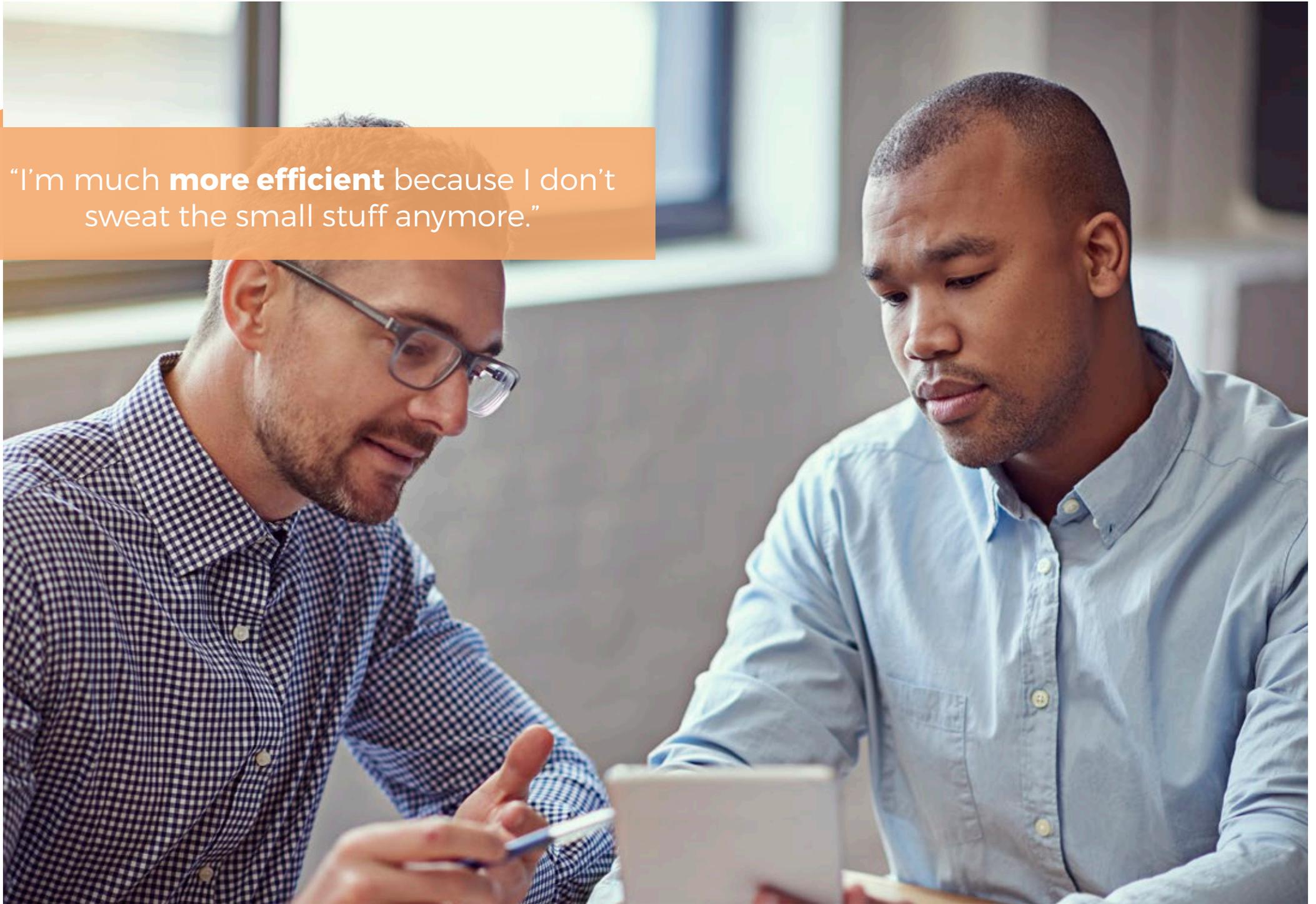


## TRANSITIONS PROGRAMME

RETURNING TO YOUR NEW SELF



“I’m much **more efficient** because I don’t sweat the small stuff anymore.”



