

**Reed-Robbins**  
Performance  
Solutions



Parental Transition Coaching  
Programme

0800 083 8013  
[www.reedrobbins.co.uk](http://www.reedrobbins.co.uk)

# Reed-Robbins Performance Solutions



## **Who we are:**

We are Jessica & Nick Reed-Robbins and an elite team of experienced coaches, trainers and facilitators highly skilled in performance psychologies, tools, techniques and interventions that effect rapid transformation and change.

## **WHAT we do:**

For the past 15 years, we have been using performance psychology to help unlock people's potential and be the best they can be.

This includes one to one coaching and transformational leadership and management training programmes designed to increase emotional intelligence, performance and engagement. We have also coached individuals personally through almost every life challenge imaginable.

We specialise in breakthrough coaching which helps you achieve goals and overcome challenges that would be far beyond the reach of executive coaching.

## **WHY we do it:**

We believe people are capable of being, doing and having so much more than they can imagine. We are committed to helping people overcome challenges and achieve their outcomes by empowering them with the tools to influence themselves and other people in a positive way.

We became so driven after each of us transformed our lives with the same tools and wanted to share them with as many people as possible.

## **HOW we do it:**

We help you change how you think, feel and behave so you can get results.

We can teach you concepts but that's only half the job. You need to be able to apply what you know and behave differently without having to think about it.

We use a variety of tools and interventions to help you evolve so that you effortlessly perform better in your life.

## **Who we have done it with:**

We are privileged to have provided performance solutions for well known organisations including: *Kindred, Travis Perkins Group, Specsavers, Virgin Media, Northumbrian Water Board, Lambert Smith Hampton, British Gas, Sky, British Sugar, B&Q, Urban Outfitters, Essex CC...*

## **Why work with us:**

We have been helping people achieve an infinite variety of goals for the last 15 years.

We support people as they try to become parents, help pregnant mothers be confident about birth and their journey into motherhood.

We help mums and dads integrate their new roles and integrate work and family life, help parents overcome post natal depression and support parents as they strive to make a difference in the world and inspire their children to do the same.

We take what we do personally and so we only work with people we know we can help.

We will consult with you first to find out what you need and explain how we can be of service.



# Parental Transition Coaching Programme



## Financial Times - The Brief

### **An Inclusive Workplace For All**

The Parental Transition Coaching Programme is a structured coaching support for parents returning to work after a leave of at least 3 months. Returning to work from extended family leave (maternity, paternity, adoption) can be disruptive and unsettling. Structured coaching support is provided before, during and after parental leave, to help returners increase their level of satisfaction and wellbeing.

### **Before The Employee Departs**

This session should cover current role and situation, any expectations or ambitions and development plans to support them in leaving the workplace and returning after a length of time.

### **During Leave & Before Return**

Check-in point to offer coaching support ahead of return to work. This could be aimed at building up confidence, equipping with tools to deal with anxiety and apprehension and setting realistic expectations.

### **After Return**

Within six weeks of return, this session focuses on continued development and career progression.

### **Measurable Outcomes**

- Increased satisfaction with the returners experience, measured by Returners Experience Survey
- Increased engagement (measured by Peakon)
- Decreased staff turnover for this talent pool
- Increased career mobility for this talent pool







## Session 1

### Session 1: Preparing For Parental Leave

Preparation for becoming a parent, usually begins with thoughts about the birth, equipment we will need and parenting skills etc. And yet still, most new parents naturally feel overwhelmed with the new arrival because they are not prepared for how demanding and life changing the experience will be.

Often the skills that help us feel in control and make us successful in our careers, will not help us in the same way with the arrival of a child and so we will need to prepare to adapt and develop.

It is useful to consider how you might initially respond to these challenges given your existing strengths, skills and approaches in life. E.g. Myers Briggs profile, Insights etc.

We can also help you be more prepared for the changes to your identity, your values, your relationships and goals. The more prepared you are, the more likely you will be able to navigate through this time effectively. Staying mentally and physically healthy will make the return to work, more of a smooth and comfortable transition for you and your family.

In the first session, we can consider your career plans for the future, your plans for parental leave and discuss how you make the transition as smoothly as possible for everyone.

We can consider the handover at work and how you'd like to handle that, helping you to let go emotionally and logistically.

You need to consider who and when and how you will communicate with about your return and we can help you make a plan for this.

We can also address any concerns you have about leaving, parenting or returning to work and ensure you have a plan in place to deal with any issues as they arise.

### Session 1 Topics:

- Current & future career plans
- Handover logistics
- Your communication plan
- Addressing concerns
- Your strengths, skills and current approaches to challenges.
- Getting ready emotionally for parental leave
- Anticipating and preparing for changes to your:
  - Identity
  - Values
  - Relationships
  - Career Goals
  - Personal Goals





## Session 2

### Session 2: Preparing For Your Return

So you've made it through the early days of the new arrival. You are now in the swing of family life. It's possible that your experiences range between "I think I just about have this parenting thing figured out now" to "HELP! I still don't know what I'm doing!" and you may often experience this in the space of the same hour.

And now, wherever you currently are in your journey, you are starting to consider how you're going to integrate your career, yourself and your family life together and return to work.

