

Surviving—and Thriving!—In the New Normal

We have all experienced unprecedented change in the last few months—ranging from disruption of almost everything in “normal life” to serious illness and financial hardship. As we considered the ways that people are coping with this situation, we realize that many of the same skills and tools covered in our Fulfillment! workshops are directly applicable to today’s unique environment/



New Skills for New Times!

Metrus Group is now offering three virtual 90-minute workshops, building on our Fulfillment work, aimed at enabling participants to manage through uncertainty more successfully to the new normal. These workshops focus on important perceptions, skills and behaviors that enable you to not merely survive but to thrive during these uncertain times.

Workshop Goals

These workshops are designed to help people achieve better results by addressing alignment, capabilities, and engagement—three powerful drivers of wellness, performance, and happiness. During times of major setbacks, such as Covid, they enable people to avoid becoming victims, and instead assert more control over their lives.

New Assumptions

These workshops are predicated on several important assumptions about today that are vastly different than the past.

- The world of work, especially during Covid, is in the throes of major upheaval socially, medically and technologically.
- Work and home are not independent worlds, but highly interrelated and that organization and individual success is dependent on good alignment and integration of both. Leaders can no longer manage employees only during ‘work hours’ or in the ‘workspace.’ Research has shown that leaders who can coach the whole employee have far superior results, including more productivity and satisfied customers or internal stakeholders.
- Managers and employees alike are missing critical skills in this new uncertain world—resilience, managing setbacks, corralling stress and life balance, strategic thinking, and self-engagement. And most don’t have good tools to initiate and sustain new behaviors that will enable them to thrive in this new world.

Structure

Each workshop will focus on a primary topic, as described below. They will be available individually, or as part of a three-workshop package. They include presentations, discussions, small group breakouts and supporting cases, videos, and workbook materials.

Workshop Overview

Workshop 1: Reinventing Yourself

Re-aligning goals, values, success drivers and behaviors in turbulent times.

Learn how to:

- Test your values in this confusing environment, and assess alignment with work and relationships
- Review and adapt your purpose, vision and longer-term goals to increase focus, impact and fulfillment
- Connect your vision and goals with crucial success drivers at work and home that enable you to prioritize activities more effectively
- Break old habits and replace them with more productive ones

Workshop 2: Reskilling Yourself:

Building Resilience and New Capabilities to Manage Uncertainty.

Learn how to:

- Upskill to better manage time and energy to achieve personal and work goals
- Rebalance work and nonwork activities and commitments in new ways to reduce stress
- Build resilience to deal with today's crises, the pace of change, and uncertainty about the future
- Overcome setbacks—what the most successful people do differently
Incorporate physical and mental health regiments to reduce stress and increase fulfillment

Workshop 3: Reimagining Yourself:

Engaging in New Ways in a time of complexity and change.

Learn how to:

- Manage perceptions in new ways, to overcome old assumptions that may no longer be true
- Use networking to enhance your impact and reduce risk
- Give back in ways that create fulfillment
- Reimagine yourself—leveraging passions and energy—in new ways

Feedback on the live Fulfilled! workshop:

- Provided new skills to cope with constant change and major setbacks;
- Provided new ways to think about old assumptions about work and relationships
- Helped participant scope with, and recharge after debilitating losses or challenges.
- Enabled most attendees to rise above the immediate crises and to think more holistically about their organizational role, values, careers, and non-work life.

Registration

We are offering two sets of workshops in 2020, dates given below. The workshops are independent sessions—choose one, two or all three!

- ❖ Reinventing Yourself: 9/22, 10/20
- ❖ Reskilling Yourself: 9/29, 10/27
- ❖ Re-imagining Yourself: 10/6, 11/10

[Register here.](#)

The workshops are being offered at the introductory fee of \$100 per program, or \$250 for all three. This includes all workshop materials, as well as an e-copy of Critical Choices! Work, Home, Life, by William Schiemann.



The use of this official seal confirms that these programs have met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

MetrusGroup

Act Now!

Learn how this highly-effective training program can work for your organization.

Contact us!

Valeria Schiemann
vschiemann@metrus.com

Read the Book!

This program is based on the book, *Fulfilled!*, authored by William A. Schiemann; an e-copy will be provided to each participant. Also 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.

metrus.com
info@metrus.com

About Program Facilitators

William Schiemann, founder and CEO of Metrus Group, researched and wrote *Fulfilled! Critical Choices: Work, Home, Life*, upon which this program is based.

Marisa Harris, former VP of Human Resources, The CIT Group, is currently a Life Mastery Consultant & Coach, and a stage 4 pancreatic cancer survivor