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## NURTURING GREAT RETURNS

### **BECOMING A PARENT DOESN'T NEED TO MEAN THE END OF A PROMISING CAREER. AT WOMBA WE BELIEVE THAT STARTING OR GROWING A FAMILY IS A ONE-OF-A-KIND OPPORTUNITY FOR PERSONAL AND PROFESSIONAL DEVELOPMENT.**

Having kids is an incredible experience. Challenging too. Your world gets turned upside down and a good night's sleep is suddenly the most desirable thing you can imagine. It's also a time for reflection. How has life changed? What kind of parent do you want to be? What does this mean for your career? Is it okay to want to be professionally as well as personally fulfilled?

At WOMBA we want to help you seize this powerful opportunity for personal and professional development. Parenting is an adventure in and of itself, but it can also bring a new set of valuable skills and perspectives to the workplace. It can seem hard to find that elusive balance, but with the right support you can make positive choices and be certain about your personal and professional boundaries.

Our WOMBA Transitions Programme will give you the tools you need to channel your exciting parenting experience into positive professional growth. By investing in employees who are becoming new parents, your employer is acknowledging this unique learning opportunity, and demonstrating their commitment to your career.

The early days of parenthood bring many new skills – and plenty of milestones to celebrate! We'd like to celebrate your day-to-day victories with you, and help you enhance, develop and showcase your new skills in preparation for your return to work.

### **A SUPPORTIVE NETWORK**

It's commonplace for new parents to feel as if they're losing a sense of identity - this is particularly true for a primary care giver. Time away from work often means the temporary loss of important networks of peers and colleagues. As fulfilling as it is to marvel at your newborn's happy giggles and tiny toes, many parents also crave conversation that isn't just about baby routines.

As part of our Transitions Programme, our elite leadership coaches nurture parents from a diverse range of organisations and give them the opportunity to build networks with like-minded professionals. You'll gain an extended personal and professional network, as well as access to some of the best coaching in the world.

Our advice, in a nutshell? Return to work because you want to, not because you have to. We'll provide the guidance and tools you need to feel confident – and excited! – about your decision.

