

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 program focuses on combining wellness, professional development and community to help women achieve higher levels of well-being and performance.

The program 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 balance work with 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 12-month program provides important touchpoints at critical times in a woman's pregnancy and postpartum journey to make the transition from work to motherhood and back to work an easier process.

How it works

1

Assessment

Before working with the employee, we get to know your organization and your goals for the program. We then start with two assessments for the employee: a collective well-being inventory and a transition assessment, which are designed to assess her priorities, values, and confidence, 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.

2

1-on-1 Coaching

The 12 coaching sessions focus on 3 phases - preparation, leave, and return-to-work, structured to align with crucial times during a woman's transition to motherhood. The differentiator comes in with Mettacool's employer touch points, which include liaison services for communicating organizational processes and benefits for leave, a collaborative action plan that is put together by the employee and regularly reviewed, and a return-to-work best practices guide for management's aid in employee re-assimilation.

3

Community Build-Out

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 help companies retain and develop their female talent. We provide your organization with value-added facilitation and consulting services designed to help you implement a successful virtual mentorship program and a dedicated community space for working mothers.

4

Outcome Review

We request to meet annually to review the outcomes of the program, reviewing success metrics for the individuals we coach and for the organization. At the start of our program, we sit down with the organization to understand what success looks like for them and how we are going to measure that success. 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.

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**

Our program helps employers retain existing valuable female talent, attract top female talent from outside the organization, and prepares current talent 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.
- 2 Leverage Mettacool 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.