



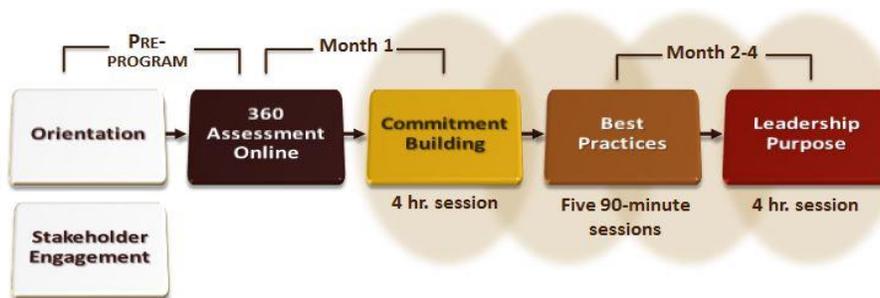
PROGRAM: MASTERPIECES IN LEADERSHIP

Masterpieces in Leadership is a strength-based, coaching program in which participants apply best-practice techniques to improve their leadership effectiveness. The program provides a supportive environment for leaders to examine and build upon their behavioral strengths and integrate personal values into their work-related passions. Introduction of best practices through a well-structured process enables participants to use their daily work as a laboratory for learning and achieve strategic outcomes.

The program begins with a 360-Degree Leadership Assessment and feedback to uncover individual behavioral strengths. Next, the participants embark on a powerful commitment-building exercise that taps into who the client is, what is important to the client, and how the client can use the feedback in setting goals and expectations. The next five sessions introduce best practice techniques. Participants use a well-thought-out process for trying out these skills in their workplace. As they reflect on what worked and what did not, the coach offers new perspectives, suggests alternate approaches, and identifies barriers to achieving commitments. The program concludes with a visioning exercise and social motive workshop.

Engagement, Orientation, and 360-Assessment begin one month prior to the start of the coaching sessions. The in-person coaching sessions are held twice a month over a span of 4½ months. The opening and closing sessions are 4 hours and the five best practice sessions are 90-minutes.

Timeline



Supporting Materials

SUPPORTING MATERIALS	DESCRIPTION
	Workbook Includes: Cognitive Tools, Reflective Exercises, Action Learning Worksheets, Infographics, and step-by-step instructions for applying best practices, in the field
	Competency Dictionary Masterpiece Leader Model describing the 7 differentiating competencies of successful leaders with different competency levels for each leadership role
	Assessment Reports Written reports of individual results; comparison to Masterpiece Leader Model and national best practices
	Leadership Ba Interactive on-line platform for dialogue, disseminating materials, reflective learning surveys, program reminders, and more
	Supplemental Reading Relevant articles, media, books, blog posts