

# HOW CAN WORK HAPPY MUMS HELP YOUR BUSINESS?

WORK HAPPY MUMS

## OUR PROGRAMMES

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

### Maternity & Paternity Coaching

#### Our Transitions Programme

Our Transitions Programme brings together mothers-to-be from a range of organisations, from small and medium businesses to multi-national corporations, equipping them with the skills and confidence to balance their family needs and career goals. It's this collaboration of different experiences, expertise and perspectives that makes the programme such a unique and exciting development opportunity for your female employees. The programme is divided into 4 half-day modules: 'Pregnancy at work', 'Maternity Leave', 'Working Parents' and 'Managing your Career'.

#### Maternity Coaching

We support employees in-house through pregnancy, maternity leave and on return to work; through our 1-1 maternity coaching and group workshops. We also offer a 3-hour workshop to equip your maternity mentors with the skills and confidence they need to effectively mentor someone through maternity.

#### Paternity Coaching

We work with 'expectant', new and current dads in small groups and in larger, 'auditorium-style' presentations, with a key focus on issues relating to work/life balance.

## Executive Coaching

One-to-one coaching can help talented individuals create the change they want and the results they aspire to. In a confidential and safe setting, our skilled and experienced coaches support senior working parents in dealing with major life transitions, developing strategies to make their work and life priorities work.

## Training Seminars & Workshops

Our range of seminars and workshops, including our popular one hour Lunch & Learn sessions ideal for the lunchtime slot, provide vital support and information to assist working parents in managing work and family needs. They cover each life stage and career transition point an employee will experience on their working parent journey, including:

- Preparing for parental leave
- Returning to work & reconnecting
- Managing and advancing in your career as a working mother/ parent
- Care & wellbeing for you and your family

Executive career coaches deliver the intimate, group-based workshops filled with practical tools and resources face-to-face or online.

## 'Manager Education' Workshops

These workshops equip managers with techniques and strategies that will help them to help working parents successfully manage their responsibilities at work and at home.

During the workshop, managers will:

- Talk openly with other managers and share strategies to address the challenges of managing working parents, and working flexibly.
- Increase their understanding of the difficulties commonly faced by working parents and understand the keys to 'making it all work'.
- Develop practical tools to support working parents more confidently.

## Speakers Bureau

Our experienced, informed and engaging Speakers Bureau representatives are available to speak present or moderate at forums where working parent and family friendly policies are on the agenda, including conferences, in-house training and events and panel discussions.

Designed and delivered from both an employers and employees perspective, example topics include:

- Preparing for parental leave and returning to work
- Strategies for successfully combining career and family
- Supporting working dads - what men need and want
- Managing and promoting a flexible work environment
- Work-life balance
- How to avoid pregnancy discrimination
- Family friendly workplace best practice policies and programmes
- Women in leadership
- Diversity management
- Gender equality in the home and at work