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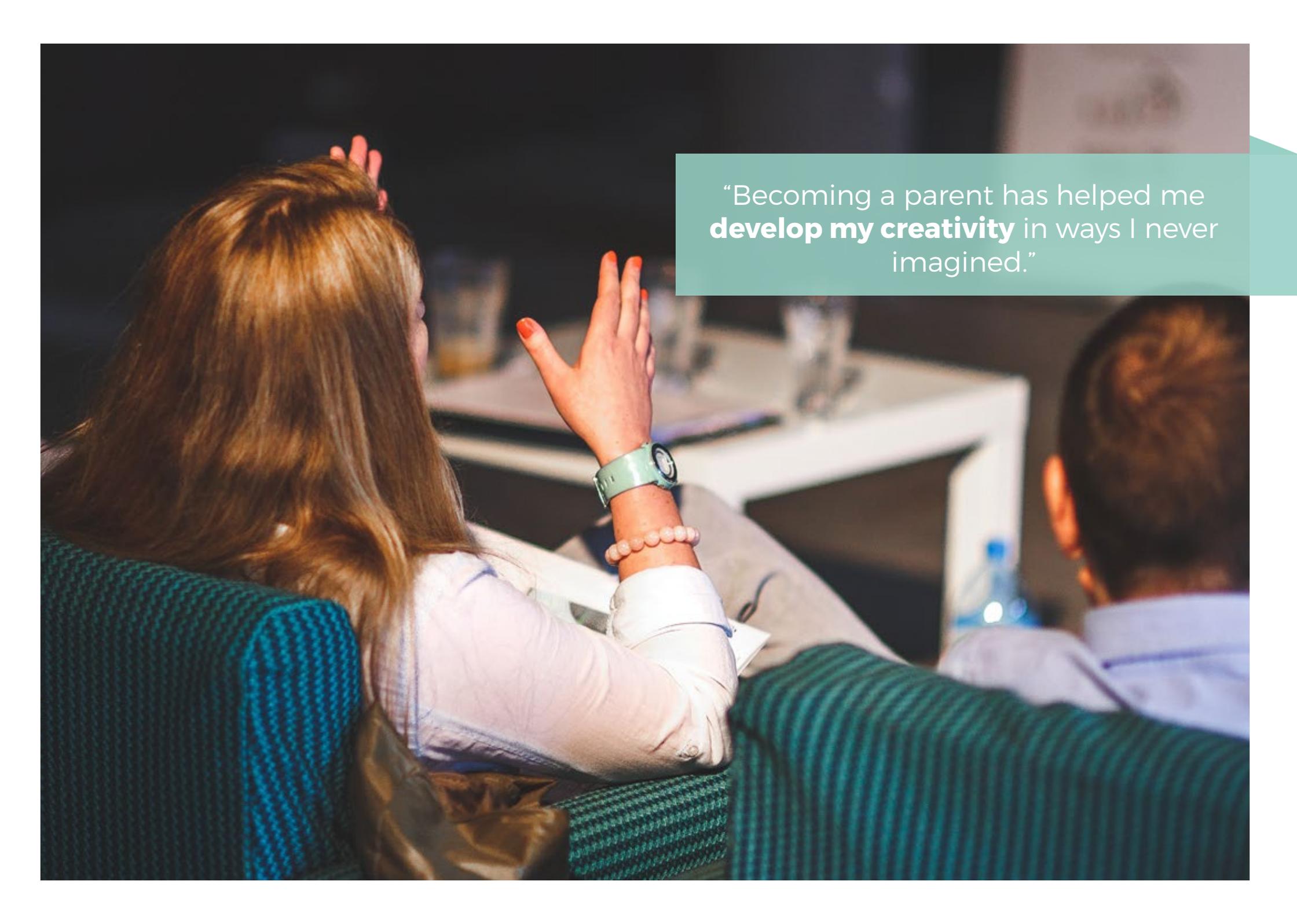
## PROGRAMME OUTLINE

### PHASE 1: PREPARATION

- Two half day modules. You should join four months before your planned departure date
- Content covers: establishing a new external network; working with identity change; mindfulness and self care; understanding your personal drivers; strategies for a successful exit and maintaining contact

