



WORKSHOPS & PROGRAMS



HOLISTIC TALENT DEVELOPMENT

*for every career stage and
transition*

*enabling your organization to
retain, advance and attract valuable
female talent*

WWW.METTACOOOL.COM

the workshops

Mettacool's workshops are purposefully curated learning and group coaching on topics that integrate career growth and well-being, emphasizing a whole-person approach to an employee's development.

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 career and personal well-being goals.

the process

Mettacool's services are designed to build on each other for continued success. We typically start our work with clients with an in-person workshop. This is an opportunity to immerse your valuable female talent in community and experiential learning.

The **Engagement Phase** starts with the pre-workshop assessment, where we consult with your business leader(s) to better understand your desired outcomes from the engagement and any current talent or cultural challenges so we can customize the workshop to your organization's needs. The workshop is also customized for the employees, as during the workshop, each attendee identifies their personalized goals and develops their own strategic plan to address their unique career and well-being vision. Attendees leave the workshop with this plan and an accountability partner who will serve as a crucial source of support.

After a workshop, companies typically continue working with us, reinforcing the transfer of learning into impact through coaching services and our mobile community and mentorship program offering, giving their female talent the coaching and talent development tools they need to be successful.

The **Community Phase** begins following the workshop, where participants engage with their accountability partner and peers from the workshop in a mobile virtual community space, increasing accountability and employee engagement.

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



workshop topics

CHOOSE FROM THE BELOW CURATED WORKSHOPS OR CUSTOMIZE
BASED ON YOUR ORGANIZATION'S TALENT NEEDS

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
CREATING A PURPOSE- DRIVEN CAREER PATH PLAN CREATE A PERSONALIZED CAREER DEVELOPMENT PLAN FOR THE "WHOLE" YOU	<ul style="list-style-type: none">• Begin with a guided visualization exercise to connect you with your subconscious desires for your work + life• Complete a self-inventory that helps you assess who you are in 7 different areas that will guide you towards an authentic career path• Create your personalized career path plan
YOUR "SUCCESS CIRCLE" HOW THE COMMUNITY/NETWORK YOU BUILD AFFECTS YOUR SUCCESS AND WELL-BEING	<ul style="list-style-type: none">• Why the "right" social network and connection is vital• Learn about the importance of 7 essential people who positively affect your well-being and success• Identify your own "success circle" and how to intentionally cultivate those relationships
COMBATTING STRESS & BURNOUT PREVENT, IDENTIFY, AND ALLEVIATE BURNOUT WITH RESTORATION AND RESILIENCE TRAINING	<ul style="list-style-type: none">• Learn how to identify burnout and the root cause• Explore the difference between stress and burnout• Understand strategies for preventing and alleviating burnout and building your resilience to stress• Develop your proactive plan for burnout prevention
VISUALIZATION + GOAL SETTING THE RECIPE FOR ACHIEVING MEANINGFUL GOALS THAT WILL RADICALLY IMPACT YOUR WORK+LIFE	<ul style="list-style-type: none">• Participate in a guided visualization exercise to envision the life + work that you deeply desire• Learn how to set S.M.M.A.R.T goals and a realistic action plan that will aid you in actualizing your vision• Learn about accountability & time management strategies to help you succeed in reaching your goals
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">• Learn how to assess your values and priorities and how to navigate conflicting priorities• Use your values and strengths to shape your daily activity• Learn a proven time management methodology that helps you identify priorities, develop and accomplish your goals, and view your time realistically

