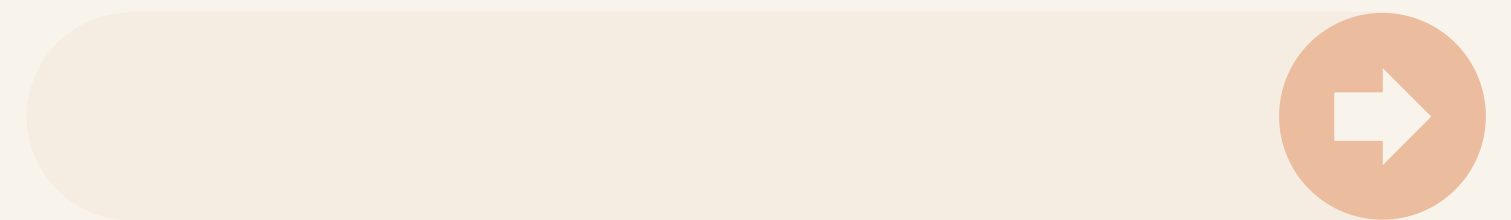


mettacool programming



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a modern approach

Mettacool's coaching methodology is infused into everything we do. It's a never-before-done blend of well-being and career coaching and a whole-person approach to professional development and organizational consulting.

That's why we're so (metta)cool.

**WE'VE
REINVENTED
TALENT
DEVELOPMENT**



WE CREATE SYSTEMIC CHANGE

Lasting impact isn't made overnight, and it doesn't happen in a vacuum.

Company-wide change requires company-wide effort, and Mettacool's programming reaches everyone -- not just program participants.

Here's how we do it:

Develop program participants

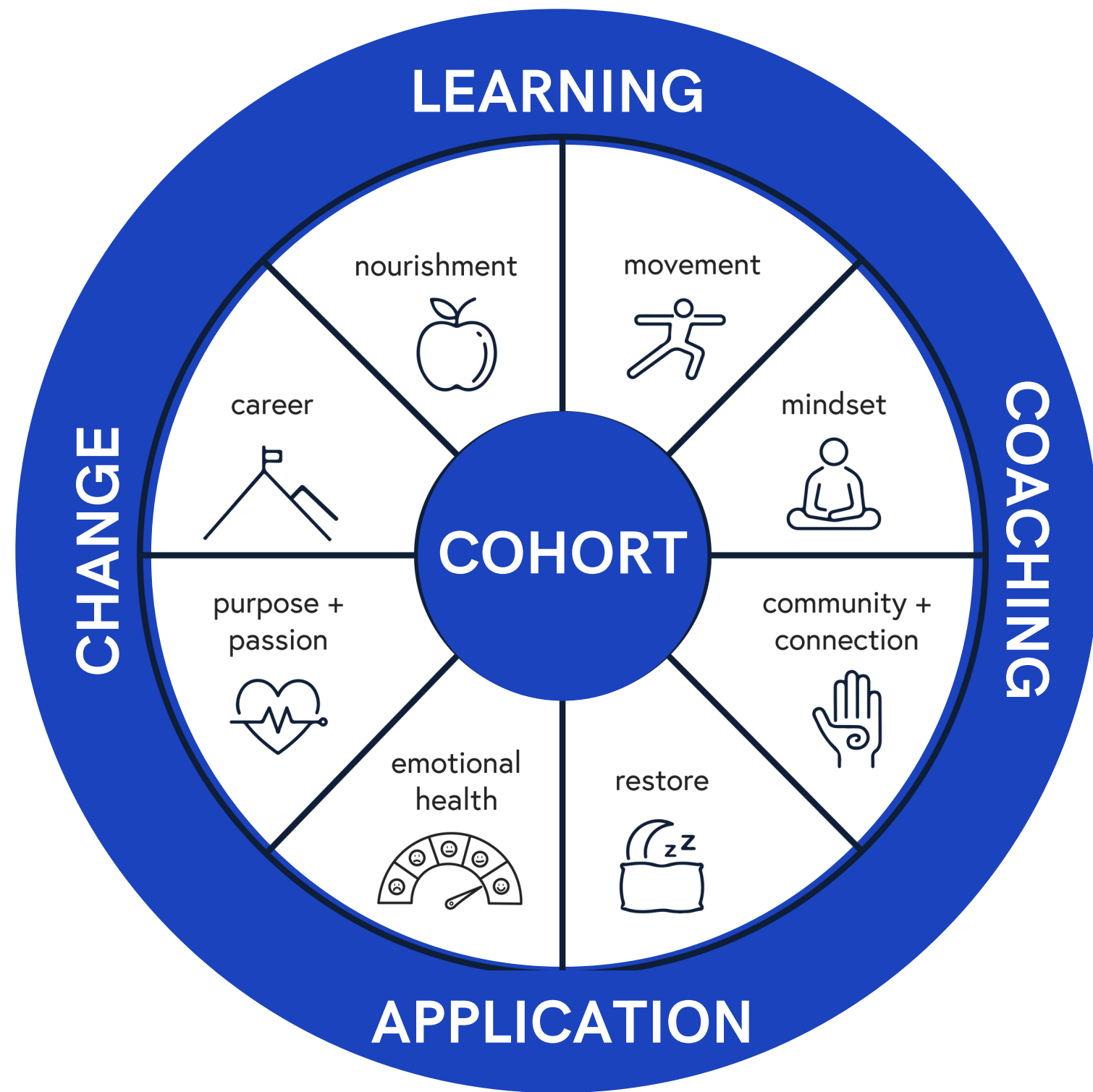
Through a process of assessment, awareness, experiential learning, coaching, and action.

