

Work-Life Integration Matters

Boundaries	<p>Parents and carers often have days where they feel they're not doing well at work or at home. This session provides practical tips on how to take back ownership and develop and implement strategies not just to manage but also to feel empowered by the additional skills parents bring to the workplace. We can also offer a more generic version of this talk, applicable to all employees, irrespective of whether or not they have caring responsibilities.</p>
Transition Coaching	<p>These sessions are typically delivered as part of a small group workshop or via 1:1 coaching. Catherine talks about work related matters and Rachel addresses home life.</p>
Pre-Parental Leave	<p>Tips on pre-empting challenges, identifying key stakeholders and sources of support, planning checklist, knowing your values, managing expectations about becoming a parent and parenting styles.</p>
During-Parental Leave	<p>Reviewing what has and hasn't changed and the potential impact, planning for a smooth transition back into the business and preparing for discussion with line managers and colleagues. Establishing priorities, preparing to leave your child, childcare options and self care.</p>
Post-Parental Leave	<p>Recognising the challenges of coming back to work and how to overcome them. Identifying new skills brought to the workplace. Managing mindset, guilt and stress. Using time productively, 'work life merge' and the 'good enough' parent.</p>
New Parents	<p>Having children is an exciting yet very challenging time, which should not be a barrier to success at work. Juggling both work and parenting responsibilities can lead to considerable stress and change in both your personal and professional life. This session will provide a forum to build peer support and share common challenges. Along with some very practical ideas around how to feel more confident and in control.</p>
Line Managers	<p>This session will guide Line Managers through the dos and don'ts for each stage of the transition journey and help them feel equipped and confident in supporting employees to have inclusive conversations, so that the transition for those leaving and returning to work is as smooth and positive as possible.</p>
Time	<p>Having a successful career and finding time for your personal life and family, particularly for those raising children is definitely not easy. Tips to make the most of the precious time parents spend with their children at home to truly build a strong, connected relationship and ensure everyone's needs are met.</p>
Parents as Leaders	<p>There are many parallels between managing people and managing a family. Children and work colleagues thrive when they feel safe, valued, trusted, heard and understood. Whether at work or at home, how can you role model, inspire, guide, teach, support, empower and motivate, so that children or teams become the best version of themselves.</p>
Flexibility: Leaders	<p>This session will help leaders understand what drives the demand for flexibility and feel equipped and confident in having the kind of conversations that achieve a good outcome all round.</p>

Flexibility: Parents/ Carers	<p>This session explores what drives the demand for flexibility and helps employees identify what might work for them, how to prepare for a conversation and find a solution that works for everyone.</p>
Flexible / Hybrid Working	<p>Finding a balance that works both for individuals and the team is not always easy. This session recognises the challenges as well as the benefits and provides practical tips for making it work for both individuals, teams and the business as a whole.</p>



Facilitator **Rachel Vecht** (home related content)

Trained as a primary school teacher at the Institute of Education in London and taught in both the state and independent sector. She has also worked as a University mentor and lecturer to student teachers. In 2001, she founded Educating Matters, in addition to becoming a mother to 4 children. She has supported and guided tens of thousands of working parents in the corporate and public sector globally. She also delivers online parenting courses, speaks in schools, offers one to one consultations to parents globally and comments on parenting for the media, podcasts and blog posts.



Facilitator **Catherine Oliver** (work related content)

Catherine is a D&I Advisor, with a particular focus on helping businesses, from start-ups through to FTSEs, achieve gender balance and support working parents. She's also a regular speaker at industry events. Catherine has worked in corporates for c. 20 years, most recently at Sky. While she was there, she had her daughter and subsequently founded Sky's parenting network, Parents@Sky, and co-founded their award-winning Women in Leadership initiative alongside her "day job" in the Strategy team. Off the back of these initiatives Sky won the 2016 Working Mum's Overall Top Employer Award and has made The Times Top 50 Employers for Women list every year since.

