



# METTACOOOL RESTART

*Enabling women to  
approach career re-entry  
with confidence &  
success*

# WHAT IT IS

MC ReStart provides returning professionals with the crucial coaching, training, community and mentorship to help ReStarters successfully re-assimilate into the workforce. Intended as a complement to an organization's career re-entry programming, MC ReStart is a **9-month, cohort-based program** that begins after an employee has been hired by your organization and focuses on **relational on-boarding, tailored training and coaching, mindset transformation, and social community**. The following program curriculum is delivered through four virtual workshops and small-group coaching sessions.

## RELATIONAL ON-BOARDING

- Create "Immediate Impact" Plan
- Understand expectations and streamline communication with scheduled check-ins with management

## TAILORED TRAINING & COACHING

- Assess standout strengths and application to role
- Develop personalized action and training plan throughout coaching that is shared with management

## MINDSET TRANSFORMATION

- Cultivate a growth mindset to increase on-the-job effectiveness and
- Assess self-efficacy and create action plan to increase confidence

## SOCIAL COMMUNITY

- Assess Your Network and "Success Circle" Identification
- Engage in mobile community and mentorship
- Build community through group coaching and peer accountability

# WHY IT WORKS

The program curriculum is specifically designed to solve for what research proves to be the unique professional and personal challenges that women face when returning to work. This specialized curriculum is delivered with our Consistent Coaching™ Model, which is a proprietary blend of services that enables long-term impact and advancement. As a result, program participants are able to approach their return-to-work with confidence and identify a holistic development plan that will have the greatest business impact while providing immense professional and personal growth.

# HOW IT WORKS

## CONSULT & ASSESSMENT

Before working with employees, we get to know your organization and its goals for the program. We then customize the topics of group coaching sessions, assessments, and measured outcomes for each cohort based on your organization's needs.

## VIRTUAL EXPERIENTIAL WORKSHOPS & COACHING

The program contains four instructor-led virtual workshops, strategically spaced to expose participants to new skills and ideas over time, with facilitated group coaching and reflection in between to continuously reinforce learning and on-the-job application. Workshop topics are as follows:

1. *(Month 1)* Identify your "success circle" and standout strengths and begin to build your "Immediate Impact" plan
2. *(Month 3)* Crucial mindset shifts to propel your performance and optimize your training and development plan
3. *(Month 6)* Hitting your stride with focused goal setting and network activation
4. *(Month 9)* Reflecting on achievement and building a blueprint for long-term success

## MOBILE MENTORSHIP & COMMUNITY

Mettacool has partnered with Building Brave to provide your organization with a virtual, dedicated community space exclusively for ReStarters, connecting them with their peers, experienced mentors, and valuable development resources at their fingertips. Mettacool facilitates and administers this mobile community for your organization, delivering a continuous and comprehensive source of support and coaching for program participants.

## FACILITATED COMMUNICATION & OUTCOME REVIEW

Critical communication touch points are established between the employee and management to ensure clear role expectations, review progress, and discuss the goals and crucial milestones in the employee's development and training plan. Upon program completion, we engage with key talent leaders for an outcome review, which includes briefing of the achieved program outcomes, a group report, and coaching observations.

# SEE IT WORK FOR YOUR ORGANIZATION

*89% of women believe personalized development programs are important to helping them succeed when returning to work.\**

## 1 **BECOME AN EMPLOYER OF CHOICE FOR CAREER RESTARTERS**

By continuously investing in ReStarters' long-term success, you are building an external brand as an employer of choice for women looking to return-to-work. This matters for your organization's long-term ability to tap into this critical talent pool. 84% of millennial women say they expect to take a “significant” break at some point in their careers for childcare or other reasons. Organizations that are building on-ramps for the returnees today will be the ones best poised to take advantage of all those coming in the future.

## 2 **INVEST IN YOUR FUTURE TALENT**

To retain women who have re-entered the workforce, it requires investment in a specialized, long-term approach to onboarding. Employees who participate in a long-term, structured onboarding program are 69% more likely to stay with an organization for 3 years.\* Mettacool provides this with our turn-key programming, helping your organization minimize the time and internal resources necessary to onboard & assimilate ReStarters.

## 3 **PROVIDE WHAT RESTARTERS WANT**

Research shows that women who have taken a career break remain highly ambitious when they rejoin the workforce. However, just 27% said their employer offered a structured scheme for career progression for professionals returning to work. Employers who offer them have a huge advantage over rivals when looking to attract and retain professionals on a career break.\*