

# Manager of Maternity Development Programme

## Aim & Target Audience

A programme aimed at Line and HR professionals managing women through maternity or adoption. The programme will provide participants with the confidence, knowledge and tools to deliver high quality support through this complex transition.

## Course Content

Our course content and delivery ensures a far more confident Line/HR manager, which translates to a more positive experience for the women and the extended teams managed by them. It helps managers get beyond the fear of litigation to manage more proactively.




The most important aspect of Talking Talent's course is the bias that we place on how managers can support women through maternity in an emotionally responsible and intelligent way. How do managers need to adjust their behaviours and approaches to this transition?

Our research and anecdotal evidence from coaching shows that this has a large impact on the experience women have of maternity. It has a direct impact on retention in this way.



### Focus points for the Maternity Training Programme

The programme looks at the three stages of the maternity transition: pre-maternity, maternity leave and return from leave and career beyond. The programme observes the stages through three lenses:

-  Legal – The boundaries of employment law
-  Practical – The necessary steps, forms and practical stages of maternity
-  Behavioural – How to manage women through maternity in an emotionally responsible and intelligent way

Participants of the programme will gain an understanding of key stakeholder perspectives – the manager, the leaver, the extended team, clients etc

### Objectives

The course aims to provide participants with:

-  The confidence to positively and pro-actively manage this transition for their employees, both the leaver and the extended team
-  A full understanding of the employment laws which govern the transition and what they mean in practice
-  Practical tips and exercises that can help manage the three stages of this transition more effectively
-  A deep insight into the key sources of anxiety for women at the three stages of the transition and how they can be managed in an emotionally intelligent way
-  An insight into the reasons why women decide to stay or leave organisations and the impact that positive line management can have
-  A safe environment to participate and ask questions



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