

# EMPLOYEE RESOURCE GROUPS SUPPORTING WORKING PARENTS & CARERS

## WORKSHOPS, WEBINARS AND FACILITATED PANELS FOR ERGS

How Do You Do It has helped organisations to support thousands of working parents, carers and managers since 2006. Our sessions for employee resource groups draw on this experience and the content in our comprehensive range of coaching programmes. We've created a tailored set of interactive workshops, webinars and panels to provide engaging, coaching led, short sessions for employee groups of all sizes.

### WORKSHOP THEMES

#### Being a working parent

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

#### Being a working carer

These sessions recognise the unique set of pressures that being a working carer brings. Based on first hand experience, they enable carers to openly discuss challenges and practical solutions to allow employees with caring responsibilities to integrate work and home.

#### Supporting working parents and carers

Supporting team members as they adjust to major life changes such as the transition from working person to working parent is a vital element of management. These sessions help managers to understand the challenges working parents and carers face and how to best support them.

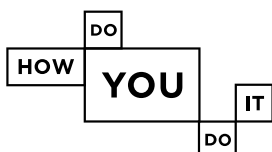
### WORKSHOP FORMATS

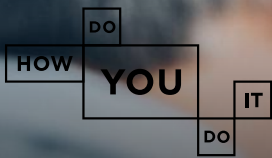
- Coaching led sessions that allow reflection, discussion and practical solutions to common challenges that parents and carers encounter
- Virtual, in-person or hybrid workshop delivery
- Range of session formats to suit all organisation sizes:
  - Interactive group workshops for 12-15 employees
  - Sessions for up to 100 participants using coaching exercises to build self awareness
  - Facilitated panel sessions and webinars
  - Sessions can be aligned to key calendar dates e.g., Carers Week, International Women's Day etc.
- Single one-off sessions or a series that builds over time



### ABOUT HOW DO YOU DO IT

How Do You Do It is a specialist international coaching company. Working with individuals (working parents and carers), their managers and the wider organisation, we run award winning group coaching programmes that support flexible and inclusive workplaces. Our flexible approach, tailored for each client uses a mix of virtual and face to face group coaching supplemented with e-learning to create powerful long-term support networks, role models and mentors that facilitates the sharing of best practice across an organisation. Having coached thousands of parents, carers and their managers we have developed considerable insight into the barriers and solutions to supporting working parents and carers for the benefit of the individual, their team and the businesses they work for.





# EMPLOYEE RESOURCE GROUPS SUPPORTING WORKING PARENTS & CARERS

## EMPLOYEE RESOURCE GROUPS WORKSHOP SESSIONS

Below are examples of our most popular workshop sessions for employee resource groups. All sessions can be tailored to meet an organisation's particular needs.

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

Sharing the reality of combining dual roles through normalising experiences and sharing key challenges with others. Exchanging solutions and practical tips to address these challenges and make work and family work.

### What are your boundaries as a working parent or carer? Getting clear on your version of success.

Identifying priorities, setting boundaries, and making choices. Prioritising time due to increasing career and family demands. Navigating the world of paid and unpaid caring and domestic responsibilities.

### How do you look after your wellbeing as a working parent or carer?

Supporting you to be effective and productive. Looking after different aspects of wellbeing maintain the resilience to combine the dual roles effectively. Understanding stress and guilt many parents & carers feel and the role that our thinking can play.

### Setting up your employee resource group

Supporting an organisation to set up its employee resource group. Facilitated sessions to help decide focus and priorities.

### Getting tactical about managing a career as a working parent or carer

Focusing time on image, profile, reputation and career progression as a working parent or carer. Getting clearer about strategies to facilitate ongoing career conversations and progress towards objectives at work and home.

### Navigating career and caring – workshop for working carers

Helping carers to share the unique challenges of combining caring and career. Share, and be offered, strategies to address the challenges constructively and gain practical tips to maintain their own self-care and wellbeing.

### Preparing for parental leave

Developing a practical checklist of what needs to be done before, during and after leave and how to effectively negotiate and communicate a return to work solution.

### Supporting working parents & carers

Increase managers' understanding of the difficulties commonly faced by working parents and carers. Understand what you can do as a line manager to effectively support these groups, sharing experience with other line managers in the organisation.

### Managing flexible teams

Practical workshop allowing managers to discuss the challenges of managing hybrid and flexible team and understand practical ways they can make flexibility work for the individuals in their team, themselves and the wider organisation.

### FREE TASTER SESSIONS

We frequently run free introduction taster sessions for some of our most popular programmes. If you would like to send a representative from your ERG to sample our courses, please do get in touch to find out more.