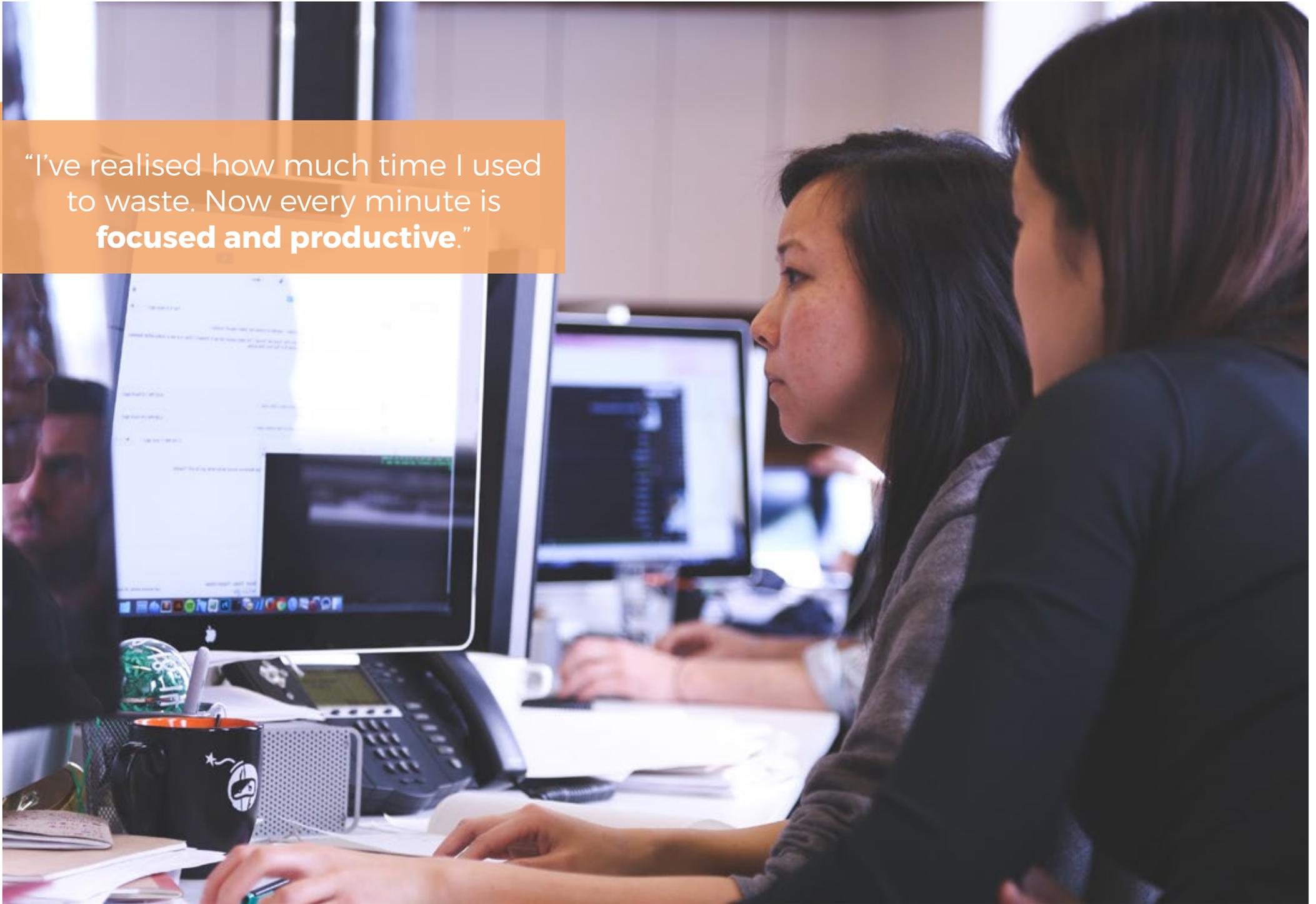
### THE AIMS OF THIS PHASE OF THE PROGRAMME ARE:

- To create a supportive community of like-minded parents
- To help you understand the psychological phases of your forthcoming transition
- To increase your self knowledge about your personal drivers and unconscious triggers that will help or hinder you during this time of change
- To develop your skills with a selection of tools and techniques that support your experience of change, help you manage energy and increase resilience
- To fully explore your stakeholder groups, as well as internal and external support networks
- To share best practice for a well-planned exit and help you stay connected during absence



“Becoming a parent has helped me **develop my creativity** in ways I never imagined.”

“I’ve realised how much time I used to waste. Now every minute is **focused and productive.**”



## PHASE 2: RECONNECTING

- Two half day modules. This phase usually starts around five months into parental leave
- Content covers: reconnecting and sharing learning; setting and communicating boundaries; negotiating a successful outcome and maintaining personal power; communicating with confidence and managing your inner game; integration of new identities; managing energy and increasing resilience

### THE AIMS OF THIS PHASE OF THE PROGRAMME ARE:

- To reconnect and strengthen the network through shared experiences of parenting
- To positively integrate new learning, skills, and perspectives into your leadership approach
- To re-examine your values and beliefs, enabling you to develop an authentic sense of your leadership purpose
- To increase your skills and confidence when setting and communicating unambiguous boundaries
- To fully prepare you for your transition back into the workplace

## FINAL PHASE: ARRIVING, SURVIVING AND THRIVING

- Two half day modules. You should attend this phase within the first two months of returning to work
- Content covers: reconnecting and sharing experiences; managing expectations of self and others; being good enough; guilt vs presence; enhancing resilience for early challenges; career planning and maintaining visibility

### THE AIMS OF THIS PHASE OF THE PROGRAMME ARE:

- To reconnect and strengthen the network through the sharing of early challenges and successes
- To develop your skill at managing internal dialogue, particularly around self limiting beliefs
- To provide you with tools and techniques to manage the expectations you have of yourself and others
- To increase your available range of tools and techniques for managing energy levels and increasing resilience
- To identify and support future career development and planning

## ABOUT US



**HELEN SACHDEV**  
PROUD MUM (OF TWO),  
FOUNDER &  
EXECUTIVE COACH



**DAN GODSALL**  
PROUD DAD (OF ONE),  
FOUNDER &  
EXECUTIVE COACH

## ABOUT WOMBA

WOMBA was founded in 2015 to champion and develop the careers of working parents and to combat the negative association between career progression and parenting.

