

Parental Support

Coaching | Resources

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This great transition can be a challenging and emotional time in a person's life with highs and lows that need consistent and transparent support. Offering coaching to parents 'to be' and returning parents can be highly beneficial for their mental wellbeing and engagement but also for retention within the business. Providing coaching sessions with supporting informational resources for managers to guide them through all parental matters including maternity/paternity leave, adoption and surrogacy means they are confident and well equipped for pregnancy, leave and return to work.

The subject of parental support is becoming increasingly highlighted in the news, and legislation changes, which shows that employers that this is a vital area to address and how they should be modelling best practice.

Content

The Parental Support programme provides a space for individuals and their managers to feel supported and guided through their journey with 1:1 coaching and supporting resources.

- Employee to feel confident in discussing Maternal/Parental leave and flexibility
- Line Managers to be confident in providing returners flexible work
- Support and maintain self-confidence and engagement with employee
- Boost retention of this important segment of the workforce
- All women and men are clear on their rights/HR process
- Line Manager responsibility
- Smooth and effective transition back to work
- Minimise impact on career progression
- Smooth and rapid resumption of performance

Format

The coaching sessions are run by maternity/parental experts from our EDI team and can be delivered virtually or face to face.

Employee Coaching Sessions

- Session 1: Employee still at work
- Session 2: Employee on maternity leave
- Session 3: Employee back at work

Manager Coaching Sessions

- Session 1: Employee still at work
- Session 2: Employee on maternity leave

Line Manager Guides or videos on each trimester.

