

GLOBAL COACHING LAB IN PARTNERSHIP WITH UBALANCER PRESENTS

BACK2WORK - An Integrated Multi-Stakeholder Approach To Manage Maternity Transitions At Work

Maternity - Celebration Or Trepidation

"I am Pregnant!"

Three words that might initially spell unparalleled joy, cheer and euphoria for most women could very well change to worry, anxiety and stress in no time, considering the multitude of changes that the phenomenon of maternity brings



along. Soon, the magnitude of this "good news" dawns upon not just the woman herself but her family, near and dear ones and of course her employer if she happens to be a working professional.

"It is important to create a balance on the relationship between roles rather than the roles themselves"



- How will I manage it all?
- Will I be able to balance everything?
- Will I be able to cope with the change?
- How will I do it?

These and many more questions run through the heads of these working women and their bosses.

KEY STAKEHOLDERS FOR THE PROGRAM AND THEIR TAKEAWAYS

At Global Coaching Lab, we realized the futility of simply coaching the women professionals without involving their environmental stakeholders. After months of thorough research we have identified 4 powerful components for optimum impact of the Program.

Coaching the Manager of the Women Professional – where it is important to prepare the manager to manage these transitions in a way that motivates the women professional to return back2work. The coaching would help them alleviate some of their trepidations towards handling sensitive issues. Our Coaching does not stop with just the sensitization but would go a step further to help them create their new priority plan in the absence of a team member.



Identifying and Coaching BACK2WORK COORDINATORS within the HR Team who can create an effortless organizational ecosystem for the "expecting" and "returning" professionals. Our Coaching would help them work through a thorough plan for the success of BACK2WORK

Coaching the "Expecting" Professional – where it is important to raise their awareness to a new future normal and help them plan their transition well. The support that our coaching would provide them during this period, is critical ingredient to their future balance of their choices and priorities.

Coaching the "Returning" Professional – where it is absolutely critical to help them through the entire cycle of life balance acting in their NEW NORMAL. Their ability to be in control of their life choices and priorities help improve their work performance and accelerate their growth, thus leading to a positive evolution of women professionals in leadership.

So how can the news of maternity continue to remain "Good News"

How can working women and their employers make it a productive rather than a disruptive event?

How can working women and organizations ensure the balance of career aspirations and life changes?

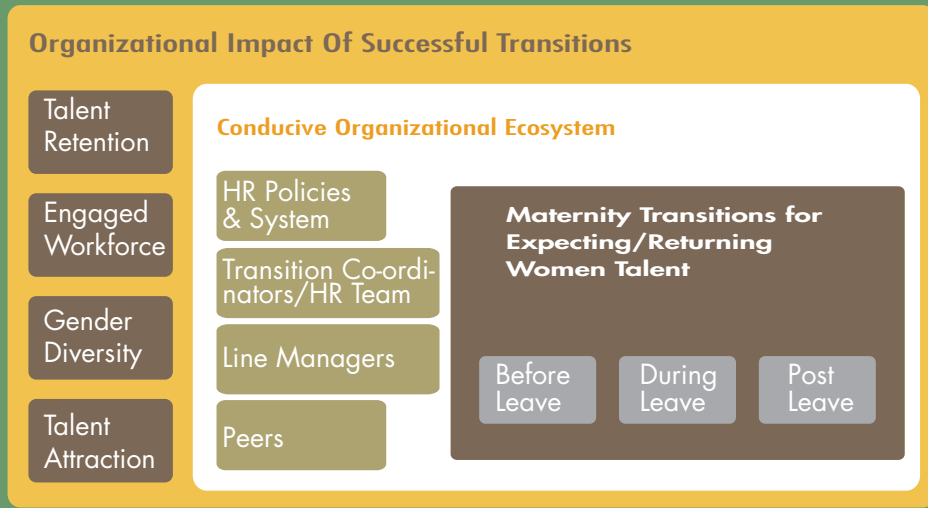
How can they transit smoothly between different phases from and back to work?



Learn all this and more in this interactive, insightful and practical Program presented by Global Coaching Lab.