Empower managers

By equipping them with the tools and information to support and encourage their reports in the program.

Engage senior leadership

As virtual mentors, champions, and stakeholders in participants' success.



OUR PROGRAMMATIC COACHING MODEL

Rooted in positive psychology and behavior change research from the Integrative Health Coaching methodology, Mettacool's model brings proven clinical practices into the workplace to create happier, more fulfilled teams of employees who stick around and swiftly climb the ranks.

1. Assess current vs. desired state

Every program and coaching engagement begins with assessment and visualization.

2. Develop knowledge and skills

Cohorts of ~30 participants attend a curated series of virtual learning sprints tailored to their group's specific career stage.

3. Set and achieve their goals

Participants work with a coach to improve important areas of their lives and design a career path that aligns with their values, priorities, and the life they deeply desire.

4. Up level the business

Participants spend the final portion of the program looking constructively at their own organization to complete a Strategic Impact Project that leverages what they learned from the virtual learning sprints and coaching.

5. Spread the love

Systemic culture change starts from within. Program participants graduate and go on to become positive thinkers, future leaders, and change makers, which creates a ripple effect that changes the organization as a whole.

WE GET RESULTS.

97%

of Mettacool program
graduates report increased
job satisfaction and
company loyalty

91%

of Mettacool program
graduates report improved
career clarity and overall
well-being

84%

of Mettacool program
graduates receive increased
compensation or
promotions within 1 year of
completing a program

Talent development with a twist

With our unique blend of well-being and career coaching and a community-building cohort model, we revisit traditional approaches to standard professional development topics, such as negotiations, feedback and networking, reinterpret them through the lens of women's and historically underrepresented groups' experiences in organizations, and revise them in order to meet the particular barriers these employees face when preparing for and advancing in leadership.

COHORT PROGRAMS



EMPOWER POTENTIAL

EARLY-CAREER INVESTMENT
FOR LONG-TERM PERFORMANCE
AND RETENTION



Program Overview

The Empower Potential program is a 9-month, cohort-based early career talent development program for employees focused on building self-awareness, self-advocacy, resiliency, strategic networks, and well-being as foundational skills for long-term career success.

