



workshops & programs

the workshops

Mettacool's workshops focus on the concept of collective well-being, where wellness and career development are combined to create a positive working environment and engaged and successful employees.

All workshops are created around evidence-based research and are interactive, involving group breakout exercises and discussions, and a planning tool that helps each employee formulate a personalized action plan that they will use as a guide to work toward their customized professional and wellness goals.

the process

Our work together starts with a **Consult Phase**, working with HR or given business leaders to understand your organization's unique challenges, specific talent goals, and focus for the workshop.

For employees, the process begins with the **Assessment Phase**, where participants receive assessment results, which provide insights into how they can best leverage the upcoming workshop. Our assessments are focused on an employee as a "whole-person," connecting areas of professional and personal well-being.

The **Engagement Phase** consists of the workshop, which always begins with building a personal well-being vision and mission statement. While the workshop is customized to your organization's needs, in each workshop your employees identify their personalized goals, develop their own strategic plan, and address their own unique challenges.

The **Community Phase** begins following the workshop, where participants engage with their peers from the workshop in a virtual community space, increasing accountability and reinforcing the transfer of learning into impact.

Ideally, our workshops are followed by a **Coaching Phase**, with one-on-one coaching with Mettacool coaches to help employees reach their unique goals.

goals & objectives

01

Strengthen, engage, and retain your high-potential talent.

02

Leadership grooming & promotion of thriving employees.

03

Increase performance due to employees achieving higher levels of wellness and well-being.

04

A more engaged, happy, and resilient workforce.



workshop topics

CHOOSE FROM THE BELOW CURATED WORKSHOPS OR CUSTOMIZE YOUR OWN

WORKSHOP	DETAILS & OBJECTIVES
WORK-LIFE INTEGRATION PRACTICAL STRATEGIES FOR INTEGRATION, NOT BALANCE	<ul style="list-style-type: none">• Exercise called the "Four Circles", designed to help you improve performance at work, at home, in the community, and for yourself by creating mutual value among these four life domains.• Learn 5 strategies to achieve better integration and build personal implementation plan
PURPOSE & YOUR WORK UNLOCK YOUR POTENTIAL AT WORK BY UNDERSTANDING YOUR PURPOSE	<ul style="list-style-type: none">• Clarify your personal purpose• Apply your purpose to actions you are taking at work• Use a purpose profile tool to help you gain purpose at work and use it to have impact and drive your performance
COMMUNITY & CONNECTION HOW THE COMMUNITY/NETWORK YOU BUILD AFFECTS YOUR SUCCESS AND WELL-BEING	<ul style="list-style-type: none">• Learn how a vibrant social network and connection is a vital part of our well-being• Community Analysis exercise to understand your existing social network in and outside of work, how to develop it further, and how to leverage those relationships to add value to your life and work
PREVENTING BURNOUT USING RESEARCH TO PREVENT, IDENTIFY, AND ALLEVIATE BURNOUT	<ul style="list-style-type: none">• Burnout Inventory assessment• Learn 5 strategies for preventing burnout at work• Use results from PERMA assessment during this session to guide how you can focus on 5 elements that create lasting well-being at work.
STRESS MANAGEMENT HOW TO MASTER YOUR EMOTIONAL RESPONSE TO STRESS	<ul style="list-style-type: none">• Assess what type of stressors you are facing• Learn how to practice cognitive flexibility• Building stress resilience• Practical mindfulness as a stress management practice• How to combat the harmful effects of stress with renewal
VALUE-BASED TIME MANAGEMENT HOW TO USE YOUR VALUES, PRIORITIES AND STRENGTHS TO GUIDE YOUR TIME AND IMPROVE WELL-BEING	<ul style="list-style-type: none">• Job analysis discussion to clarify what's expected from you• How to navigate conflicting priorities• Using your values and strengths to shape your daily activity• Moving from to-do lists to priority lists and relating your tasks to your larger goals and initiatives

collective advancement academy

Mettacool's Collective Advancement Academy is a 12-month, nomination-based program intended to immerse your company's high-potential women in impactful community, experiential learning, and 1 on 1 coaching to help them achieve higher levels of performance professionally and personally.

The program starts with an interactive, 2-day workshop and is followed by peer accountability groups and 1 on 1 monthly coaching with Mettacool coaches for each participant. The program delivery ensures that each participant leaves the workshop with an action plan and roadmap for their collective well-being and uses their plan as a guide in accountability and coaching sessions.



the program process

Our work together starts with a **Consult Phase**, working with HR or given business leaders to understand your organization's unique challenges, specific talent goals, and customization needs for the program.

For employees, the process begins with the **Assessment Phase**, where participants receive assessment results, which provide insights into how they can best leverage the upcoming workshop. Our assessments are focused on an employee as a "whole-person," connecting areas of professional and personal well-being.

The **Community Phase** consists of the in-person workshop, accountability partner pairing, and mentorship program. The workshop always begins with building a personal well-being vision and mission statement. While the workshop is customized to your organization's needs, in each workshop your employees identify their personalized goals, develop their own strategic plan, and address their own unique challenges. Following the workshop, participants engage with their peers from the workshop in a virtual community space. Lastly, they are paired with a mentor within the organization who will serve as a traditional mentor and accountability partner to reinforce the transfer of learning into impact.

The **Coaching Phase** is fundamental to success and is consistent throughout the program, as each participant receives monthly 1 on 1 virtual coaching with MC's certified well-being coaches. In these coaching sessions, our coaches use the science of behavioral change, motivational interviewing, and other proven coaching strategies to help your employees move forward towards achieving their individualized goals.

The **Debrief Phase** is the final phase of the program. Mettacool offers a briefing on the results from the program, both collective and individual.

mc mama

The Mettacool Mama program is designed to provide well-being coaching for employees starting with pre-conception, following through pregnancy, maternity leave, and the return to work, sometimes deemed "The Fifth Trimester."

Our coaching is tailored to each stage of motherhood and the timing of the coaching and our workshops is intentional based on critical times in a woman's pregnancy and postpartum journey, ie: weeks after having a child or adopting, preparing to return to work, immediately after returning to work.

This program also involves **Return to Work Virtual Workshops** and a **Working Mothers Networking Group** that connects participants in community with other working mothers within the organization. The virtual workshop prepares your employees for returning to work, provides them with helpful resources, and helps them to build their confidence and a strategy for how they will re-enter the workforce mentally and physically prepared.

This program is intended to complement your company's existing maternity and family benefits, as our coaching services and workshops are personalized to each woman's wellness challenges in any phase of motherhood she is in, and may actually increase engagement in other maternity/family benefits and resources the company may offer.

the program process

Our work together starts with a **Consult Phase**, working with HR or given business leaders to understand your organization's unique challenges, specific talent goals, and customization needs for the program.

For employees, the process begins with the **Coaching Phase**. Employees can enter into coaching at any phase of motherhood; however, it is most impactful to begin during the family planning process and continue coaching through their return to work. Virtual coaching sessions occur monthly, with bi-weekly check-ins via our coaching communication app to foster accountability and progress. Our coaches have specialized pre and postnatal training and help women prepare for and create the best opportunity for a healthy pregnancy, birth and postpartum experience, guiding and supporting them through one of the most transformative periods of their life.

The **Community Phase** consists of the virtual workshops and working mother's networking group, where women can receive support in community with other women in this critical phase of life, while expanding their network.

The **Debrief Phase** is the final phase of the program. Mettacool offers a briefing on the results from the program in terms of reduced healthcare costs, employee retention, and well-being survey results.