As parents ourselves, we have experienced the highs and lows that accompany starting a family whilst trying to maintain and grow your career. It's not easy, and we don't claim that our programmes contain a magic formula that will remove all the challenges. But we do believe that with a bit of timely development and support, you can do it, if it's the right choice for you.

We're very proud and passionate about the work we do. We hope you get as much from it as we do.

A handwritten signature in black ink that reads "Helen Sachdev".

A handwritten signature in black ink that reads "D Godsall".

## TESTIMONIALS FROM PREVIOUS PARTICIPANTS

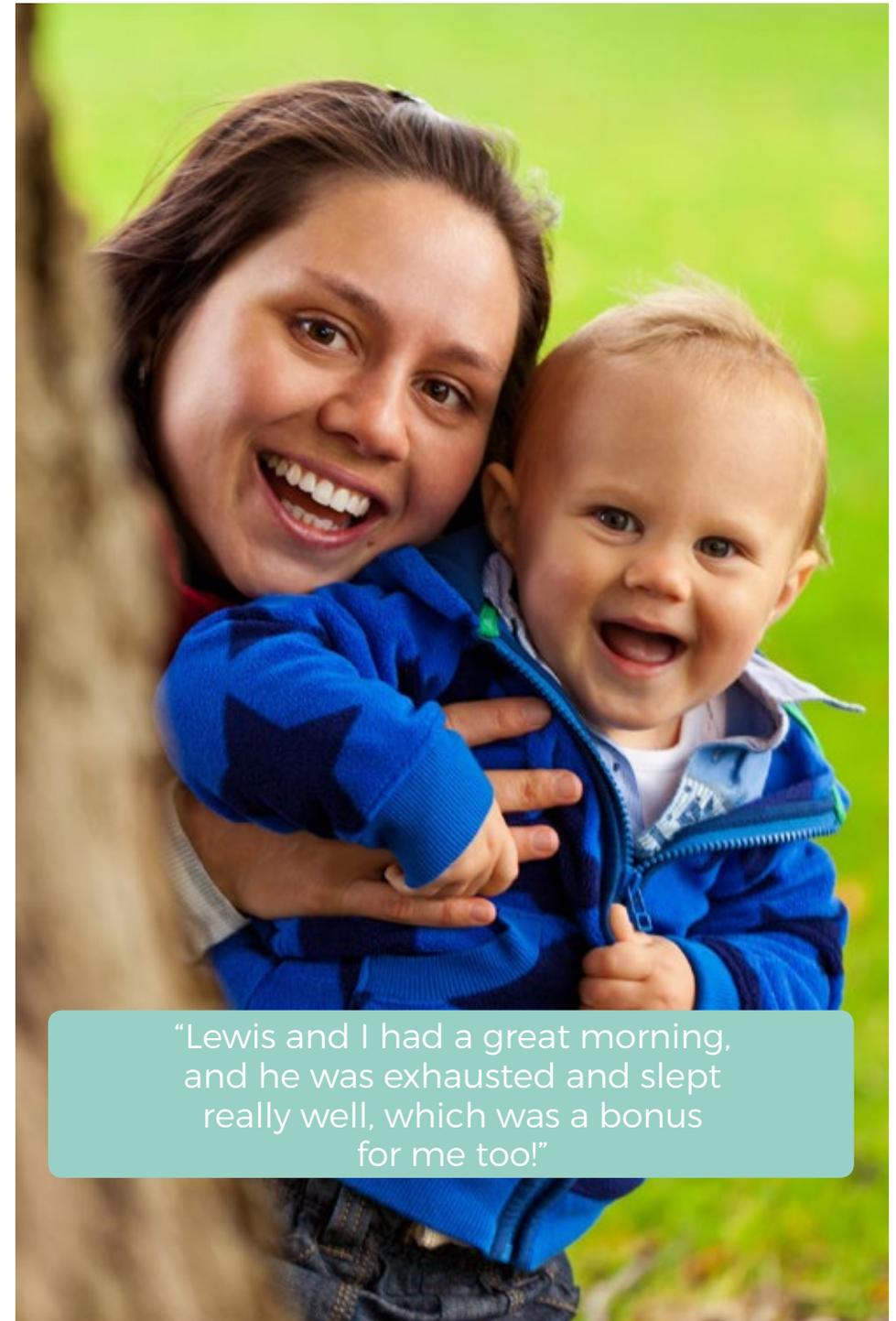
“I simply feel so supported by yourselves at WOMBA”

