

# PARENTS LEADING



*Improve well-being outcomes for working parents by fully supporting the return-to-work transition.*

*A return-to-work accelerator for working parents*

## WHY

Upon returning to work, parents are suddenly faced with the tension of meeting both work and family commitments. This struggle is leading to compromised employee well-being, engagement and productivity. By not addressing the work-family divide, organisations are costing themselves financially in employee turnover and increased absenteeism.

### Primary Challenges for Working Parents\*

*62% struggle with their mental and physical health.*

*67% feel too emotionally or physically drained to contribute to family*

*Almost 50% are experiencing 'a lot of stress' or 'a great deal of stress'*

With limited or no formalised support, navigating the return-to-work transition is a stressful struggle for most parents.

For organisations this significantly compromises employee confidence, motivation and talent retention due to work-family conflict.

There is a clear business case for employers to play a leading role in supporting well-being outcomes for working parents.

### Business Case For Return-to-Work Support\*\*

*Improved productivity and employee engagement*

*Reduced turnover costs due to work-life conflict (estimated cost saving \$40,000 per employee retained)\*\*\**

*Improved well-being reduces absenteeism costs*

*Supports employer of choice and organisation best practices*

For both parents and organisations, successfully navigating competing work-family demands starts by fully supporting the return-to-work transition.

\*2019 National Working Families Report. \*\*Government Equalities Office. Family friendly working policies and practices: Motivations, influences and impacts for employers. Clare Lyonette et al, Institute for Employment Research, University of Warwick. \*\*\*2018 Turnover and Retention Report, Australian Human Resources Institute (AHRI)

## WHAT EMPLOYEES WILL GAIN

*Parents Leading is a Return-to-Work Accelerator for working parents.*

*By learning to harness well-being and navigate transition with confidence working parents thrive in family and career.*

### One-on-One Professional Coaching

- 4 x 60-minute professional coaching conversations

### Parents Leading Program

- 8 week program
- Weekly 90-minute interactive workshops
- Personal development profile
- Toolkit of proven practices and resources
- Workbook
- Personal journal
- Supportive learning community

# PROGRAM OUTCOMES

## **Create Your Map For Change.**

Clarity on where you are now and where you want to be

## **Clarity On What's Keeping You Stuck.**

Uncover the big assumptions that keep you stuck

## **Reclaim Your Personal Parenting Power.**

Establish healthy boundaries to create more time and choice

## **Understand Your Sense Of Self.**

Learn how your personality influences your parenting style

## **Access Your Strengths To Parent Resourcefully.**

Uncover blind-spots and move from reactive to resourceful parenting

## **Relate With Emotional Awareness.**

Access emotional awareness and resilience under pressure

## **Manage Conflict Positively**

Strengthen relationships and have courageous conversations with confidence

## **Build A Resilient Mindset.**

Manage anxiety to engage a calm and resilient mindset in uncertainty



## ABOUT YOUR FACILITATOR



ANNE COTTERELL

Anne is Founder and Developmental Expert at Red Leaf Studio, supporting parents wanting to step into their fullest potential and thrive in family and career. Having created her own personal journey as a parent, executive leader and entrepreneur she is well aware of what it means to dance with the uncertainty and transitions that come with navigating competing parenting and career demands and the undeniable importance of parental role-modelling in growing resilient kids.

## CONTACT

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*Moving parents from just surviving  
to thriving in family and career*