

# Maternity Coaching Programmes

Supporting the successful transition back to work



## Maternity Returners Programmes



Over the next six years women are expected to take two-thirds of high-skilled roles in the UK, according to a recent report by the UK Commission for Employment and Skills. By 2020, 49% of women are predicted to have degree level qualifications and they already form a significant proportion of those in professional roles. Among professional women, 45% cited maternity as the key pinch point in their careers.

For both organisations and individuals, specialist maternity coaching provides an important and effective intervention at this critical time. It enables women to make appropriate career choices to suit their situation, preferences and aspirations, and enables organisations to retain their talented performers and their investment in their development and future potential.

Our maternity coaches provide specialist support and a confidential sounding board to executive and professional women. Being outside the organisation, they have no agenda on the woman's career and provide an objective detachment to help each woman find the best solution to their particular circumstances: whether that means a rapid return to work or a delayed or indefinite return.

### Programmes

We provide two maternity programmes, comprehensive and 'light' versions, and will also tailor a programme to meet your organisation's specific requirements.

### Benefits

- ensures a smooth and effective transition back to work
- maintains self-confidence and engagement
- minimises the impact on career progression
- facilitates the smooth and rapid resumption of performance

### Maternity Returners Programme

This six session programme begins with an initial ninety minute session before the maternity leave begins and focuses on preparation for the period ahead:

- communicating the news and arrangements
- planning and implementing the handover
- career and objectives review to establish 'pick up' point
- contingency planning (circumstances at home, e.g. baby arrives early; and at work, e.g. client development)

- developing a communication and connection plan ("keeping in touch") during the leave period
- thinking through and planning next steps
- personal reflections, concerns and objectives

The second session takes place shortly before the maternity leave ends and is designed to pick up and refresh the plan to return to work. This session focuses on:

- discussing any concerns about returning to work
- practical considerations around child care and the logistics of returning to work (e.g. when still nursing, tired, and so on)
- emotional considerations about returning to work (e.g. guilt around leaving one's child/guilt about wishing to return to work)
- developing/maintaining self-confidence
- planning the return - getting back up to speed with work in progress, re-connecting with clients, colleagues and stakeholders, re-engaging with deliverables, performance targets and career aspirations.

The third session takes place shortly after the return to work and focuses on:

- supporting the progress and implementation of the return to work plan
- getting back up-to-speed with developments/changes/people on return
- managing personal profile and visibility within the firm and the client base
- general support and sounding board
- work/life balance and setting appropriate boundaries



The fourth and fifth sessions take place within the six month period following session three and continue the progress on the 'return to work' plan (as above) increasingly focusing, post-transition, on re-engaging with career aspirations and career management, and providing specific coaching around any specific areas that arise. Additional areas include:

- managing time and energy levels required to juggle work and family
- managing flexible working (if appropriate)
- managing 'imposter syndrome' - continuing to build/maintain confidence and ambition
- effectively and comfortably managing dual identities as executive and mum

The sixth and final session takes place between the sixth and ninth month post-return. This session focuses on:

- appraisal of the transition period and key learning points
- clarity over current and future career goals and aspirations
- opportunity for personal profile development as a positive role model for other women

## Maternity 'Light' Programme

A 'light' version of this programme is available and comprises sessions one to three.

### What's Included?

All programmes include face-to-face (or telephone/Skype if preferred) coaching sessions with a dedicated maternity coach, materials, access to our online support and resource system, advice and materials for line managers, and *ad hoc* email and telephone support.

### Contact us

For further information on the programme, contact us:

e: [sarah.jaggers@managingchange.org.uk](mailto:sarah.jaggers@managingchange.org.uk)

t: 01223 655667

w: [www.managingchange.org.uk](http://www.managingchange.org.uk)

Managing Change  
St John's Innovation Centre  
Cowley Road  
Cambridge, CB4 0WS