

Introducing Epic Sabbaticals



The flagship component of your 2024 future-forward HR strategy.

Sabbaticals – *with a modernized, EPIC format* – are an innovative approach to building leaders and their teams that are truly **passionate, productive, and change-ready.**

Experienced Professionals Igniting Change, that's what makes our sabbatical offering truly EPIC.

Who offers Sabbaticals (extended leaves of absence)?

- Google, Microsoft, Intel, Adobe, Thomson-Reuters, General Mills, Target
- NEW In 2022-3: Bank of America and Thomson Reuters
- 75% of the top 1% best remote-first companies in 2023

How do EPIC Sabbaticals address talent challenges?

- Increases retention: A career-focused, tenure-oriented reward.
- Unleashes Succession Planning: On-the-job development by those covering work.
- Strengthens morale: Demonstrates a sustainable, long-term talent strategy.

What research supports this time-tested, modernized strategy?

- 15% of US companies have a sabbatical policy, many for decades (SHRM).
- 57% of employees today experiencing burnout (AFLAC).
- 1 out of 3 employees rate additional time off as #1 solution to burnout (AFLAC).
- 3 out of 10 near burnout before Sabbatical, named structure as critical to success*
- 1/3 more likely to stay, only 13% more likely to leave in the 1-3 years upon return*

How can we work with EPIC Sabbaticals?

- 1:1 Talent Sabbatical guidance services
- Organizational Sabbatical Design Services

How do I know EPIC Sabbaticals will work for us?

Talent is	Your organization	Your organization wants to support
<ul style="list-style-type: none"> ● Aware that they need a break ● Wanting to revisit what matters ● Interested in developing integrated renewal and growth strategies ● An experienced professional with a growth mindset ● Open to reflection activities and experiences 	<ul style="list-style-type: none"> ● Supports employee well-being ● Advocates for innovative talent retention and succession planning ● Open to discussion about re-entry considerations ● Offers 8-12 weeks leave of absence benefit 	<ul style="list-style-type: none"> ● Employee well-being ● Advocating for innovative talent retention and succession strategies ● An integrated talent management approach across departments ● A revitalized system and support for leave policies

What is included in an EPIC Sabbatical?

- 3-phase, 1:1 guidance: Planning, Time Away, Re-entry
- An 8-12 week personalized experience away from one's day-to-day work
- A flexible, proprietary guidebook (travel optional)
- A concierge to support progress at milestones (neutral thought partner)

Sabbatical participant outcomes in 2023:

- *RECONNECTED TO WHAT MATTERED*
- *REVITALIZED ENERGY LEVELS*
- *BREAK-THROUGH STRATEGIES TO SUSTAIN THE GAINS*

Q&A:

1. What level of talent do you guide?

- Executive, Manager, and Individual Contributors

2. What are the Sabbatical phases?

- Planning Stage - We ensure time is well spent by leveraging pro tips.
- Explore Stage - We use a flexible, proprietary guidebook.
- Re-Entry Stage - Intentional actions and mindsets are critical to step back in with vitality and agency.

3. What types of Organizational Design services are available?

- Diagnostic of current state - interview business leaders and HR administrators
- Leverage the proprietary Sabbatical maturity model to activate next-level impact
- Develop a roadmap for success - KPIs, Accountability levers, & systems improvements

4. What are examples of your breakthrough strategies?

- *Developed a purpose statement and clarified my body of work*
- *Completed first two triathlons*
- *Started a successful consulting and coaching company*
- *Reinvented the relationship with my young adults*
- *Built a community for success and support*