



Masterpieces in Leadership

PROGRAM OVERVIEW

LEARN TO LEAD

...as opposed to learning about leadership.

Discover your leadership purpose and achieve strategic outcomes while trying out new behaviors.

Our leader competency models contain the *differentiating* competencies that lead to success. These competencies serve as the foundation for development in each Masterpiece program.

We offer separate programs for:

- Individuals
- Teams
- Groups
- Partners
- Coaches



While using strengths & values to achieve a work related goal, participants become more self-aware, build relationships, and coach others.

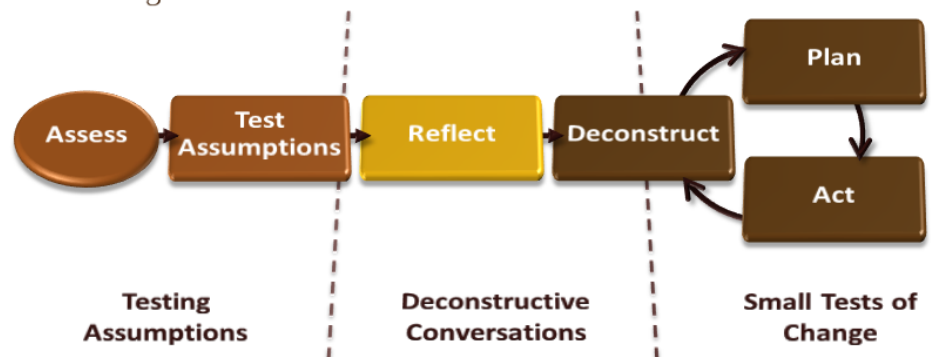
COACHING, NOT TRAINING

Build a commitment and see it through with a coach.

The ongoing relationship with the coach provides the structure for reflecting and evaluating. The coach offers new perspectives, suggests alternate approaches and identifies barriers to achieving commitments.

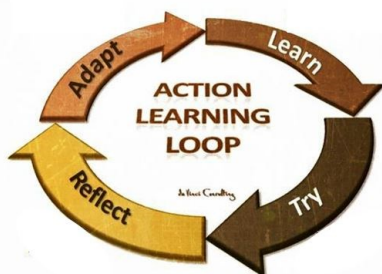
THE COACHING LEADER MODEL

Da Vinci Consulting



WORK-BASED LEARNING

The best way for leaders to develop & learn.



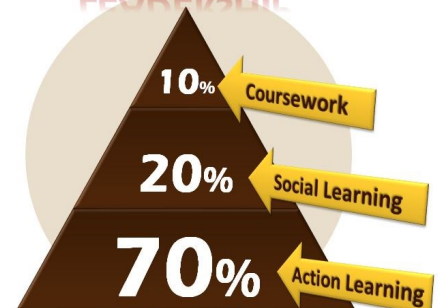
THE CENTER FOR CREATIVE LEADERSHIP SUGGESTS:

70% of time, action learning: field-work, small tests of change, reflecting, testing assumptions, deconstructive conversations

20% of time, social learning: coaching relationships, thinking partners, group reflection exercises

10% of time, course work: introduction of concept, best practices, and cognitive tools to support action learning

MASTERPIECES IN LEADERSHIP



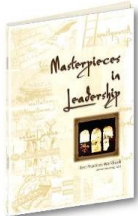


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PROGRAM OVERVIEW

LEADER BEST PRACTICES

An interrelated system of techniques & methods that lead to desired outcomes.



Best
Practice
Workbook

COACHING SESSION TOPICS
BUILDING COMMITMENTS: Creating a compelling personal vision
ONGOING REGARD: Showing appreciation to build relationships
THE COACHING LEADER: Developing others
TESTING ASSUMPTIONS: Sharing & validating intentions
DECONSTRUCTIVE CONVERSATIONS: Reflecting & revealing new perspectives
CLEAR EXPECTATIONS: Holding others accountable
LEADERSHIP PURPOSE: Creating A Bold Vision

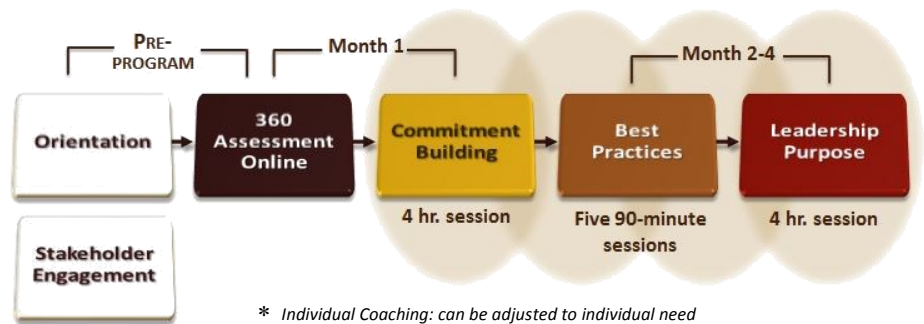
INNOVATIVE TOOLS

Support an all-inclusive process & provide structures for learning



Cognitive
Tools for
Each
Best
Practice

4 MONTH TIMELINE



- * Individual Coaching: can be adjusted to individual need
- * Team Coaching: also includes monthly champion meetings
- * Coaching Internship: also includes prep & review for each session
- * Other types of assessments available

RESULTS

Achieve significant results quickly – often within 4-6 months.

Look forward to these personal results:

- Exceed your strategic goal
- Acquire best practice skills
- Build professional relationships
- Increase your effectiveness
- Move your leader competence to higher levels



Zenger, J. F. (2011, October). *Making Yourself Indispensable*. Harvard Business Review, 85-92.

Sample Masterpiece Outcomes

- ↑ net revenue exceeded \$250,000 per year for 3 consecutive years
- 12.5% sustained growth rate compared to competitors 2.5%
- 100% alignment between Board of Directors, CEO, & Senior Leadership Team
- ↑ leadership effectiveness from 64th to 91st percentile ranking
- 7 of 7 members of senior team met or exceeded individual strategic goals