

FULFILLED! Work-Life Integration

Fulfillment → Engagement → High Performance → Retention

Fulfilled! Work-Life

Integration enables managers and employees to integrate work and life in a systematic, repeatable, and sustainable way, resulting in higher productivity, quality and retention.

This benefits both employees and their employers by aligning individual and organizational goals and values, increasing critical capabilities needed to be successful in today's fast pace world, and leveraging the passion within people.



This skill-based learning process deepens the understanding and application of fundamental principles and practices that foster success. **It aligns what matters to the organization to what matters to individuals.** It enables individuals to take responsibility to manage and integrate their life priorities by blending work with their whole lives, increasing focus and mindfulness, balancing competing demands, growing their resilience, overcoming fears and unleashing their inner passions.

Research shows that fulfillment is a critical desire of 99% of employees, but often only 20% of them are highly fulfilled today. This process addresses the key factors that account for that difference. However, it doesn't happen by chance. It requires making choices by design and intention, rather than by default. Fulfillment learning contributes to the success and well-being of the organization and its people.

Goals of This Program

- Growing awareness of individual and organizational priorities and providing a process that creates alignment between them.
- Enabling growth in the following skills and capabilities through awareness and application:
 - Action plans to take more *ownership* of performance, development and fulfillment
 - *Mindfulness* at work and at home
 - *Resilience* to setbacks and unplanned events – developing *grit*
 - Ability to effectively manage in an environment of *change*
 - Taking reasonable *risks* – learning opportunities – overcoming fear of failure
 - Ability to self-manage *engagement* and increasing *authenticity*
 - Energy and time *management*

Ultimately, more people who consciously choose to be in their roles have clarity of how those roles fit into their life plans and are better equipped to handle today's challenges!

Benefits and Outcomes of the Fulfillment Program

Employees are an organization's greatest asset – no employees, no product, no customers. Research shows that when employees are aligned with the goals, have the 'right' capabilities, and are engaged, performance soars and employees stay. Fulfillment is the highest level of engagement – much research supports the impact of engagement on organizational performance.

To achieve that, employees must feel that their career and life goals are in sync with the organization. Another key element is the ability to overcome obstacles within and across work boundaries, and develop stronger resilience in an increasingly fast paced world. Fulfillment abounds when employees see alignment with personal goals and develop strong skills to perform with mastery in challenging situations both at work and home. People who are more fulfilled bring more energy to work, are more innovative, and meet stakeholder and customer needs better.

Delivery Options

- **Target Audience: Manager, Employee or Team Experience**
 - **Managers** – The manager experience is designed for those supervising or coaching others, providing both personal and mentoring skills, allowing their teams to be more effective.
 - **Employees** – This session is designed for personal learning with the outcome of individuals becoming stronger at managing their work and careers, developing stronger skills to deal with change and increasing performance expectations, and taking responsibility for their own engagement.
 - **Work Teams** – Designed for smaller groups that wish to build these capabilities in unison, this session also creates greater opportunities for team development and aspirational goals.

The above programs can be offered as a **One or Two session** learning Experience – Two half day sessions including home-study, self-paced exercises, and webinar check-ins offers more immersion.

- **Whole company intervention** – Customized process that brings an entire company through a series of cascading interventions, building communities of support.

Program Outline

Step 1 – Discovering: The Vision Process

- *Discovering* or reconnecting with your values and a life vision
- Understanding your organization's *vision, mission, values and goals*
- Identifying the *gap* between current and desired life goals (both career and non-work)

This step provides greater clarity regarding vision and values, and their connection to career and non-work priorities. This understanding leads to company and workplace engagement, and productivity as well as fulfillment.

Step 2 – Aligning: Organizational and Personal Goals

- *Aligning* personal and organizational values and goals
- Building a *life map* that integrates work and non-work elements of life
- Identifying key *success drivers and resources* for reaching goals
- *Aligning energy and time* – rebalancing
- Developing a job, career and life *Action Plan*
- Creating a personal balanced *scorecard* to measure progress and success

This step provides tools and processes to translate vision and goals into reality, and to align work and non-work sectors of life. By balancing different goals, identifying key success factors, creating a life and career path, and developing success metrics, individuals will learn to actively manage the path to fulfillment as well as organizational health and success.

Step 3 – Growing Capabilities: Increasing Resilience, Confidence and Learning

- Changing what is to what *could be* at work, home, and in life
- Replacing outdated beliefs and assumptions with a more *empowering belief system*
- Turning fear and failure into *stepping stones* instead of stumbling blocks
- Identifying opportunities for *growth through work*
- Taking risks – seizing opportunities – and *learning*
- Demonstrating *grit and resilience* in the face of adversity

This step strengthens mastery skills in resilience to life's inevitable challenges. Ninety-five percent of people have major setbacks in their lives, but the most fulfilled people apply thinking and processes to get back on track quickly. Given the pace of change today, it is important to build stronger resilience skills that also accelerate learning and enable more innovation.

Step 4 – Engaging: Taking Greater Control of Your Life Path and Fulfillment

- *Applying* the ‘art’ of fulfillment – what other fulfilled and successful people do
- *Connection* to work—how will you show up in a new way
- *Taking charge* of life’s “controllables”
- Rekindling *passion*

This step focuses on engagement and how employees can take greater control of their own engagement and fulfillment with tools and tricks from others.

Step 5 – Embedding: Maintaining and Increasing Momentum

- *Celebrating wins* – acknowledging both small and big steps on the road to fulfillment
- *Embedding* the life fulfillment process into work and personal life
- Giving and receiving *support* and *resources*
- Committing to *embracing change*

This step launches a challenge to begin embedding key insights and lessons learned into action plans that will be tracked.

Fulfillment is the highest level of engagement. But fulfillment doesn’t just happen – it requires a clear vision, the ‘right’ capabilities, and positive habits – in essence, employees who take greater control over their performance and development.



Created by Metrus Group with Marisa Harris

Act Now!

Learn how this highly effective program can work for your organization. Contact us!

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Read the Book!

This program is based on the book, *Fulfilled!*, authored by William A. Schiemann and available on Amazon or barnesandnoble.com.

About Metrus Group

Metrus offers a unique combination of consulting, research, and skill development to organizations intent on aligning strategies, growing value and optimizing human capital investments.

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