

		Month										
		Major Program Activities	1	2	3	4	5	6	7	8	9	10
Set Direction	5	3-Day Workshop (In Residence) <ul style="list-style-type: none"> • Debrief assessment results • Draft Individual Development Plan (IDP) • Creative problem-solving workshop (DICOR Program) www.TheEnergyExchange.com • Six Sigma White Belt training • Competencies: Strategic Agility; Customer Commitment; Innovative Solutions 		X								
	6	Business Simulation – Integrative Thinking <ul style="list-style-type: none"> • 6-Week, team based competition that challenges integrative thinking 		X	X							
	7	Individual Participants Lead 'White Belt' Projects <ul style="list-style-type: none"> • Six Sigma-based Action Learning experience • Mobilize resources (back home) to deliver expected ROI • Present results to individual sponsors 		X	X	X						
	Mobilize Action	8	3-Day Workshop <ul style="list-style-type: none"> • Competency units: Gets Results; Change Champion; Team Leadership; • Draft Project Charters for 'Green Belt' assignments 				X					
9		Webinars: Green Belt Tools <ul style="list-style-type: none"> • Four 2-hour sessions to equip participants with analytical tools 					X	X	X			
	10	Teams Work on Green Belt Projects <ul style="list-style-type: none"> • Larger impact Six Sigma-based action learning • Teams mobilize resources to deliver expected ROI 					X	X	X	X	X	

			Month									
Major Program Activities			1	2	3	4	5	6	7	8	9	10
	11	Coach Works with Green Belt Teams <ul style="list-style-type: none"> • Team coaching to support learning and achievement of ROI results 					X		X		X	
Build Capability	12	3-Day Workshop <ul style="list-style-type: none"> • Competency Units: Trusted Coach; Diversity Advocate; • Intensive coaching skills workshop www.BoxOfCrayons.biz						X				
Act With Courage	13	3-Day Workshop <ul style="list-style-type: none"> • Competency units: Tough Choices; Emotional Intelligence; Personal Integrity • Presentation Skills workshop • Critical assessment of development progress to date 								X		
	14	Green Belt presentations <ul style="list-style-type: none"> • Presentations to executive teams at home-bases • Coach debriefs with participants and sponsors 									X	
	15	Bringing It Home <ul style="list-style-type: none"> • Conclude formal coaching relationships • Celebration & recognition event for all participants, sponsors and other key stakeholders 										X