

pre-maternity leave coaching

Our initial session takes place in the month or so before the individual is due to take her maternity leave. I will focus on how she is dealing with the hand-over of work and that established procedures to deal with matters in her absence have been agreed with the business. I will also talk about how she is preparing herself for her change in role from executive to mother.

coaching during maternity leave

I suggest one coaching session, by telephone, whilst the individual is on maternity leave, to deal with how she is coping and to ensure that the procedures agreed for dealing with matters in her absence are working in practice.

I will also help to prepare her for her return to work and deal with any worries and fears she may have. In order to make the transition back to 'executive' as smooth as possible, I will ensure that she feels confident about the logistics of her return and her role and any change in her working hours and that these are being discussed openly with the business.

coaching following return from maternity leave

At least one session is recommended during the individual's first month back at work to ensure she is coping with her return to work and feels confident about her performance and the future. I will help the channels of communication to remain open with the business to discuss any problems as they arise.

I often find that more sessions are helpful in the following months as work loads inevitably increase, and the individual has settled back and has a better understanding of how she will balance her responsibilities at home and at work in the long term.