

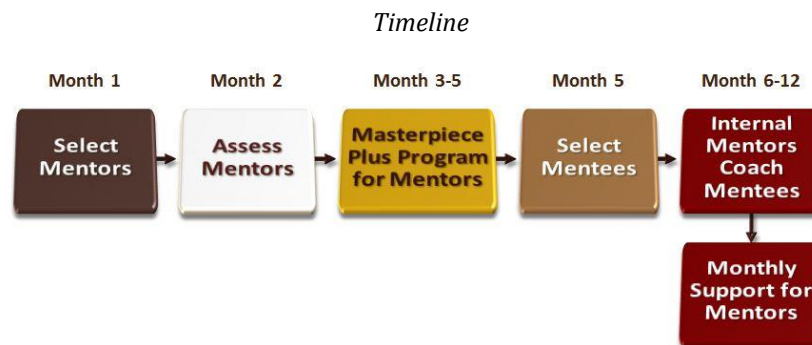


PROGRAM: MASTERPIECE COACH-MENTOR (FOR CURRENT CLIENTS)

The *Masterpiece Coach-Mentor* program is a 1 year coach-led program in which highly motivated, high performing employees are trained in the use of the Masterpiece Cognitive Tools and then supported as they use the tools while mentoring others. It includes assessment, customized Masterpiece Program, and ongoing support for the mentors and leader champion.

Before the program begins the daVinci coach helps leaders select 2-4 motivated employees to become internal mentors through a structured process. In the first phase of the program the mentors participate in a BEI or 360-Assessment to identify their strengths followed by a powerful commitment-building exercise. Then they become immersed in a 3 month, Masterpiece Plus program (a collection of modules/cognitive tools selected by the client). During this time the designated leader-champion participates in monthly meetings with the daVinci coach for updates, progress reports, and to discuss strategies to support the mentors.

In the next phase of the program the same structured process is used to select one employee to be coached by each mentor. Mentors will meet with their mentees monthly introducing Cognitive Tools as needed. Mentors will also meet monthly as a group with the daVinci coach.



Supporting Materials

SUPPORTING MATERIALS	DESCRIPTION
	Workbook(s) 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
	Tool for Selecting Mentors Includes recommendations, selection criteria, and time commitment for selecting internal coaches/mentors/ mentees.