

Help Your Employees Navigate Maternity Leave So You Retain Top Talent



Maternity leave can be a stressful time for any company – and the employee taking it. And when your employee comes back they may be overwhelmed with the dual role of working parent. **You risk losing them and their productivity as they transition to life as a new parent.** Not to mention the issues that can arise when other employees have to step up and take on their work.

But it doesn't have to be this way. **The right plan and strategy can help both you and your employee handle maternity leave with ease and confidence** - which is where Robyn Stein DeLuca comes in. Her [Back to Business Programs](#) will enable you to manage your employees' parental leave with structure and support so you will retain your high-quality talent and substantially save on recruitment and training costs. You and your employees will learn the strategies to master all of this new territory - so **they can confidently navigate their new lives while they continue to be productive employees.**

Back to Business Programs

Customizable for Dads too

For Expecting Moms: Make Maternity Leave a Leadership Opportunity with a *Maternity Leave Plan*
(Lunch and Learn, 60 or 90 minute formats)

In this seminar expecting mothers will strategize an exit that anticipates their needs and those of their department. They will learn to create a **master plan *with management* that removes the confusion and disorganization a maternity leave can bring.** Expecting mothers will address practical considerations by:

- ✓ Establishing **leave and return dates** considering company, state and FMLA policies
- ✓ Providing a **review of current projects and their status**
- ✓ Creating a re-entry plan that helps ease the return-to-work transition and makes sure **nobody misses a beat**
- ✓ Scheduling a pre-return meeting so **she can return hitting the ground running**

For Moms During Leave: *The Back to Business Webinar Series: Navigate the Logistics and Emotions of Your Return to Work*

(Seven Twenty Minute Webinars)

This self-paced online program equips women to handle all **the emotions and logistics** of returning to work after maternity leave. They'll discover ...

- ✓ **Strategies to manage their emotions, stress, and the common feelings of guilt and worry**
- ✓ **How to find childcare that fits their lifestyle** and a fool-proof plan to handle the inevitable day their baby gets sick
- ✓ How to **maximize their effectiveness by being prepared their very first week** back!



For Managers: Best Practices for Managing Your Pregnant and Returning Employees (Lunch and Learn, 60 and 90 minute formats)

Managers can play a pivotal role in keeping your high-quality talent by creating a culture that helps employees combine a great career with being a parent. In this workshop they will gain the skills to handle the changes that occur on their teams during and after a maternity leave and make your company an **employer of choice**. Managers will:

- ✓ Understand how the treatment of pregnant/returning employees impacts business
- ✓ Develop strategies to assist expecting employees to create explicit maternity leave and return plans that **support employee and team goals**
- ✓ Learn effective methods to maintain team morale during an employee leave, **provide opportunities for leadership** and manage potential non-parent employee resentment.

Book *The Back to Business Programs To Empower Mothers' and Managers' Transition In And Out Of Maternity Leave Successfully*

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Robyn Stein DeLuca, Ph.D. is a psychologist and postpartum consultant who specializes in helping women and managers navigate the transition to new parenthood so organizations can increase retention rates, and decrease recruitment and training costs.

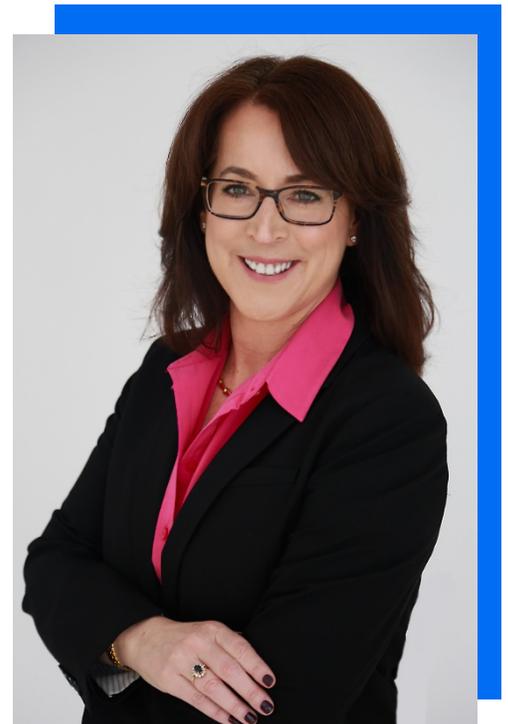
Testimonials

“Robyn DeLuca presented to our women’s group of senior-level professionals on *Negotiating Work/Life Balance With All Your Stakeholders*. Robyn’s easy-going engagement and vast knowledge of the subject matter made her an excellent presenter as well as an inspiration. Bravo Robyn.”

Beth Meixner, CEO and Founder of Moxxie Mentoring Network and Foundation

“Robyn came to speak to Women’s Group where work-life balance is a big topic of discussion amongst our members. Her talk provided our members with actionable advice, and provided valuable time for the women to reflect on and discuss their priorities. One member said that she had three “light bulb” moments during Robyn’s talk.”

-Aya Takamoto, The College Board



Back to Business
Maternity Leave Support Programs

