of 5S and its importance from an executive level.	Steve St. Angelo	10 min	—
Management's Role in 5S	Front-line manager steps to ensure leadership's goals are met.	TBD	10 min	—
Team Leaders' Role in 5S & Floor Management Development System	The level of 5S at the Lexus plant, and Team Leaders' front-line role in helping reach leadership's goals.	Tim Turner	5 min	—

Day 2, Part A, Toyota Production System & Related Tools

Day two begins with the practical, team-based tools that bring TPS to life on the floor, problem solving, skilled trade development, and cross-departmental teamwork.

Topic / Module	Description	Instructor	Duration	Q&A
Quality Circle Process	Focus on problem solving as a team.	Steve St. Angelo / Tim Turner	90 min	10 min
Skilled Trade Development	Skilled trade development system.	TBD	45 min	15 min
LEGO Exercise	Team exercise demonstrates the importance of teamwork between departments.	Tim Turner	45 min	10 min

Day 2, Part B, Leadership Role & Developing the Culture

The second half of Day 2 shifts from tools to people, exploring what distinguishes lean leadership, how goals cascade through an organization, and how a genuine culture of continuous improvement and safety is built and sustained.

Topic / Module	Description	Instructor	Duration	Q&A
Lean Leader Training	People development.	TBD	90 min	15 min
Lean vs. Traditional Leadership Traits	A class exploring the differences between lean and traditional leadership traits.	Steve St. Angelo	30 min	15 min
Toyota Executive Dimensions & Appraisal	How Toyota evaluates and develops executive-level leadership.	Steve St. Angelo	60 min	15 min
Hoshin Development	Hoshin establishes clear purpose and direction for the organization, then breaks it down into measurable goals.	Steve St. Angelo	45 min	15 min
Floor Management Development System (FMDS)	A four-step leadership discipline: (1) set clear purpose, direction, and measurable goals; (2) establish standards; (3) make problems visual; (4) develop problem solvers to reach business goals.	Steve St. Angelo	60 min	15 min
Management & Team Leaders' Role in Safety (Grassroots Example)	The process for managing the safety program from the ground up.	Tim Turner	10 min	—

Topic / Module	Description	Instructor	Duration	Q&A
Management's Role in Safety	Middle management's role in safety, FMDS, and 5S.	TBD	10 min	—
Team Leaders' Role in Safety (Grassroots Example)	Team Leaders' role in ergonomics audits and the daily process for reducing injuries.	Tim Turner	10 min	—
Everyone Communicates, Few Connect	Team-building and leadership techniques for engaging the Millennial generation.	Tim Turner	45 min	10 min
Diversity in the Workplace	The Lex Pro project and the positive change it created in the plant.	Tim Turner	15 min	10 min
The Toyota Way	Respect for People and Kaizen.	Steve St. Angelo	30 min	10 min
Human Resources	Human resources systems for lean manufacturing.	TBD	60 min	15 min

Day 3, Bringing It All Together: Plant & Facility Visits

Day three takes participants off the whiteboard and onto the floor, connecting every concept from Days 1 and 2 to a live Toyota operating environment and the broader local community.

Topic / Module	Description	Instructor	Duration	Q&A
Bluegrass Community & Technical College Tour	Maintenance training tour.	All Facilitators	60 min	20 min
Toyota Plant Tour & Suppliers	Bringing it all together on the floor.	All Facilitators	TBD	30 min
Outside the Plant Tour	Environmental trail and outside-the-plant tour.	All Facilitators	60 min	15 min

Day 4, Wrap-Up & Next Steps

The program closes with a consolidation of key takeaways and a clear, actionable path forward for the client before departure.

Topic / Module	Description	Instructor	Duration	Q&A
Wrap-Up & Client Commitment / Next Steps	Review of key takeaways, client commitments, and next steps. Return home.	Steve St. Angelo & Team	TBD	TBD

Closing Note

This boot camp is intentionally built around people who did the work, not people who studied it. Every module, every tool, and every story in this agenda comes from executives and team leaders who personally implemented the Toyota Production System on the floor, and who are now ready to pass that experience directly to your team.

American Kaizen looks forward to hosting your team for this immersive experience.