



# BEING A WORKING PARENT

## Supporting parents to successfully combine their career and family

Attraction, retention and the progression of diverse talent are vital for any organisation. However, the reality of becoming and continuing to be working parents can prove challenging for individuals to navigate as they adapt to the ongoing changes in their lives.

We support working parents to manage their competing demands and develop strategies to successfully integrate family and career for the benefit of themselves, their family and their organisation, increasing confidence and competence at work and home.



*“It was nice to be able to walk away with strategies I can implement. Working on the ‘how’ was a breath of fresh air!”*

RESULTS FOR ORGANISATIONS	RESULTS FOR WORKING PARENTS
<p><b>Impacting attraction, retention and progression metrics, we deliver:</b></p> <ul style="list-style-type: none"> <li>▪ A smooth, effective transition back to productive work and increased satisfaction and productivity for those who have been back a while.</li> <li>▪ Increased engagement from the loyalty this coaching support builds.</li> <li>▪ Strong networking and mentoring opportunities.</li> <li>▪ Impactful role modelling and learning via the access the coaching offers to a variety of role models who demonstrate the many ways people can ‘make it work’.</li> <li>▪ Powerful contributor to attraction and reputation as an Employer of Choice.</li> </ul>	<p><b>We help working parents:</b></p> <ul style="list-style-type: none"> <li>▪ Develop strategies and skills for combining career and family responsibilities, helping increase satisfaction and effectiveness in both.</li> <li>▪ Open up about the challenges of being a working parent and share ideas to address those challenges with others in a similar situation.</li> <li>▪ Build confidence and competence in ‘making it all work’ along with being more tactical in managing career and family choices.</li> <li>▪ Gain a relevant and relevant support network within their organisation, which can be accessed during the programme and beyond.</li> </ul>

## TARGETED GROUP COACHING SESSIONS

Based upon our experience of coaching thousands of working parents, our programmes are built to address the most common challenges they face. Flexible in duration, our sessions are tailored for virtual or face to face delivery and designed to fit the lives of busy working parents. Highly qualified coaches maximise group discussion and focus upon solutions; helping participants to build support networks and impact that extends well beyond the end of the programme.

Popular modules include:

### **What does 'managing your career and family' look like and how are people coping?**

- *sharing the reality of combining dual roles*

- Normalising experiences by sharing key challenges with other working parents.
- Exchanging solutions and practical tips to address these challenges and make work and family work.

### **What are your boundaries as a working parent?**

- *getting clear on your version of success*

- Identifying key priorities, setting boundaries and bottom lines.
- Prioritising time and making choices aligned to boundaries to meet the increased demands of combining career and family.
- Navigating the world of paid and unpaid caring and domestic responsibilities.

### **How do you look after your wellbeing and build resilience as a working parent?**

- *supporting you to be effective and productive*

- Looking after different aspects of wellbeing to develop and maintain the resilience to combine the dual roles effectively.
- Understanding the stress and guilt many working parents feel around 'never giving enough to anything' and how to address counter-productive thinking that can make things worse.

### **How do you communicate career and life choices effectively?**

- *managing conversations about responsibilities with stakeholders at work and home*

- Strategies for communicating clearly and confidently about work and life circumstances, boundaries and choices.
- Navigating situations and tensions when career and family conflict.

### **How to be tactical about managing and progressing your career**

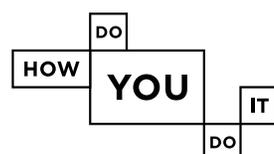
- *career management for working parents*

- Dealing with perceptions and judgement.
- Consciously thinking about career development and focusing upon image, profile and reputation.
- Strategies to facilitate ongoing career conversations and progress towards objectives at work and home.

### **How do you maximise your time effectively?**

- *thriving in a world with not enough time*

- Becoming comfortable with the reality that there is never enough time.
- Sharing tactics and tips for how to maximise time day to day and beyond.



**FIND OUT MORE**

