



Back To Work Mother Coaching

Employee Return to Work Coaching

Ascending Motherhood coaching can provide your employees with a series of coaching sessions to support mothers back into the work environment resulting in a happier, more fulfilled, and productive member of staff.



Back To Work Mother Coaching

Many women returning to work experience a lack of confidence, struggle to manage expectations of themselves, to balance life with work and they feel they need support in realising what their strengths and abilities are. Back to work mothers want to have good relationships with managers, feel confident in contributing to the team, and to be proactive about setting expectations upon their return.

Employers want employees back and utilising their skills in the workplace, yet it can be difficult to provide individual support which deals with the complex relationship of life and work after a new baby has arrived. The support of a coach with specialist experience allows women to understand their emotions, discuss concerns, equip them with effective strategies and provide a fresh perspective.

For employers they gain motivated and productive staff who are engaged with work. Back to work mothers leave coaching feeling happier, more confident and comfortable with their choices and with plans in place to make positive change through the challenging phase of returning to work.

Having this support is an exceptional benefit to employee wellbeing and the research is clear, if an individual's wellbeing is supported there is a positive return for a business in retaining a productive, engaged, creative, and diverse thinking member of staff.

About the Coach

Coaching is delivered by Arabella Ashfield, a qualified ILM level 7 executive coach, mental health first aider, with a PhD in wellbeing and understanding living optimally.

Arabella founded Ascending Motherhood to support women through the challenges that women encounter across the motherhood journey.

She combines applied coaching skills with extensive knowledge honed from a background in positive psychology research and over a decade of experience supporting high-performing people in elite sport through transitions, understanding themselves and improving their well-being.



Coaching Delivery:

Four sessions, one hour in duration delivered online (or in person if requested and agreed by employer).

Prior to starting coaching a 30 minute connection call is held with the coachee and Arabella to outline the intentions, how coaching works, agree confidentiality, and discuss potential areas which coaching can support.

Difficulties can arise at various points in the motherhood journey, therefore employers can choose to offer coaching to start prior to the date of return, once a mother has returned, or after a mother has been back at work for a year or more. The transition process of being a mother combined with returning to work may mean support is needed across a broad time frame.

Coaching Outline:

Outlined below are the four sessions offered to employees with content that often arises. These sessions span the return-to-work phrase, from pre-return to several months after. However, the four sessions are equally applicable to mothers who have already returned for a few weeks or several months – coaching helps mothers in both circumstances and deals with their current issues.

The timeframes for each session are tailored to suit the coachee's needs. Some mothers want the sessions evenly spread out, others choose to have some sessions close together followed by several weeks apart. The timing of sessions is discussed with the coachee in the connection call and in ongoing sessions.

Four sessions are normally completed within a six-month period, maintaining steady progress where women build upon their resources and strategies in addition to dealing with the ebb and flow of challenges that arise.

01.

Between 3 and 1 month before return date.

Explore:

- Feelings about returning, any choices to be made.
- What type of working mother do I want to be?
- Structure of childcare and homelife.
- Setting expectations.

02.

Between 3 and 1 weeks before return date.

Explore:

- What support do I need in the first few weeks and from whom?
- Who are the key colleagues or staff members to engage with?
- Considering role and workload
- Setting expectations for myself and with managers.

03.

Between 3 and 1 weeks after return date.

Explore:

- Family and work life balance.
- Feelings about being away from baby.
- Unforeseen challenges.
- Workload and work clarity.

04.

Between 4 and 8 weeks after return date.

Explore:

- Overcoming any difficulties with work or relationships.
- How you are adjusting to being a working mum.
- What do you want to keep or change moving forward?
- Build confidence through understanding strengths and journey to date.

Feedback:

At the end of each coaching session the coachee will be asked for feedback regarding whether the coaching is achieving what they want and at the end of the four sessions a feedback sheet is provided to help inform coaching practice and learning. Feedback is also sought from the employer, and it is agreed in advance how an employee receiving the coaching can feedback to the employer about the coaching provided.

Confidentiality:

Confidentiality is fundamental to the relationship between coach and coachee, and information disclosed during sessions will not be fed back to the employer. Updates to the employer will involve the progress being made and any further detail would be at the discretion of the coachee and with their consent.

Scoping call:

Arranging a scoping call with the employer and the prospective coachee ahead of the coaching allows everyone to meet and understand the role of coaching. Confidentiality is outlined and any questions can be answered.

Programme investment:

£75.00 per coaching session. Four sessions per employee/coachee.

Total: £300.00 per employee. No VAT is charged.

Bespoke programmes:

Ascending Motherhood offers coaching to women throughout the motherhood journey and is happy to work with employers to create bespoke programmes.

A bespoke maternity coaching programme is tailored to the needs for your workforce. This will consider the challenges of the work roles, the experiences of staff alongside the structure and timeframes which are unique to your business. This carefully crafted programme becomes a unique part of your employee well-being offer.

Further information on other programmes for Expectant Mothers, New Mothers, and Flourishing Mothers in addition to Back to Work Mothers can be found at www.ascendingmotherhood.com.

Contact Info:

Dr Arabella Ashfield

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If you would like to explore the option of providing return to work coaching for your employees please don't hesitate to get in touch to discuss what would suit your staff and business.

Kind regards,

Arabella.

“During the session you challenged me to think about my return to work in a different way. One of the first things you encouraged me to do was acknowledge that I had been through a big life event and had taken the longest time away from work since my career began. It seems obvious but I hadn’t considered this before, and this was very helpful.”

Alice, Campaign Manager.

“Arabella provides a valuable external view away from work culture, family history etc. to help overcome preconceptions and mental blocks. Arabella has a real skill in her abilities here, as well as empathy and life experience to provide such guidance and counsel.”

“Arabella has challenged my thoughts in a really positive, non-judgemental manner and this type of support when returning to work after maternity is both rare and extremely helpful!”

Lauren, Senior IT executive.

“Recapping and summarising as we went through the session was useful for me to hear my thoughts reflected back, helped highlight key points, and enabled me to clarify if something wasn’t quite right.”

“I have taken some time to reflect on the key themes that emerged and it has been helpful to be able to express in words to a colleague that I am in a period of transition over the coming weeks. I do feel calmer and more secure about navigating the coming period of transition.”

Alice, Campaign Manager.



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