

OUR STORY

WOMBA (Work, Me and the Baby) is an organisational and coaching practice that specialises in building inclusive cultures and programmes for working parents. WOMBA was founded in 2015 and was born out of the need to support the professional growth and healthy family life of working parents and eliminate the negative association between parenting and career progression.

WOMBA partners with organisations across the private and public sectors and has worked with clients including Tesco, AND Digital, Universal Music Group and The Government Legal Department. In 2022, WOMBA was recognised as a top 10 diversity and inclusion services provider for its work in helping organisations support working parents at critical stages in their careers.

WOMBA's approach is simple yet effective - it understands each organisation's unique culture and needs and tailors coaching programmes to create meaningful change. In doing so WOMBA helps organisations to build progressive, inclusive cultures in which diverse talent can thrive.

OUR TEAM

Our two directors, Helen Sachdev and Alison Green, offer a unique blend of executive and non-executive careers, D&I Board experience and executive coaching expertise.

Both are accredited Ashridge executive coaches. Helen is a founding member of WOMBA with a portfolio career, mainly supporting organisations with a social purpose. Alison works with leaders to achieve the work life they want through combining coaching depth with her diverse leadership experience.

As parents, we have experienced the highs and lows of having a family whilst trying to maintain and grow our careers. As leaders, we have championed diversity and inclusion in our organisations and departments.

Neither of these are easy. But we do believe our approach and coaching programmes create meaningful change for organisations and the diverse talent they want to retain. We're very proud of and passionate about the work we do.

OUR MISSION

To champion and support the professional growth and healthy family life of working parents to eliminate the negative association between parenting and career progression.

To achieve this we believe:

- meaningful steps need to be taken to become a more inclusive organisation
- leaders need to truly listen to all their employee groups and not rely on assumptions
- organisations who are trusted will thrive as well as their employees

TESTIMONIALS

"Providing expert support to navigate the professional and psychological challenges that arise from becoming a working parent requires sensitivity and skill. The team at WOMBA not only have this expertise but have worked in genuine partnership with my team to deliver an excellent support programme for our lawyers." - **Head of People Development, Government Legal Department**

"After returning from maternity leave to a new leadership role and during a pandemic - there was a lot I was hoping to get out of my coaching sessions. WOMBA's coaching helped me work through the situation around my return, development areas and specific issues as they arose. The impact - I've been able to tackle challenges with a new perspective and confidence fuelled by my coach's ability to get me to leverage and build on my own strengths." - **Business Leader, AND Digital**

"WOMBA's coaching helped me realise that being a parent was a strength, not a weakness. A small investment in support at this critical moment helps ensure that working parents reach their potential." - **Director of Strategic Planning and Insight, Nationwide Building Society**

"Coaching with WOMBA has helped me navigate my first 12 months back from maternity leave. The first session helped me get my head back into the working world and stemmed insecurities about the transition back to the office. My WOMBA coach then helped me strive and thrive towards a promotion and supported me in getting comfortable in my new role. It's been a wonderful and enriching experience and I have learned a lot about myself along the way. I wish we had more time together!" - **Service Delivery Lead, AND Digital**

"Coaching was invaluable. My coach helped me through an incredibly challenging period as I juggled a young family and my career. She made it not just bearable but enjoyable. I'm more confident, productive and better at prioritisation and managing boundaries. She was hugely supportive and understanding." - **Matthew Thornhill, Managing Director, Music Industry**

"Coaching has been invaluable in helping me develop the leadership behaviours required for me to progress in my career. Focussing on both my professional environment and my personal circumstances, my WOMBA coach has helped me to understand how to apply my beliefs and values to achieve my life goals. She is a fantastic sounding board and always comes up with a unique perspective and great ideas to overcome challenges. Her creative approach and positive energy makes every session enjoyable." - **Sustainability & Social Impact Director, WeWork**

"I quickly realised coaching was about getting to know the real me. My WOMBA coach challenged me in ways I didn't think were possible and I honestly believe I came away a different person. She coached me to deal with my upcoming maternity leave and empowered me to write my own blog to help other career focused women. I now feel strong, confident and able to cope with the challenges that await me. I wouldn't hesitate to recommend her." - **Head of Editorial, Public Relations**

"WOMBA Coaching helped me finally achieve promotion to Partner. I had reached a plateau and was struggling to make the next step up. My coach's perceptive listening gave me the space to work out what I needed to do and the tools to make things happen. This made a huge difference to the way I was perceived by my team and my bosses and, most crucially, the way I perceived myself." - **Nicola Paffard, Partner, Cripps LLP**