

RETURN TO WORK COACHING

We want kaimahi returning to work to feel supported, engaged and prepared. This targeted coaching programme provides practical advice, guidance and support to returning parents and their managers to enable a smooth transition.

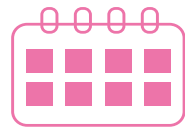
Psychology at Work - We shape better workplaces using the science of psychology



1/3 Parents returning to work don't feel supported by their employer



Challenging attitudes, lack of information, preparation and practical support were among the greatest challenges



Most parents felt practical support and pre-planning would have supported their journey

BENEFITS FOR PARENTS RETURNING TO WORK:

- ✓ **Increase confidence** in ability to successfully combine parenting and career responsibilities.
- ✓ **De-struggle the juggle** by creating a practical plan to prepare for and manage the transition.
- ✓ **Manage wellbeing** in a holistic way using the te whare tapū wha model.
- ✓ **Increase engagement** with tools and resources to develop a targeted career plan.

BENEFITS FOR ORGANISATIONS:

- ✓ **Education** to increase capability of leaders to ensure returnees have a positive experience.
- ✓ **Retention** improvement because when parents don't feel supported they look elsewhere.
- ✓ **Access to tools** and resources so leaders can plan and manage the transition in a mana-uplifting way.
- ✓ **Increase consistency** so all returnees have an experience that reflects organisational commitments.

OUR PROGRAMME

We utilise a mana-empowering approach, tailored to the person's needs and context. Here's an example of how a programme might be structured:



2x coaching sessions leading up to the return (either before or during parental leave or a mix of both)

LEARN

(BEFORE):

- Understanding your workplace policies, what's offered and legal entitlements
- Preparing for handing over and conversations to have with your manager/HR
- Financial advice (optional session available with financial advisor)



1x session with both manager and employee before return or early in the return

PLAN

(DURING):

- Creating a transition plan based on your ideal home and work circumstances
- Managing the struggle of the juggle and the mental load
- Inclusion and reintegrating into the team
- Understanding how to ask for what you need at home and in the workplace
- Building confidence and creating strategies to overcome guilt
- Practicalities of returning to work - childcare, support, boundaries etc.



2x coaching sessions: one with returnee and one with manager"

ACTION

(RETURNING AND BEYOND):

- Re-induction and fine tuning your transition
- Maximising your effectiveness and performance once you get back to work
- Dealing with unexpected challenges
- Career planning – pathways and development

THE PROGRAMME:

SELF-INSIGHT ASSESSMENT

A monumental shift often happens when becoming a parent – potentially impacting our sense of self, drivers, and outlook. Our programme starts with a holistic self-insight assessment which helps target coaching conversations to the needs of the returning parent.

TAILORED PARENT 1:1 COACHING

Sessions work to build confidence, provide practical support for tackling any areas of concern, and create a sustainable plan for the transition to being a working parent and beyond. We welcome whānau, partners or other support to come along to the session(s).

LEADER 1:1 COACHING

Organisations want their kaimahi to have a consistently great experience returning to work. Our leader session(s) covers considerations for the leader in ensuring a smooth and positive transition back to work for the returning parent.