The program's curriculum focuses on:

1. The unique professional challenges faced by women and historically underrepresented groups, specifically
2. Critical skills development needed during this career stage
3. Retention factors important to early-career employees

Benefits/Outcomes Include:

- Identification of high potential employees
- Increased participant retention
- Improved efficiency, proficiency, and loyalty
- Meaningful cross-company connections formed among promising talent
- Less time and resources dedicated to developing early-career talent internally
- Improved participant well-being



EXPERIENTIAL LEARNING

Months 1-3

- Program Kickoff (60 minutes)
- 7 virtual learning sprints (2 hours each)



COACHING

Months 4-7

- 4 small-group coaching sessions (1 per month; 60-minute sessions)
- Unlimited access to coach via digital coaching platform



APPLICATION

Months 8-9

- Strategic Challenge Project

3-Phase Program Design

Empower Potential is a 9-month coaching and development program that is broken in to three distinct phases: Experiential Learning, Coaching, and Application. See below for the components of each phase.

Accountability Partners are assigned in Phase 1 and asked to meet a minimum of 4 times throughout the program.

Cameo Mentors (leadership within the organization) are chosen at the beginning of the program and asked to participate in 60-minute "Ask Me Anything" virtual sessions throughout the program.

The Outcomes

WHAT WE MEASURE	HOW WE MEASURE IT
Increased retention	Pre & post-test: career & workplace assessment + a control group
Employee advancement	Pre & post-test: career & workplace assessment + a control group
Increased employee performance and engagement	Pre & post-test: career & workplace assessment + management pre & post performance evaluation
Increased well-being	Pre & post-test well-being assessment
Improved skills specific to program curriculum	Pre & post-test skill evaluation by participant and participant's management
Formally identified high-performers	Post-program consulting
Minimized time and internal resources necessary for developing early-career employees	Pre & post assessment

COLLECTIVE ADVANCEMENT ACADEMY

HIGH-POTENTIAL INVESTMENT
FOR EQUITABLE ADVANCEMENT
OF FUTURE LEADERS



Program Overview

The Collective Advancement Academy (CAA) program is a 12-month, nominated-based, cohort coaching and talent program for high-performing/top female talent to prepare them for more complex roles/people leadership, with a focus on career path planning, sponsorship and mentorship, and expanding influence and leadership skills.

The program's curriculum focuses on:

1. Overcoming the unique professional challenges faced by women and historically underrepresented groups, specifically
2. Critical skills development needed during this career stage
3. Advancement barriers for future leaders
4. Helping participants prioritize their well-being while advancing professionally

Benefits/Outcomes Include:

- A leadership-ready pipeline of female talent
- Prepare participants for more complex roles within the organization
- Increased participant performance and engagement
- Participant promotion/advancement
- Increased retention of valuable talent
- Improved participant well-being



EXPERIENTIAL LEARNING

Months 1-3

- Program Kickoff (60 minutes)
- 6 virtual learning sprints (2 hours each)



COACHING

Months 3-10

- 6 (1 hour) group coaching sessions
- 2 (1 hour) individual coaching sessions
- Unlimited access to coach via digital coaching platform



APPLICATION

Months 10-12

- Strategic Challenge Project

3-Phase Format

Collective Advancement Academy is a 12-month coaching and development program that is broken in to three distinct phases: Experiential Learning, Coaching, and Application. See below for the components of each phase.