“I’m feeling really excited about the potential opportunities for returning to work.”

“I feel very fired up and excited after yesterday, it was a great session.”

“To have a support package like WOMBA allows you to make sure you’re appreciating all the great things about being a parent, but at the same time gives you some assurances that all of those terrifying things aren’t really as bad as you think they are at the time. “

“WOMBA gives you more confidence that when it’s time to go back to work you’ll be ready to do that.”



“Lewis and I had a great morning, and he was exhausted and slept really well, which was a bonus for me too!”

“When you have immovable deadlines it keeps you **honest and focused**”



## WHAT TO EXPECT

### BEFORE PARENTAL LEAVE

You will join a group of parents-to-be from across a range of different companies who are expecting the arrival of their new family members in the next two to four months. Every attendee has volunteered to join the programme because of their interest in developing their skills and their careers.

Your programme will be led by qualified coaches with significant experience in working with senior leaders. All of our coaches are parents too, and have experienced the challenges of balancing successful careers with parenting.

The workshops are non-judgemental and confidential spaces where participants can learn, and share experiences and ideas. The programme is designed to be a comfortable, participative, and supportive learning environment.

Your coaches will share experiences and best practice, and a range of strategies, tools, and techniques that offer real value to new parents as they navigate their way through this life-changing experience.

You will not be encouraged to do or try anything that is not consistent with your plans. The workshops are there to support and develop you, not to persuade you of a different course of action.

### DURING PARENTAL LEAVE

At your first group workshop you will decide as a group how and when you want to participate in these half day sessions. We can work remotely, using video conferencing technology, or come together for face-to-face sessions. We can also be flexible on timings, to ensure we fit it around individual family routines.

If you elect for face-to-face workshops, you can bring your newborns along too! Our participants have particularly appreciated this flexibility, and we've successfully trialled this combination of learning and play in our recent programmes.

These sessions are designed to help you recognise and consolidate the considerable development and learning you have gained from the experience of being a parent, and to plan and prepare for your return-to-work. As such, they usually qualify as part of your Keeping in Touch Days allowance, but you should check with your employer to confirm.

In our experience, participants get tremendous value from the opportunity to work through their aims and plans for their return, and to prepare for career conversations with their employer.

### BACK AT WORK

For the final stage of the programme you will be brought back together for two half days during the first few months that follow your return to work.

In these sessions we will consolidate the learning from your experience to date, and continue with your career and leadership development conversations.

These final sessions are all about you (and your growing family!), your aspirations, and how you continue to develop your career in a way that is consistent, authentic, and aligned with your values.

IF YOU'VE GOT QUESTIONS, CONCERNS OR WOULD JUST LIKE MORE INFO, WE'D LOVE TO HEAR FROM YOU.

GIVE US A CALL ON **07557 969 481** OR VISIT

**WOMBAGROUP.COM/TRANSITIONS** TO FIND OUT MORE ABOUT THE PROGRAMME AND HOW WE CAN HELP YOU.

**WE'RE CHANGING PERCEPTIONS ABOUT PARENTING. FOR PARENTS. FOR BUSINESS.**

“If you want to **get something done**,  
give it to a busy person.”

