

# KWM & How Do You Do It

---

Supporting working mothers'  
retention and progression





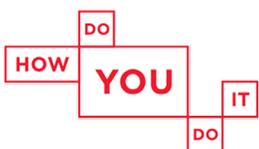
# INTRODUCTION

How Do You Do It have been working with leading law firm King & Wood Mallesons (KWM) since 2014 to support the working parents within their organisation and among their clients with coaching for both working mothers and fathers. The programs for working mothers specifically looked to support two strategic priorities for KWM, namely:

- Support the gender equality strategy and execution for female retention and progression to partner
- Equalise the experience and outcomes for men and women within the firm after they have become parents

The program consists of group coaching sessions once a mother has returned to work after parental leave and is often extended to clients of KWM to strengthen key relationships and share the benefits of the course more widely. Courses have been run face to face since 2014 in Sydney, Brisbane, Canberra, Melbourne and Perth and since the start of the COVID-19 pandemic all have been developed for virtual delivery.

Participants benefit hugely from the network developed in a group coaching environment and the multi-session approach over several months ensures a period of ongoing support and time for reflection as working mothers make the transition back to their careers.

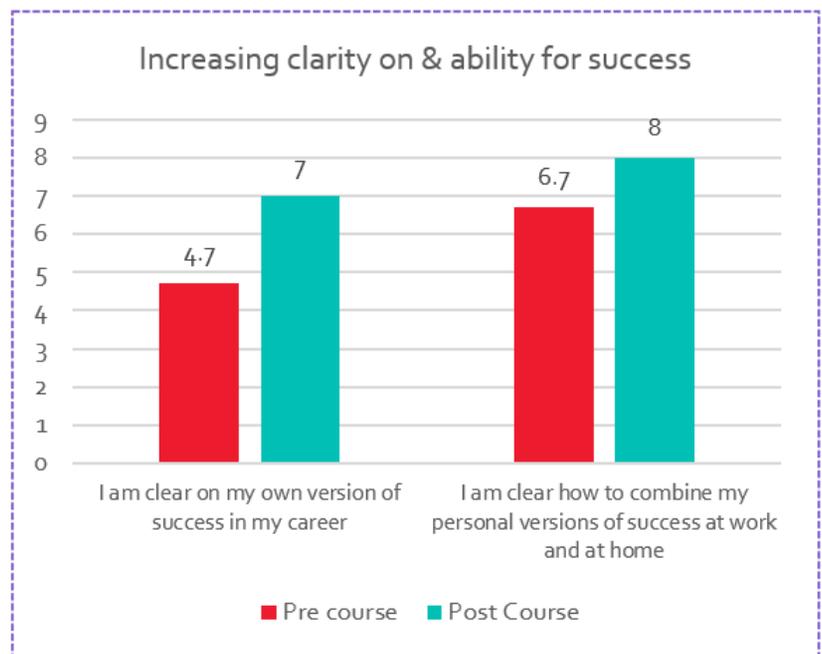
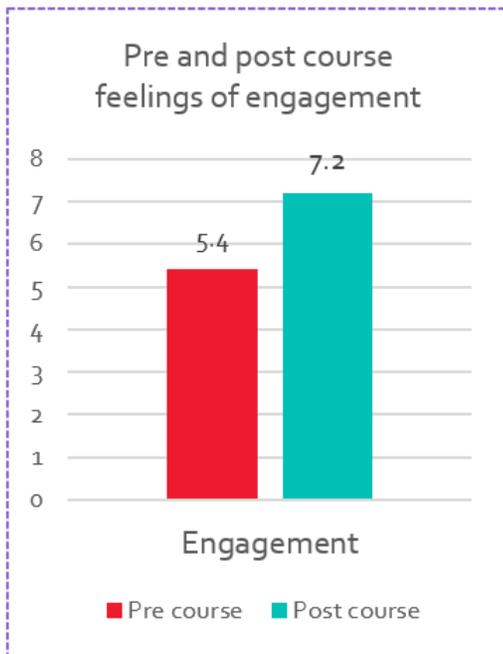


# RESULTS

*“The program gave me a renewed focus on my career goals”*

- Working Mother at KWM

At the start and end of our program we ask working mothers a series of 20 questions that look at their attitudes to topics such as: how able they feel to combine work and family, how confident and competent they feel about their ability to combine both, how positive they feel about their organisation’s support for working parents and how clear they feel with regards to their version of success. Working mothers at KWM have consistently shown positive scores across the 20 measures in all locations that our programmes have run.

