

**PROGRAM: MASTERPIECE SUCCESSION DEVELOPMENT**

*Masterpiece Succession Development* is a 3-month, coach-led program for leaders who wish to assess their employees to determine who is promotable, determine what positions might be a good fit for those individuals, and develop a plan for their future.

Whether retirement is 1 year or 20 years away, this program provides the tools and structures to evaluate the performance, motivation, and potential of employees. We have a unique tool that allows leaders to simultaneously match performance and motivation against potential, using differentiating behavioral competencies. The result is a development plan for each employee that is tailored to their motivation and potential - not just improving performance. It also allows leaders to identify which individuals to target for investing in the future.


The program begins with identifying the key outputs for each staff member and then rating the performance and motivation for each output. The next step is a behavioral assessment of each individual to determine potential using the appropriate Masterpiece model for their role. With all the data laid out in a comparative matrix, the leader and the coach assess organizational risks before beginning to sketch out a developmental plan for each person.

The Masterpiece Succession Development program takes approximately 3 months with in-person meetings twice monthly. The framework and tools can then be applied in other departments or divisions in the organization and/or used to restructure performance appraisals that are based on performance instead of tasks.

*Timeline*



*Structures*

SUPPORTING MATERIALS & TOOLS	DESCRIPTION
	<b>Performance &amp; Motivation Profile</b> List of key outputs; 2 performance ratings; 6 motivation ratings
	<b>Behavioral Assessment</b> Masterpiece Models: Leader, Manager, Supervisor, Professional/Technical, Customer Service; Behavioral Event Interview or Leader as rater
	<b>Performance Potential Matrix</b> Allows for all staff comparison and risk assessment
	<b>Leadership Ba</b> Interactive on-line platform for dialogue, disseminating materials, reflective learning surveys, program reminders, and more
	<b>Developmental Plan</b> Individualized



**PERFORMANCE/POTENTIAL MATRIX  
 Development Plan**

<b>LEADERSHIP POTENTIAL</b> ↑ HIGH MODERATE ↓ LIMITED	<i>Poor Performance          High Potential</i>  <b>Manage</b>	<i>Good Performance          High Potential</i>  <b>Coach</b>	<i>Outstanding Performance          High Potential</i>  <b>Promote</b>
	<i>Poor Performance          Moderate Potential</i>  <b>Manage</b>	<i>Good Performance          Moderate Potential</i>  <b>Coach</b>	<i>Outstanding Performance          Moderate Potential</i>  <b>Lateral          Assignments</b>
	<i>Poor Performance          Limited Potential</i>  <b>Manage</b>	<i>Good Performance          Limited Potential</i>  <b>Coach</b>	<i>Outstanding Performance          Limited Potential</i>  <b>Hold</b>
	<b>POOR</b>	<b>GOOD</b>	<b>OUTSTANDING</b>
<b>← PERFORMANCE &amp; MOTIVATION →</b>			