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PROGRAM: BUILDING A MASTERPIECE FOUNDATION 1 (ASSESSMENT & COMMITMENT BUILDING)

Building a Masterpiece Foundation 1 is an in-depth exploration and assessment of a leader’s behaviors, values, aspirations, motivation, and style. During one-to-one meetings with the coach, the client develops a deeper understanding of himself or herself. The coaching sessions culminate in the building of a powerful commitment that taps into who the client is, what is important to the client, and how the client can use their feedback.

Assessment data is gathered via interviews, paper and pencil tools, and online surveys followed by individualized interpretation of the assessments via feedback sessions. Individual results are linked directly to the appropriate Masterpiece Leader Competency Model for comparison to successful leaders.

Building a Masterpiece Foundation takes place over 3-4 months. Ideally it concludes just prior to the start of a team-coaching program or 1:1 coaching engagement, but is also available as a stand-alone program. If additional assessments are selected, more feedback sessions may be required.

Timeline



Typical Program Schedule. Sequence and time-frame may vary. Additional assessment available.

Assessments

ASSESSMENT	METHOD & REPORT
Behavioral Event Interview	Interview with daVinci Coach Empirically coded and compared to Masterpiece Leader Model
360 Online Assessment	Colleagues, bosses, employees complete online multiple choice assessment Numerical aggregate report with comparison to Masterpiece Leader Model
Values, Motivators, & Aspirations	2-parts: 1) Self-Tool, 2) Deeper exploration with coach during session Thematic Analysis
Social Motive Profile	Q-sort Self-Tool Profile Report
*360 Narrative Assessment	Individual interviews with colleagues, bosses, employees, customers, etc. Thematic analysis with comparison to Masterpiece Leader Model
*Leadership Style	Extrapolated from 360-Narrative interviews Thematic Analysis Report
*Myers-Briggs Type Indicator	Multiple Choice Self-Tool Multiple MBTI© reports

**Optional*