Back2Work is a comprehensive and integrated multi-stakeholder approach for women professionals. "Maternity" is a life changing positive transition for any women. It comes bundled with a whole ecosystem of TRANSITIONS in both the personal and professional spheres

What Does It Mean To Organisations?



Benefits Of the Programme

For Manager's

- Learn the art and skill of sensitive conversations with employees.
- Build the skills of 3Ps- Prioritize, Plan and Prepare

For "Expecting" Women Professionals

- Build self awareness around your "new normal"
- Plan and prepare your transit from and back to work
- Learn to stay connected while you are away

For "Returning" Women Professionals

- Learn to balance life choices and changes with career aspirations
- Learn to integrate and appreciate your "new normal"

For HR Back2Work Coordinators

- Build awareness about international best practices in maternity transitions
- Learn to create organizational framework for successful maternity transitions in the organization

Who Should Attend?

- A working woman planning maternity leave/on maternity leave/returning post maternity back to work
- Team Leads/ Team Supervisors
- Managers
- HR Professionals

Why Should You Attend?

- Opportunity to experience and use the internationally acclaimed and tested life balance and priority management tool - "UBalancer"
- As an expecting or returning professional, gain insight into your "New Normal" and learn to balance your commitment towards your priorities and life roles in engaging coaching conversations with our trained Coaches.
- As managers, you will have the opportunity to improve your ability to handle TRANSITION issues of your team.
- AS HR Professionals in the role of back2work coordinators, you will develop your insights to creatively handle maternity transitions.

Why Ubalancer Tool In Back2work Programs?

Most Back2Work transitions leaves its various stakeholders (managers of women professionals, women professional themselves, HR Maternity Co ordinators) in a state of "overwhelm", where at times there is a feeling of being stretched beyond their ability to cope.

UBalancer is unique and powerful cloud based "Life Balance" Coaching Tool, developed through thorough research, experience and proven results. Through Global Coaching Lab's Coaching Solutions, this tool is now introduced into the Indian Market after its great success in Australia.

Benefits Of Ubalancer In Business?

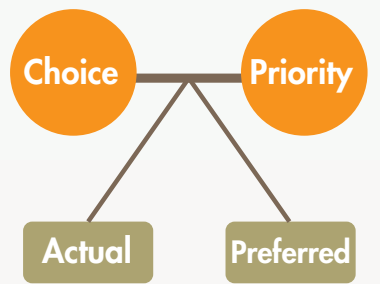
- To support the well-being of their talent
- To educate employees in Life balance concepts
- To improve employee engagement and productivity
- To facilitate transitioning
- Unlocking potential for happier and more motivated teams
- To promote staff retention



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Outcomes Of Ubalancer For The Various Back2work Stakeholders

- Educates women professionals in life balance concepts
- Develops awareness around all life roles
- Enhances skills in priority management
- Improves SMART goal setting – moving from achievable to aspirational
- Helps individuals come together to make positive changes towards achieving sustainable well being
- Promotes happier and more motivated women professionals.
- Helps Managers improve their communications styles in handling back-2work transitions. Also improve their planning and prioritization with transitioning teams
- Enhances the creativity of HR Maternity Coordinators to work with the women professionals in all stages of their transition and create transition success stories



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What Will You Experience In This Program ?

The format of One Team session with respective stakeholder groups followed by three 1:1 Coaching sessions has been designed to provide you with the right environment and space for learning, discussion, reflection and action towards your objectives related to handling maternity transitions.

The ability to bring multiple stakeholders together to address this transition, only increases the richness of this program and the potential acceleration towards the successful transition of your women talent returning back2work.

Program Investment - Introductory Prices

As you consider the possibilities of application of this offering, please evaluate the potential impact of this engagement on your business results. We can then discuss a suitable investment to help you achieve your desired results.

Your Next Steps

For further details and investments on Back2Work, contact us at

Email: womensolutions@globalcoachinglab.com

Phone: +91-9650843332

Our Coaches will use a blended approach of Group Coaching along with 1:1 sessions to help achieve the desired "Back2Work" objectives to the respective stakeholders.