

PROGRAM: MASTERPIECE TALENT ASSESSMENT

Masterpiece Talent Assessment is a 3-month, coach-led program for leaders who wish to identify their stars, vs. average performers and then develop a plan to reward and recognize the stars; increase performance and develop average performers; and implement exit plans for low performers.

This program provides the tools and structures to evaluate the performance, motivation, attitude, 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 or as needed. 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
	Performance & Motivation Profile List of key outputs; 2 performance ratings; 6 motivation ratings
	Behavioral Assessment Masterpiece Models: Leader, Manager, Supervisor, Professional/Technical, Customer Service; Behavioral Event Interview or Leader as rater
	Performance Potential Matrix Allows for all staff comparison and risk assessment
	Leadership Ba Interactive on-line platform for dialogue, disseminating materials, reflective learning surveys, program reminders, and more
	Developmental Plan Individualized



**PERFORMANCE/POTENTIAL MATRIX
Development Plan**

↑ LEADERSHIP POTENTIAL ↓	HIGH	<i>Poor Performance High Potential</i> Manage	<i>Good Performance High Potential</i> Coach	<i>Outstanding Performance High Potential</i> Promote
	MODERATE	<i>Poor Performance Moderate Potential</i> Manage	<i>Good Performance Moderate Potential</i> Coach	<i>Outstanding Performance Moderate Potential</i> Lateral Assignments
	LIMITED	<i>Poor Performance Limited Potential</i> Manage	<i>Good Performance Limited Potential</i> Coach	<i>Outstanding Performance Limited Potential</i> Hold
		POOR	GOOD	OUTSTANDING

← PERFORMANCE & MOTIVATION →