ADDITIONAL SUPPORT

- *Accountability Partners are assigned in Phase 1 and asked to meet a minimum of 4 times throughout the program.*
- *Management meetings are encouraged quarterly to discuss progress in the program.*
- *Cameo Mentors (senior leadership within the organization) are chosen at the beginning of the program and asked to participate in 60-minute "Ask Me Anything" virtual sessions.*

The Outcomes

WHAT WE MEASURE	HOW WE MEASURE IT
Increased retention	Pre & post-test: career & workplace assessment + a control group
Employee advancement	Pre & post-test: career & workplace assessment + a control group
Increased employee performance and engagement	Pre & post-test: career & workplace assessment + management pre & post performance evaluation
Increased well-being	Pre & post-test well-being assessment
Improved skills specific to program curriculum	Pre & post-test skill evaluation by participant and participant's management
Formally identified high-performers	Post-program consulting
Minimized time and internal resources necessary for developing early-career employees	Pre & post assessment

METTA MAMA

TRANSFORMATIONAL COACHING AND
SUPPORT FOR EMPLOYEES,
MANAGERS AND THE ORGANIZATION
DURING THE TRANSITION TO
PARENTHOOD.



WHAT IT IS

Metta Mama is a holistic coaching consultancy program designed to help employees and their managers experience a smooth and successful journey into parenthood.

The program combines professional coaching, community, and the support that women need to navigate this major transition with confidence and high-performance. In parallel to this is the consultative work to transform how your organization manages and supports its employees who are going through the transition to parenthood, enabling engagement and retention of this talent for the long term.

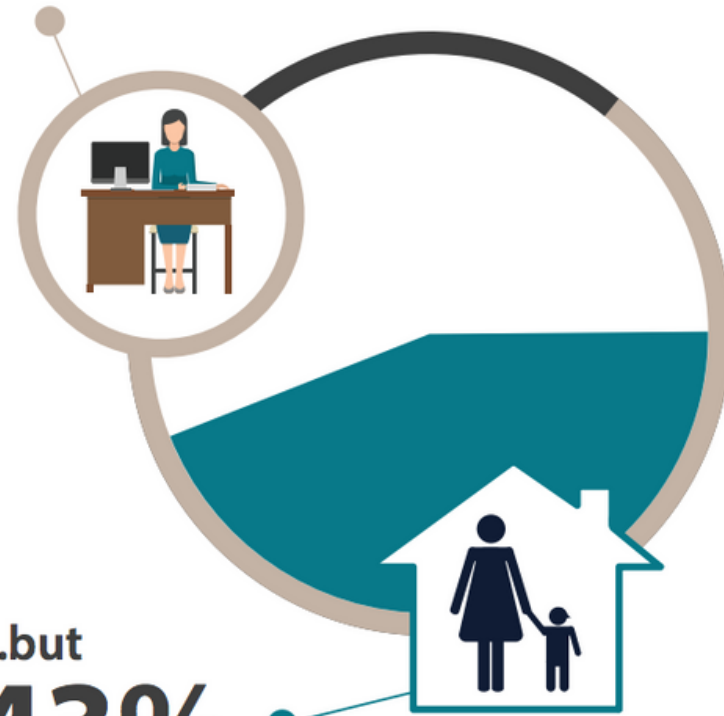
Why the



**metta
mama**

program?

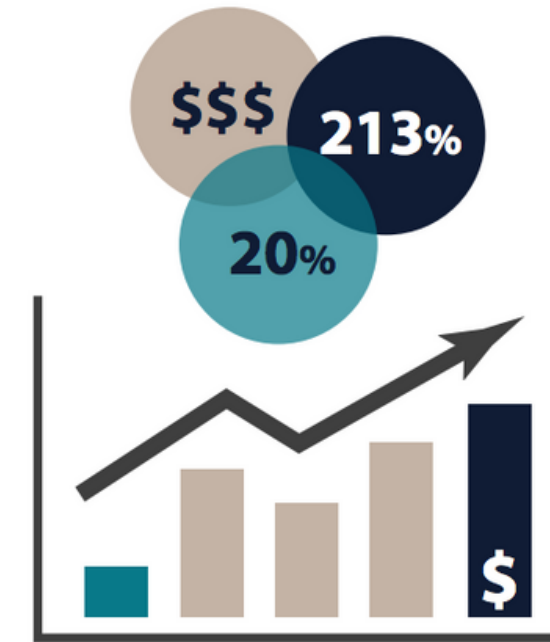
More than
75% of expecting mothers say they're
excited to return to work...



