



**Parent and Professional Ltd**  
**One to One Coaching**  
**To support the parental transition at**  
**work**

## Why one to one coaching

One to one coaching offers a comprehensive exploration of personal issues surrounding the challenging experience of becoming a parent at work and enables individuals to confidentially express and then work through any deeper concerns and barriers.

Each session is tailored entirely to the individual's needs at that time, and the pace and content is therefore very driven by them.



## Suggested process

The coachee is responsible for identifying with the coach when they would like to hold the sessions. 4 sessions are recommended for maximum benefit, as described in this document. Coachees will set objectives and sessions will have an emphasis on identifying ways to move forward and take action.

2 additional meetings with the manager of the employee taking leave are also recommended – ideally one before leave and one on return. These are predominantly to ensure managers are able to support their teams through flexible and empathetic leadership, as well as being able to provide practical and logistical support.

## Session 1 Expectancy at work

- 1 hour
- Held at any point during pregnancy or in preparation for family-related leave

**According to a P&P survey, 88% of respondents said they would be more motivated at work if they had been supported through expectancy and 70% feel they would have been more productive**

## Aim of session 1

Each session is tailored to the coachee's needs at the time. Many choose to discuss issues such as:

- 'professional to parent' – managing the change of image and transition to new phase of life
- maintaining confidence through change
- strengthening relationships at work in preparation for leaving
- creating and communicating a handover plan
- keeping in touch during leave
- setting up a support network and communication plan
- reflecting on any concerns
- reflecting on the impact of any expectations

## Manager meeting

- 30 minutes
- Choice of 1-1 meeting directly with the coach or 3-way with the employee and the coach

## Aim of meeting

This meeting will ensure that managers feel fully prepared to support an employee about to embark on a huge life transition. Options for discussion:

- health and wellbeing
- flexibility
- cover and handover plan
- keeping in touch plan
- setting up a support network



## Session 2 Preparing for return to work

- 1 hour
- Held at any point during family-related leave – often using a Keeping in Touch (KIT) day or a Shared Parental Leave in Touch (SPLIT) day

**“Fifty-two weeks out of work can feel like a lifetime, and is certainly long enough for new parents to feel disconnected, de-skilled and under-confident. Add sleep deprivation, career worries and the nightmare that is childcare arrangements, and returning to work can be exceptionally daunting”**

**Karen Jackson and Pritti Bajaria,  
Didlaw**

## Aim of session 2

Again, the session will be tailored entirely to the individual's concerns. It will encourage new parents to begin to reconnect with work and colleagues in a safe, supportive environment and to begin to consider how they feel about returning to work.

This is a comprehensive and challenging session for many, as coachees may choose to work through the many options of return to make sure they find the right solution for themselves, their families and their careers.

## Options for discussion

- ‘reconnecting’ – reflecting on experiences, highs and lows and key self-learns
- assessing options for returning to work
- understanding personal and family values and priorities
- preparing ‘return to work’ meetings with managers
- designing the back to work plan – setting reintegration objectives and reflecting on what a happy and successful return would look like
- managing change of image from ‘parent’ back to ‘professional’
- reflecting on relationships and support network



## Sessions 3 & 4 Working parents

- 1 hour
- Held on return to work – ideally during the first 3 months

**“The rules of parenthood dictate that no sooner do you feel you are on top of things, than another challenge comes along...”**

Godridge & Gallie

## Aim of sessions 3 & 4

Again, the sessions will be tailored entirely to the individual's concerns. They will offer support in the early days of returning to work, as well as in ongoing life as a working parent.

The coaching can facilitate a more confident and quicker reintegration into the workplace and will help identify personal concerns and potential obstacles. Potential solutions and ways forward will be identified by the coachee.

## Options for discussion

- identifying and reflecting on what's going well and where the biggest challenges lie
- discussing the return to work options – are all the factors that lead to a sustainable and healthy work/family balance in place?
- personal skills audit; where are the strengths and the gaps?
- reflecting on transferable skills
- assessing and understanding career direction
- assessing time management skills needed for managing work/family balance
- identifying and managing stress levels
- being the best you can be at this time: managing image and relationships
- assessing personal visibility, stakeholder management and navigating the politics



## Manager meeting

- 30 minutes
- Choice of 1-1 meeting directly with the coach or 3-way with the employee and the coach

## Aim of meeting

To discuss a full circle of support for the returner so that managers feel confident to support someone returning from long-term leave. Managers will be able to make their team members feel welcomed, supported and understood.

## Options for discussion

- reintegration to the team
- change management
- assessing flexibility and impact of any changes agreed
- identifying reintegration objectives
- assessing support network
- personal development plans going forward

“Having an employee return from leave can sometimes be a challenge to manage if you don’t know the relevant processes and procedures. Retaining excellent, skilled staff is difficult at the best of times so making sure that you get it right with your returner is important.”

[www.peachlaw.co.uk](http://www.peachlaw.co.uk)



## Meet our Coaches

We have a dedicated team of professional parental transition and career management coaches to support the diverse cross-cultural needs of internationally based teams.

We have selected our team of coaches for their desire and ability to create genuine change and results.

They partner up with their coaching clients to act as their champions throughout change. They create a nurturing, compassionate and caring space for clients to make compelling and lasting changes. All our coaches are ICF accredited (or equivalent).

**Mythily Bhageerutty**  
United Kingdom



**Sarah Flynn**  
United Kingdom



**Louise Hallett**  
United Kingdom



**Ian Dinwiddy**  
United Kingdom

**Jayne Purinton**  
United States



**Anne Gelebart**  
Europe



**Natalia Schweizer**  
Europe



**Karen Bassil**  
Middle East

**Recent Coaching Feedback:**

“This was easily one of the most worthwhile experiences of my career, in terms of helping me to manage the current situation and in preparing for the future. I would wholeheartedly recommend this to anyone and I plan to consult my manager to see if I can continue to work with my coach.”

“My coach was great, very helpful and always encouraging. I felt I could be myself when speaking with her and she really played a big part in helping to build my confidence in how I approached various aspects of work pre and post maternity leave.”

“My coach was so valuable to me in a very difficult situation. I left every session feeling positive and better about myself and even in days where I feel lost again I hold onto what we have agreed by way of actions and use that as focus. She is extremely personable and made a real effort to connect and understand me as a person. She is an excellent approachable coach and only wish I could have had more sessions. I treasure the 4 that I had with her.”

“I think you guys do an amazing job and my coach was so helpful and powerful in assisting me in my transition back from maternity leave. I think coaching should be a MUST for women on maternity leave and thereafter.??I am grateful for this opportunity and look forward to working with her again in the future!”

“I thoroughly enjoyed working with my coach on my return to work after a second maternity leave. She was understanding, asked thought provoking questions and made me feel I was in safe environment. She recommended external links and books for me to follow up on and always remembered what we had discussed in our last session. This showed she really cared and was there to help me.”

“I have never really considered coaching previously; however, I now not only see the benefits, but I would highly recommend it to others. My coach was excellent – open and engaging and empowering with kind determination. I would recommend her to others and would also gladly employ her service for myself in future.”

