

How do we retain and develop our people through life's *big* transitions?

An Employer's Guide to My Family Care's Life Transition Coaching

My
Family
Care™

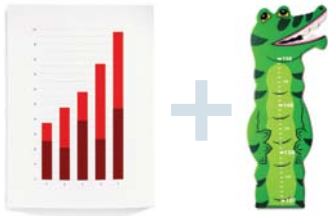


Making work+family work

Life is all about change. Retaining talented employees means that you are likely to see them through some major life changes. Key transitions can include becoming a parent, relocating, changes in family structure and becoming a carer, of elderly parents, for example.

Employees are often as worried as you are about how they will combine family demands and upheavals with their role and career.

Supporting them at these times and keeping them engaged is an indispensable part of keeping their talents on board. It is also an important part of having a more diverse group of leaders who make it through to the top.



How can we help?

Our coaching solutions help keep talented people on board through the transitions of life.

We've helped employees working in the most demanding roles, in some of the toughest business environments through key life transitions, enabling them to make **work+family** work.

Our Head of Coaching brings extensive knowledge and practical experience gained through more than 20 years experience of executive coaching, mentoring and leadership development; pioneering maternity coaching since 2005. So we know the issues and what works.

We also recognise that major life transitions are a source of huge personal development. Our coaches enable employees to harness new strengths at work, for example, new parents often become more adept at multitasking and develop greater levels of diplomacy. We also focus on time management and prioritising.

With a long history of award winning innovation, we are unique at My Family Care in providing this broad scope of coaching support for life transitions in demanding corporate environments.

We can deliver coaching on an individual basis, either face-to-face, by telephone, or through workshops and webinars.

Why do companies offer Life Transition Coaching to their employees?

Retaining valuable talent

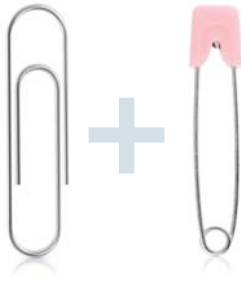
Coaching has a valuable role to play not only in increasing the retention of women returning to work after maternity leave, but increasingly within other groups such as new fathers, working carers and relocating employees.

Creating engaged employees and developing the employer brand

Helping and supporting employees through the big life transitions, not only ensures that their ability to manage their work commitments is maximised, but also ensures that they feel valued and in turn value their employer more.

Enhanced leadership development

Coaching supports personal development. Confidence, clarity of goals, both personal and professional and a sense of empowerment are frequent outcomes of Life Transition Coaching.



"The most valuable thing is to get the perspective of other people within the firm in the same boat, in a similar situation – different parts of the same boat but still the same boat, we all have to cope. The fact the course is running is a testament to the firm, and working through the case study scenarios on the programme is very helpful."
**Investment bank associate,
Group maternity coaching**

For Maternity & Paternity Returners

Maternity & Paternity Transition Coaching

We provide coaching at three key stages of the transition to parenthood.

- **Planning and preparation coaching session – prior to leave**
We set the foundations for successful maternity or paternity hand-over and ways of staying in touch with the business. We also prepare the way for individuals to make sense of becoming a mother or father and how they will balance that with their career and personal values going forward.
- **Return with confidence coaching session – during leave**
This is an important time for those on maternity or paternity leave to re-engage with their professional aspirations and take charge of their return. Our coaches will help the new parent to 'hit the ground running', with confidence and clarity.
- **Back in the driving seat coaching session – following return**
We focus on building support and networks and enabling prioritisation and efficient working. There is huge personal development that takes place at the transition to parenthood and this session in particular encourages the individual to harness this, dealing with any anxieties relating to a need to 'prove' him or herself.

Facilitating Keep In Touch Days

We can help you design keep in touch days, building coaching into a wider programme. We recommend meetings with managers, business updates and a Q&A panel to learn from the experience of previous returners.

We can also take care of the practical aspect of childcare through providing temporary professional onsite crèche facilities for new parents.

Engaging new fathers

New fathers can feel neglected and less engaged during this transition so we also provide group workshops dedicated to dads. These offer an upbeat look at strategies to make the most of working fatherhood and manage pressures to perform in both work and family life.

For Working Parents



"I liked learning about 'shouldy thinking'. It's memorable and gives me something to take away and try to use to be less rigid in what I want so I can react more positively. I found the talk quite motivating. I'm going to be trying to spot my 'time stealers' and rethink them as well."
**Leading law firm associate,
Participant in parents
lunchtime seminar**

Combining work and school age children can be more complicated than with babies and toddlers.

Our tailored coaching approach equips parents to more effectively manage **work+family**. We help build confidence, assertiveness and leadership in the workplace and at home, and if required support parents in successfully managing flexible working.

We can coach parents one-to-one and we can transfer our knowledge and skills to you to enable you to run your own internal programmes. As an alternative our lunchtime seminars combine the benefits of coaching and networking. They offer practical tools and resources on a range of relevant topics and a great chance to exchange ideas and support.

- **Childcare: making the choices that suit you** – A review of the full range of childcare options put in the context of personal needs.
- **Being the best working parent you can be** – A light-hearted yet insightful look at managing the perfectionism and guilt we sometimes fall into as parents. Encourages fresh perspectives and practical actions.
- **The balancing act** – We use a coaching model to review balance in different areas of life and bring out and share realistic strategies for managing this.
- **Build and make the most of your network as parents** – Strong relationships both personal and professional are a critical source of support for parents and carers. We explore how to best leverage those relationships to enhance work-life balance and reach career goals.
- **First aid for babies and children** – A practical, hands-on session imparting essential reassuring skills.

For Relocating Families

Our life transition coaching for relocating employees enables individuals and their families to adapt quickly to their new working and living environment. For the individual, we pay attention to helping them build their professional profile and create influential networks. We explore the quick wins of their first 100 days and we address the cultural changes they face.

We also provide spouse coaching, supporting partners in settling in the UK and building their new life.



For Working Carers

Becoming a carer whether it happens gradually or suddenly, brings enormous challenges, often affecting work arrangements, stress levels and physical and emotional wellbeing. Providing the right information and support at the right time saves time and supports both wellbeing and performance.

Through our tailored coaching we enable employees to understand and cope with the emotional challenges of care responsibility.

We also combine coaching with advice and support in finding the right care to help individuals find their way through the complexities of care options.

"I want to take the opportunity to say to HR that this session was really timely and a well-chosen topic: thank you."
Male broker, participant in Eldercare advice seminar

Our expert coaches and specialists

We have a network of highly regarded leadership and life transition coaches around the UK and in other regions internationally, who all have experience of working in senior roles as well as managing the balance of family life.

How will it suit my company's needs and budgets?

Life Transition Coaching can be provided on an individual basis, either face-to-face, by telephone, or through workshops and webinars. Our solutions are completely customisable, it's simply a question of what suits the company's needs and budgets best. We frequently combine coaching with practical support and help in finding care solutions for those who need them.

We're also able to develop your capability to deliver coaching workshops in house and launch and maintain support networks or mentoring programmes.

Find out how My Family Care's Life Transition Coaching could make a difference to your company

Call 0845 676 7680
Click myfamilycare.co.uk

