

# SUPPORTING WORKING PARENTS: PRE, DURING, POST LEAVE AND BEYOND

## THE PIVOTAL TRANSITION FROM WORKING PERSON TO WORKING PARENT

Parental coaching supports talented parents to navigate the life transition to and from parental leave, smoothly and effectively. Whether an individual has previously had a period of parental leave or not, the support can be invaluable to enable an individual to have a successful experience. Our flexible approach, tailored to each offers group or 1:1 coaching delivered in-person or virtually.

### RESULTS FOR INDIVIDUALS

Our coaching helps working parents to:

- Facilitate a smooth effective transition from working person to working parent.
- Identify their priorities for integrating career and family with strategies on how to make it work.
- Develop planning, communication and negotiation strategies to facilitate and maintain an effective and workable transition.
- Understand and navigate the realities that this life transition creates with their key stakeholders, including; managers, colleagues and family members.
- Feel supported and able to maintain their career momentum during this key life transition.



### PROGRAMME OUTLINE

There are typically three stages to the coaching process – before, during and returning from parental leave. The length and number of coaching sessions will vary depending on a client's needs and whether they are individual or group programmes. Sessions focus on the following topics, however as they are coaching led, discussions will always be tailored to the organisation and the coachee or group.

#### Before parental leave

- Developing a practical checklist of what needs to be done before, during and after leave.
- Building and negotiating a return to work solution with their manager.
- Effective communication with key stakeholders.

#### During parental leave

- Clarity about what an individual wants on return, including work patterns and boundaries.
- Establishing arrangements at home to maximise their ability to make a smooth transition back to work.
- Reassessing and communicating with their manager about their return to work arrangements.

#### Returning after parental leave

- Creating an effective plan for maximising utilisation and a smooth transition back to productive work.
- Building competence and confidence in managing work and life, whilst minimising guilt and stress.
- Communicating confidently and definitely about their career plans and decisions with their manager and other key stakeholders.

### HOW DO YOU DO IT

How Do You Do It help organisations retain and progress diverse talent, (particularly working parents) and drive culture change around the adoption of flexible work as a driver of business success. Founded in 2006, we've worked with thousands of people in blue chip client companies around the world with a speciality in working with professional services including law, accountancy and consulting.