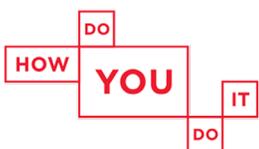


SOURCE: Engagement: Working mothers’ programme, Sydney 2019 & Brisbane 2018. Clarity: Sydney 2019, most valuable outcomes Brisbane 2018, recommendation WMP’s Brisbane, Perth, Canberra, Sydney & Melbourne 2016-2019

**100%** recommendation on all KWM programs

## WHAT PARTICIPANTS SAY

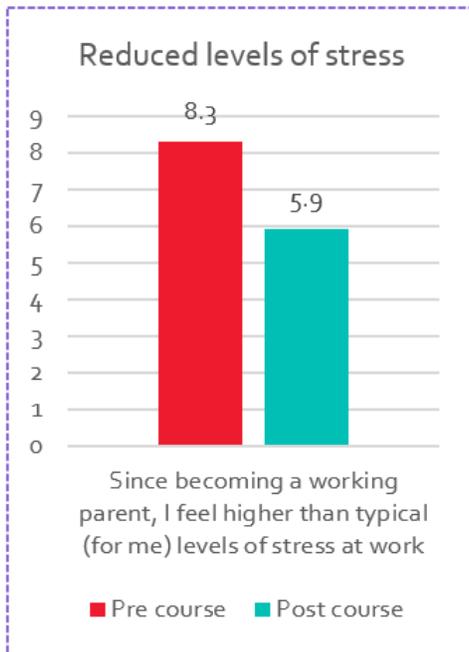
*By offering this program for working mothers, KWM shows it is genuine about helping and supporting working mothers. It will allow KWM to attract and retain talent.”* - **WORKING MOTHER**



# RESULTS

*“It reinforced the benefits of being a working mother. The values exercise was excellent as it clarified my choices and enabled me to own my choices and lose the “victim position” that I sometimes took.”*

- Working Mother at KWM



## MOST VALUABLE OUTCOMES OF THE PROGRAM

1. **Practical** and **relevant strategies** for combining work and parental responsibilities
2. **Increased clarity** on my **version of success** at work and home
3. **A network** of other working mothers

*“These programs result in more highly engaged employees in respect to their work and the firm.”*

- Working Mother at KWM

# PROGRAM OUTLINE

1

## **Career and family - the reality of combining dual roles**

Identifying the key challenges and benefits of being a working parent. Giving input about specific challenges and solutions in their own organisation or industry. Realising the challenges are common to many working parents and shared learnings are normalising and key.

2

## **Getting clear on their version of success as a working parent**

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.

3

## **Managing self - dealing with stress and guilt as a working parent**

Minimising guilt and stress as a working parent by dealing with unhelpful thinking, assumptions and biases, the individual's and others. This includes dealing with self-criticism about combining career and family.

4

## **Communicating confidently about career and life choices with key stakeholders at work and home**

Dealing with and responding to external perceptions and judgements effectively. Communicating clearly and confidently about work and life choices. Navigating situations when career and family conflict.

## **About How Do You Do It**

How Do You Do It is an International coaching consultancy, established in 2006 to support the retention and progression of working parents. We have always worked with mums and dads and having coached thousands of parents and their managers, we have developed considerable insight into the barriers and solutions to supporting working parents for the benefit of the individual, their team and the wider organisation. Looking at the whole person and how they navigate their career and family responsibilities, How Do You Do It enables individuals to thrive and organisations to benefit from the broadest talent pool.

Find out more about our programs for individuals, managers and the wider support we can offer organisations [here](#).