We will check in with you and gauge where you are and how you're feeling about returning. We will discuss your initial thoughts and feelings and address any concerns.

We will discuss any changes to your career goals and how you want to balance and integrate your family and work life and what you might need to put in place to make that happen.

You may have mixed feelings about returning and need help resolving conflicts, guilt, anxiety etc. so you can feel confident about your return.

At this time, we can also consider your networks and how to integrate yourself back to work gradually before your return date if necessary. E.g. catching up with colleagues for lunch, KIT days, popping into the office etc.

Our emphasis during this session will be to help you prepare for your return so that you are in a positive place mentally and emotionally with a flexible plan of action in place.

### Session 2 Topics:

- Check-in with current state of wellbeing
- Your initial thoughts about returning
- Addressing any concerns
- How you will achieve balance between family and work life.
- Integrating back to work smoothly
- Tools to help you feel positive about your return
- Making a flexible plan





## Session 3

### Session 3: Back At Work

So now you're back at work! You've figured out the logistics and perhaps you're still ironing out the creases or maybe you've got it figured out and you're looking ahead to what's next.

In this session, we will check in with you, to see how you are and how your transition back to work has been.

We can address any concerns you have about your current situation or the future and help you resolve any challenges you're facing being back at work. Our aim will be to help ensure you are performing as well as you'd like to be.

We will check in with your career goals and update them if necessary.

We can provide you with any tools you need to keep you focused and moving forwards.

### Check-In Before Coaching Session

Prior to each coaching session, your coach will email you to check-in with you and discuss what the focus of the next session will be. This will maximise face to face time with the coach to work on areas of most importance to you. The more information you can provide your coach with in advance, the more you will gain from your sessions.

### Session 3 Topics:

- Check-in with current state of wellbeing
- Your experience of returning
- Addressing any concerns with balance between family and work life.
- Career goals and plans
- Tools to help you keep focused and positive towards your career goals
- Making any action plans as necessary



# Your Senior Coaching Team



## JESSICA REED-ROBBINS:

### NLP MASTER TRAINER, BREAKTHROUGH COACH & MOTIVATIONAL SPEAKER

Jessica started the company in 2004, after working for JPMorgan and has been helping people to perform at their best ever since. She is the main designer of leadership and management programmes and delivers training, breakthrough coaching and motivational speaking events, including board breaking and fire-walking! She had her first baby at 41 and is now a working mum of 7 month old Rocco. Jess and her husband share the responsibilities of parenting and running the business equally and have successfully found a balance that works for their family. Alongside her corporate work, Jessica specialises in conscious parenting, relationships and health & healing.

**As your coach:** Jessica will help you pinpoint what you really want and overcome any barrier in the way. She loves nothing more than a mission impossible so if you have huge goals or huge challenges to overcome, she'll get you there.



## NICK REED-ROBBINS

### NLP TRAINER, BREAKTHROUGH COACH & FACILITATOR

Nick experienced the transformative power of performance psychology when he transformed his own life, using the tools and became dedicated to helping others do the same. He started working with Jessica in 2011 and has been delivering training and coaching programmes ever since. He now shares the running of the business and parenting of Rocco and specialises in providing breakthrough coaching for organisations and teaching our NLP training programmes. He started a dads support and networking group, soon after becoming a dad as he realised that many men needed more help and support during the overwhelming transition into parenthood.

**As your coach:** Nick is kind, light hearted and highly perceptive. He has a big heart, combined with enormous skill, and an ability to get rapid results. Whatever your situation, Nick is the dedicated coach you'll be glad to know is on your team.



## Your Elite Coaching Team



**KAREN PAUL**

### **NLP MASTER COACH, LEADERSHIP & MANAGEMENT TRAINER**

Karen is a working mum, with two teenage daughters. Her background is in media, sales and recruitment with a natural talent for mediation and conflict resolution. She was hand picked to join the Reed-Robbins team and has spent the last decade providing breakthrough and executive coaching and delivering leadership & management training for Reed-Robbins Performance Solutions. She is loved by clients and colleagues alike.

**As your coach:** Karen is charismatic, warm and fully engaged in helping you get what you want. Somehow, when Karen enters the room it feels like a long lost friend has just arrived, with just the tools you need to achieve anything you set your mind to. Whatever your outcome, you're in safe hands.



**TORI UFONDU**

### **NLP MASTER COACH, WRITER & RELATIONSHIPS COACH**

Tori is well known for championing self awareness and lasting change through highly intensive and supportive sessions. Tori coaches people in overcoming challenges and achieving personal goals. Tori's background is in content and web strategy project management. As such she has a remarkable skill in managing large and complex problems with grace and poise.

**As your coach:** Tori is intuitive, patient and insightful. She has an ability to help you see things in a completely new way that opens up possibilities and ideas for change.







Get in  
touch...



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- Performance Psychology
- Influence & Persuasion
- Communication Skills
- Presenting Skills
- Coaching Skills For Managers
- Cultural Change Programmes
- NLP Training & Qualifications
- Engagement Programmes
- Leadership Programmes
- Management Programmes
- Motivation Events