...but
43%
end up leaving their jobs.



mettacool
LIVE WELL, GET AHEAD.



Replacing an
employee who leaves
after childbirth can
cost anywhere from
20% to 213% of an
employee's annual
salary.



1:1 Coaching for the mother-to-be

PROVIDING THE TOOLS & SUPPORT WOMEN NEED TO TRANSITION SMOOTHLY BETWEEN WORK & MOTHERHOOD

Program Details & Curriculum

- Metta Mama covers 3 stages of parental transition: 1) preparation for child & leave, 2) parental leave, and 3) return-to-work.
- 6 coaching sessions are provided at critical times in a woman's pregnancy and postpartum journey.
- Each participant is provided a three-phase Metta Mama digital workbook, in which they document their comprehensive leave of absence and return-to-work plan, and thoughtfully complete exercises that help mothers-to-be approach this new season of life and work with confidence.
- To fuel cultural transformation and increase communication, Mettacool facilitates communication between program participants and management at critical points throughout the program.

Curriculum covers the following:

- Well-being & transition assessment
- Professional & proactive leave of absence plan
- Work-life integration
- Identifying your support circle
- Prioritizing your well-being & establishing healthy habits
- Self-efficacy
- Prepping for return
- Back-to-Business reassimilation plan
- Establish mentorship & community
- Goal setting & action planning

Research Supported

Metta Mama's structure is built on evidence-based principles of transition theory, positive psychology, and the ongoing research of [Matrescence](#), which studies the many changes a woman goes through during the transition to motherhood. As a result, the coaching is tailored to each stage of motherhood and the timing of the coaching, education and community immersion is intentional based on critical times in a woman's pregnancy and postpartum journey.

Mettacool worked closely with leading clinical psychologist and Columbia faculty member and researcher, Aurélie Athan, Ph.D. to ensure that the Metta Mama program was rooted in the latest research and was focused on how women could thrive, not just survive, the transition to motherhood as a professional woman.



Aurélie Athan, Ph.D
Columbia University

mettacool MATRESCENCE MODEL



1 *Preparing for Motherhood*

IN PHASE 1, PARTICIPANTS FOCUS ON:

- *Professional & Proactive Leave of Absence Plan*
 - *1:1 between manager & employee to review*
- *Identifying Your Support Circle*
- *Prioritizing Your Well-Being & Establishing Healthy Habits*

2 *Parental Leave & Transition*

IN PHASE 2, PARTICIPANTS FOCUS ON:

- *Mobilizing Your Support*
- *Care for Self, Infant & Family*
- *Prepping for Your Return*
 - *Mettacool touchpoint with employer to prep for employee's successful return*

3 *Return-to-Work with Confidence*

IN PHASE 3, PARTICIPANTS FOCUS ON:

- *Work-Life Integration*
 - *1:1 between manager & employee to review*
- *Building Self-Efficacy*
- *Mentorship & Community*
- *Goal Setting & Action Plan*

The Outcomes

WHAT WE MEASURE	HOW WE MEASURE IT
Increased retention	Pre & post-test: career & workplace assessment + a control group
Employee career progression 12+ months after return	Pre & post-test: career & workplace assessment + a control group
Increased participant performance and engagement	Pre & post-test: career & workplace assessment + management pre & post performance evaluation
Increased well-being	Pre & post-test well-being assessment
Improved skills specific to program curriculum	Pre & post-test skill evaluation by participant and participant's management
Improved brand of employer	Pre & post-test: career & workplace assessment + a control group
Minimized time and internal resources necessary for talent developmennt	Pre & post assessment



MORE INFORMATION

www.mettacool.com

GET IN TOUCH

hello@mettacool.com