

Parental Leave Coaching

Our parental and adoption leave coaching programmes are designed to meet the specific needs of working mums and dads to help them achieve a successful and smooth transition through the leave period. These programmes actively support your company's diversity strategies and reputation as a great employer - ensuring your company remains attractive to talented women and men who wish to combine a flourishing career with a balanced family life.

Whether you prefer a programme designed specifically for you or your organisation, or an 'off-the-shelf' option, we can help.

Benefits

- Ensures a productive and effective transition away from and back to work
- Maintains self-confidence and engagement
- Minimises the impact on career progression
- Facilitates the smooth and rapid resumption of performance



Maternity Coaching

Among professional women, 45% cited maternity as the key pinch point in their career. For both organisations and individuals, 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 people and their investment in

their development and future potential.

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

Programmes

We provide 'off-the-shelf' maternity programmes, comprehensive and light, and will also tailor a programme to meet your organisation's specific requirements.

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Maternity Comprehensive Programme

Delivered face-to-face or virtually (by Zoom, Skype or phone as preferred) or a mix of both. Comprises 9 hours of coaching sessions typically taking place before and during the leave period and on return. For maximum flexibility, participants will usually determine how they wish to allocate their coaching hours at each stage. Typically this is:

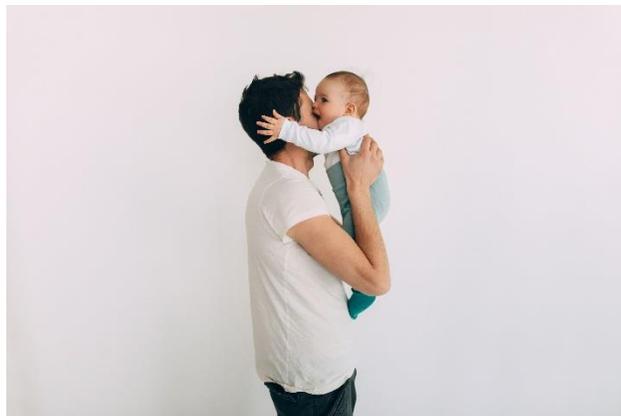
- **Before leave:** up to two sessions focusing on preparation for the period ahead (e.g. handover arrangements, notifying colleagues/stakeholders, contingency planning if baby arrives early, use of KIT days etc)
- **During leave:** two sessions focusing on the plan to return to work, including practical, family and emotional considerations, building confidence where appropriate, preparing for the return.
- **On return:** two sessions typically focusing on the implementation of the return to work plan, and which may include work-life balance, setting boundaries, managing 'imposter syndrome', transitioning into the new identity as a working parent, career direction and aspirations.

Maternity Light Programme

This programme is an abbreviated version of the full programme outlined above and comprises 4 hours of coaching, usually delivered before, during and on return from the leave period. Again, as with all our programmes, there is flexibility here and participants may prefer to schedule their sessions slightly differently (e.g. to have a shorter session during leave and add the time for a longer session on return or before leave begins).

Paternity Coaching

Increasingly, dads are seeking to change the balance in their professional and family lives, and requesting periods of paternity leave. Our coaching programmes are designed to support dads successfully strike that balance and make a productive transition to and from the leave period, whilst maintaining professional confidence and career progression. Our one-to-one programmes are carried out with experienced coaches and include:



- addressing issues of gender biases, stereotypes and expectations
- combining the roles and identities of dad and professional
- creating and managing productive working patterns
- practical steps for planning and implementing the leave period
- communication strategies for colleagues, clients and other stakeholders

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What's Included?

All parental leave programmes include one-to-one coaching sessions with a dedicated coach, materials, access to our online support and resource system, advice and materials for line managers (if required), and *ad hoc* email and telephone support.

Contact Us

To discuss how parental leave coaching can work for your organisation get in touch. We are happy to tailor specific programmes to meet your needs and budget and to offer initial trial programmes so that you can assess their value to you.

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