

SUPPORT WORKING PARENTS IN REACHING THEIR FULL POTENTIAL AT WORK & AT HOME.

Work Happy Mums



At Work Happy Mums, our aim is to embed excellence in family friendly working into each and every workplace.

WE HELP FAMILIES & BUSINESSES THRIVE

We help families and businesses thrive by helping organisations embed practical and cost-effective family friendly working practices into the workplace, and become better placed to attract, support and retain valuable talent. We work with our clients to become an employer of choice - better meeting the needs of their employees, creating a balanced and inclusive workforce, and in turn positively impacting on their bottom line.

Being a culture that is inclusive of working parents represents a significant challenge for companies today - 56% of working mothers and 50% of working fathers say finding work-life balance is "very" difficult. That lack of balance is the number one reason they feel unmotivated at work, change jobs or decide to opt out of the workplace altogether.

We have supported hundreds of parents through all phases of their careers and know what they want and need from their work to feel engaged and fulfilled, and what their employers can do to stand behind them and give them the support they need have a good balance between work and family life and reach their highest potential - the key to business success.

PRIORITISING EMPLOYEES & FAMILIES HAS A TANGIBLE BUSINESS BENEFIT

The world of work is changing fast and the social demands and lives of millions of employees are changing with it. Creating a workplace that supports employees and family life isn't just the right thing to do, it is economically advantageous.

Employees are more productive, engaged and motivated when they have control over their home and work life.

Business benefits:

- Retain great employees
- Attract the best talent
- Reduce recruitment & training costs
- Reduce absenteeism
- Enhance productivity
- Create a diverse workforce
- Property rationalisation
- Increase employee loyalty & commitment
- Have the reputation as an excellent employer
- Align with product demand

WHAT IS FAMILY FRIENDLY WORKING?

Flexible and family friendly working comes in many different shapes and sizes depending on the business and its employees.

It is about finding more effective and productive ways of working that meet both business and employee needs. It includes any type of working arrangement that gives some degree of flexibility on employees carry out their work.

Traditionally, it has been mothers seeking flexible work arrangements. However, an increasing number of employees - both those with and without caring responsibilities - are seeking to work flexibly for a variety of reasons. Millennials say that personal development and work-life balance rank higher than financial reward, with flexible working coming second (PWC, 'Millennials at Work').



HOW CAN WORK HAPPY MUMS HELP YOU?

Our range of programmes provide the expert information and resources needed to:

- Create and promote a family friendly workplace with policies, practices and a culture that helps parents combine a great career with their caring responsibilities.
- Develop an agile, flexible approach to work for women and men.
- Support parents transitioning in and out of the workforce while starting a family.
- Promote a diverse and inclusive workplace, and equal opportunities for all.
- Reduce bias and pregnancy discrimination

Offerings include:

- Maternity & paternity coaching
- Membership to The WHM Club
- Executive coaching
- Training seminars & workshops
- 'Manager Education' workshops
- Speakers Bureau

We specifically tailor our programmes to your business

There is no “one-size-fits-all” framework that can be applied to each organisation when it comes to the strategy and best practices for the development and retention of employees. All our programmes are tailored to the specific objectives, needs and culture of your business. They can also be designed to suit different time frames and budgets, and fit easily into the busy lives of working parents.

There are multiple ways organisations can support working parents. The most powerful work-life solutions are ones every organisation can implement. They're low-intervention, low-drama, and many of them don't cost a thing.

WHY WORK WITH US?

Our support programmes offer win/win results for parents and the organisations they work for.

Results for employers:

- Enhanced reputation and ability to attract the best talent as an employer of choice
- Increased retention of talented employees resulting in decreased turnover and training costs
- Increased support leading to increased engagement, increased productivity and alignment of organisational and individual career goals
- Ongoing development of the female talent pipeline
- Increased workforce participation resulting in diversity of thought and leadership which positively enhances productivity and profitability
- Minimising legal risks of potential discrimination against working mothers.

Results for parents:

- Competence and confidence
- A support network in your organisation
- Clarity and career progression
- Less stress, more motivation
- A more balanced and fulfilling life

OUR TEAM

Work Happy Mums works with a small and trusted team of coaches, consultants and trainers, each with skills and experience in this space, and all intimately familiar with the challenges of being a working parent. Our first-hand experience comes from living and breathing it every day, not only in our own lives but through the lives of the hundreds of working parents we have worked with over the years. We are proud to know that our team have really helped to change not just people's careers, but their lives, supporting parents in achieving their most fulfilling ambitions at home and at work.

CONTACT US

Please get in touch to arrange a meeting with us to discuss your situation and find out in more detail about how our programmes work and how they can benefit your organisation.

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