WORKSHOP	DETAILS & OBJECTIVES
SELF-PROMOTION + A GROWTH MINDSET WHAT YOU NEED TO INCREASE CONFIDENCE & PERFORMANCE	<ul style="list-style-type: none">• Learn about the importance of a growth mindset and how it affects your well-being and the ability to achieve your goals.• Discover mindset strategies that help you gain confidence• Learn how your mindset is connected with your ability to self-promote and convey your value
NAVIGATING TRANSITION A NEW WAY TO THINK ABOUT CHANGE	<ul style="list-style-type: none">• Assess how you've successfully navigated prior transition• Identify how your support system/network needs to change to help you through upcoming/current transition• Learn how to recognize and use your coping strengths and skills and add new ones to better help you manage change• Learn how to build your brand through transition
SELF LIMITING BELIEFS HOW TO WRITE THE COUNTER NARRATIVE TO YOUR SELF LIMITING BELIEFS & FEARS	<ul style="list-style-type: none">• Guided visualization exercise to realize subconscious desires for your life + work• Reflect on and identify the fears and self-limiting beliefs that get in the way of your vision• Reframe self-limiting beliefs in reality and positivity• Learn a proven 3-step process you can use daily for re-wiring self-limiting beliefs
IDENTIFYING YOUR SUPERPOWERS USING RESEARCH TO PREVENT, IDENTIFY, AND ALLEVIATE BURNOUT	<ul style="list-style-type: none">• Review what "superpowers" are and the reason why awareness of them is important• Assess your unique superpowers through two exercises• Discuss how to leverage your superpowers daily for fulfillment and success professionally & personally• <i>*Optional Strengths Deployment Inventory Assessment</i>
EVERYDAY LEADERSHIP HOW TO LEAD AND INFLUENCE OTHERS, NO MATTER YOUR TITLE	<ul style="list-style-type: none">• Discuss the qualities of an "Everyday" leader• Learn 5 strategies for demonstrating everyday leadership• Assess where you have domain leadership• Build your personal leadership development plan
FACING FEEDBACK HOW TO GIVE AND TAKE FEEDBACK LIKE A PRO	<ul style="list-style-type: none">• HOW to ask for feedback and WHO to ask• Learn an effective five step process when receiving constructive feedback• Using positive and negative feedback to reinforce or change the behavior of others
YOUR COLLECTIVE WELL-BEING TAKING A WHOLE-PERSON APPROACH TO YOUR DEVELOPMENT	<ul style="list-style-type: none">• Learn about what makes up your collective well-being and how it affects your personal and professional success• Take our proprietary well-being assessment• Develop a personalized action plan for increasing your well-being, with a focus area in mind

the programs

Mettacool's talent development programs address all stages of the talent lifecycle. Our programs are customized for each stage of a woman's career, solving for the unique challenges that research shows women face in these different phases.

Our engagement during these programs is comprehensive, leveraging our Consistent Coaching™ model to keep your talent connected with our coaches and their peers, fostering forward momentum and tangible results.

the process

Our client engagement process begins with **The Consultation Phase**, in which we bring key stakeholders from your organization together in a briefing to discuss current female talent pipeline challenges, review current talent development programs, perceived brand with female talent, and desired outcomes for a go-forward strategy. We also provide an optional survey that can be sent out to your employees to capture critical intel and sentiment about current development offerings and culture. We use data from our engagement to customize a talent development programming strategy for your organization.

During **The Engagement Phase**, all of our talent development programs leverage our **Consistent Coaching™ Model**, which follows an engagement process that begins with experiential learning, either in the form of an in-person workshop or virtual self-paced workshops. The delivery model for the workshop is based on the career stage in order to address your scalability and budget needs.

Following the workshop, we immerse your talent in community, leveraging our virtual community space, a mobile mentorship and talent development platform that connects them with their peers in the program and experienced mentors handpicked from your organization, and gives them access to continued development resources and virtual group coaching sessions specifically designed to engage, retain and advance program participants.

In parallel to the community immersion, your employees are engaged in long-term coaching , either group coaching or 1-on-1 coaching, to help employees reach their personalized goals.

Upon program completion, in the **Outcome Review Phase**, your Mettacool dedicated success manager leads a briefing to review the key outcomes of the program, such as increases in retention, employee advancement, brand, engagement, etc.



signature programs

LEVERAGE METTACOOOL'S TURNKEY PROGRAMS TO CULTIVATE YOUR TALENT AT EVERY CAREER STAGE OR WORK WITH US TO CUSTOMIZE A PROGRAM TO FIT THE NEEDS OF YOUR ORGANIZATION

PROGRAM	PROGRAM-AT-A-GLANCE
<p>STAGE: EARLY CAREER</p> <p>EMPOWER POTENTIAL</p>	<p>Early career is the best time for women to identify and develop the skills needed to map potential career pathways. This program emphasizes personal branding, networking, mentorship, and group coaching.</p>
<p>STAGE: HIGH POTENTIAL</p> <p>COLLECTIVE ADVANCEMENT ACADEMY</p>	<p>The mission of the Collective Advancement Academy is to prepare your high-potential female talent for more complex roles within the organization. This 12-month program focuses on turning awareness into effectiveness, internalizing a leadership identity, and cultivating mentorship / sponsorship.</p>
<p>STAGE: ROLE TRANSITION</p> <p>TRANSITION RIGHT</p>	<p>Transferable Talent helps women successfully transition to new roles within the organization, helping them identify transferrable skills and develop an action plan for immediate impact.</p>
<p>STAGE: TRANSITION TO MOTHERHOOD</p> <p>METTAMAMA</p>	<p>MettaMama provides holistic coaching for a successful transition to motherhood. Designed as a multi-dimensional coaching and consulting program, employers realize increased retention while employees transition to motherhood with greater confidence and preparation.</p>
<p>STAGE: WORKPLACE RE-ENTRY</p> <p>METTACOOOL RESTART</p>	<p>Intended to complement a company's internal restart programming, Mettacool ReStart provides crucial coaching and mentorship to help new employees successfully reassimilate back into the workforce.</p>