

Collective Advancement Academy

*Cultivating your
high-potential talent*



What it is

The Collective Advancement Academy is a 12-month, nomination-based program that immerses your organization's high-potential women in experiential learning, coaching, community, and mentorship, providing female talent with the coaching and career development tools they need to be successful.

CAA is a multi-phase talent development program that addresses each high-potential employee as a "whole-person" — connecting principles of leadership skill development, well-being, self-awareness, and coaching together into one experience. The program curriculum is specifically designed based on what research proves to be the unique professional advancement and wellness challenges that women face in the workplace. Therefore, the development and coaching curriculum is focused on areas such as:

- growth mindset
- emotional intelligence
- mentorship & sponsorship
- work-life integration
- priority-based time management
- effective communication
- visualization for goal achievement & self-efficacy
- internalizing a leadership identity

Why it works

Utilizing a proven coaching methodology and 360-degree assessments to identify areas of strength, areas for improvement, overall well-being, and how participants are perceived by others, CAA coaches work to transform participants into engaged, confident, and influential leaders within their organizations.

As a result, program participants are able to clearly identify holistic developmental goals that will radically transform their leadership at the core of their identity.

How it works

1

Consult

Before working with employees, we get to know your organization and its goals for the program. We then customize the workshop curriculum, assessments, coaching session construct, and measured outcomes based on your organization's needs.

2

Workshop

The program begins with an in-person multi-day workshop. Our workshops are purposefully curated learning and group coaching, involving interactive group breakout exercises and a personalized action plan that participants complete in the workshop which guides their work toward specific goals.

3

Coaching

After the workshop, we reinforce the transfer of learning into impact through our coaching services (group or individual coaching), empowering individuals to make positive and sustainable behavior changes at the personal, group, and organizational level and equipping them with the resources needed for their unique needs. The coaching process ultimately enables more women to be personally and professionally successful.

4

Mobile Mentorship & Community Build Out

Mettacool has partnered with Building Brave to ensure long-term commitment, accountability, and lasting results for program participants. We provide your organization with value-added facilitation and consulting services designed to help implement a successful virtual mentorship program and a dedicated community space exclusively for high-potential employees. This mobile platform empowers program participants to "continue the conversation" long after the initial workshop and throughout the coaching process.

5

Outcome Review

Upon program completion, we engage with your key talent leaders for an outcome review, which includes briefing, a group report, and coaching observations. This yields a "re-entry plan" for each participant so succession planning can be individualized. In this meeting the outcomes of the program are reviewed, such as: retention, career trajectory and performance of employee.

See it work for your organization

A 2016 survey of 21,980 publicly traded companies in 91 countries concluded that “the presence of more female leaders in top positions of corporate management correlates with increased profitability of these companies.”

1 Strengthen Pipeline of Valuable Female Talent

The program helps employers retain existing valuable female talent and prepares current talent for future advancement. We do this by taking a holistic approach to development, helping your high-potentials to feel confident and prepared for more complex roles within the organization, while creating powerful community between participants that increases engagement.

2 Create Meaningful Cross-Company Connections Among Most Promising Talent

The program creates the opportunity for high-potential employees to regularly connect, collaborate, and grow together at the personal, group, and organization levels. Not only do participants expand their horizontal network, but they gain easier access to mentorship and sponsorship within an organization's vertical hierarchy.

3 Leverage Your High Potentials

Recent research by CCL shows that when high potentials receive differentiated opportunities for development and growth, they are likely to reciprocate those efforts by actively developing talent in the organization. The implication to the organization is cascading high potential development, helping to transform your culture of talent development and enhance your brand as a workplace of choice for women.