

# METTA MAMA

*Navigating the  
transition to  
motherhood*



# WHAT IT IS

The *Metta Mama* program provides holistic coaching for a successful transition to motherhood. Designed as a multi-dimensional coaching and consulting program, Mettacool's *Metta Mama* program benefits companies and its employees who are about to become new mothers.

The 18-month program combines professional coaching, community, and the support that women need to navigate this major transition with confidence and high-performance. Metta Mama's structure is built on the ongoing research of *matrescence*, which studies the many changes a woman goes through during the transition to motherhood. The program also relies on positive psychology, proven coaching methodologies, and work-life integration for its success. 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.

*More than 75% of expecting mothers say they're excited to return to work, but 43% end up leaving their jobs.\**

# WHY IT WORKS

As new mothers learn skills and techniques to integrate work and personal responsibilities, the companies they work for learn how to transform their culture and internal process to better support their female employees during this major transition. The program is effective because of its long-term approach and evidence-based roots, ensuring true behavior change and the ability to realize impact of the program over time. Additionally, by providing important touch points at critical times in a woman's pregnancy and postpartum journey, this make the transition from work to motherhood and back to work an easier process.

# HOW IT WORKS

## ASSESSMENT

Before working with the employee, we get to know your organization and your goals for the program. We then start with a three-part assessment for the employee that assesses participant's holistic well-being, transition coping skills, views on their workplace support, as well as the many areas of her life affected by transition. Relevant information from these assessments will be shared with the employer to provide valuable data on current cultural and workplace support of working mothers.

## COACHING

The program includes 6 coaching sessions, available as group or one-on-one coaching. Using Mettacool's evidence-based Matrescence Model, the coaching program endures throughout three phases - Preparation, Leave, and Return-to-Work, structured to align with crucial times during a woman's transition to motherhood. To complement the coaching process, each participant is provided a three-phase Metta Mama 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.

## **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

# HOW IT WORKS

## FACILITATED COMMUNICATION

To fuel cultural transformation and increase communication, Mettacool facilitates communication between program participants and management at critical points throughout the program, such as the formal review of the employee's leave and return-to-work plan. Furthermore, we provide liaison services, communicating your organization's processes and benefits for leave and providing a return-to-work best practices guide for management's aid in employee re-assimilation.

## MOBILE COMMUNITY & MENTORSHIP

Mettacool has partnered with Building Brave to deliver virtual and impactful community and mentorship as a crucial component of the program. The mobile platform is designed to connect women with their peers, experienced mentors, and valuable development resources. We provide your organization with value-added facilitation, administration and consulting services designed to help you implement a successful virtual mentorship program and a dedicated community space for working mothers.

## OUTCOME REVIEW

Aside from providing quarterly program updates, we request to meet annually to review the outcomes of the program, reviewing success metrics for the individuals we coach and for the organization. We customize the outcomes we measure based on your organization's needs, such as: retention following parental leave, career trajectory and performance of employee, and positive shifts in your organization's brand, both internally and externally.



INCREASE RETENTION



CREATE INCLUSIVE WORKPLACE CULTURE



BOOST EXTERNAL BRAND



BUILD DIVERSITY OF TALENT



ADVANCE WOMEN



IMPROVE EMPLOYEE WELL-BEING



STRENGTHEN PIPELINE TO LEADERSHIP



BOLSTER ENGAGEMENT

# SEE IT WORK FOR YOUR ORGANIZATION

*Research shows that women are becoming mothers later in life, often at a high point in their career. Companies that support women through this transition successfully have a distinct competitive advantage.*

## 1 **STRENGTHEN PIPELINE OF VALUABLE FEMALE TALENT**

*Metta Mama* helps employers retain existing valuable female talent and prepare participants for future advancement. We do this by taking a bi-directional approach, coaching employees to feel confident and prepared, and consulting with the employer to address workplace measures that are critical to an employee feeling supported during the transition to motherhood.

## 2 **LEVERAGE METTACOOOL AS A LIAISON**

Mettacool acts as your trusted liaison, improving communication between your employees, their management, and HR, as employees' transition from work to maternity leave, and back to work. We also become experts on your company's existing maternity benefits and leave process, reducing administration costs for the employer and stress for the employee.

## 3 **TRANSFORM YOUR CULTURE & BRAND**

Our program assesses your workplace to gauge perception of your company as an employer of choice for working mothers. We then customize a plan: providing recommendations, training for employees' management, and scheduled touch points at critical times during the coaching process.