



# BeyondEAP

Specialist employee support  
for life's toughest challenges



Live and Exclusive Training from Beyond EAP

## Managing Maternity Leave, from Announcement to Return-to-Work

Pregnancy and maternity are predictable events. Yet in many companies, they remain one of the highest-risk and least consistently-managed employee experiences.

From our work with global organisations, we know that most have good intentions and are eager to exercise the appropriate duty of care. Yet all too often, there is a lack of confidence, clarity, and consistency (and sometimes, support) at line-manager level.

Personally designed by Sandie Dennis, Founder of Beyond EAP, this practical, comprehensive, and easy-to-follow training workshop is aimed at line managers with direct responsibility for employees taking maternity leave.

The 90-minute workshop is delivered live, by a qualified member of the Beyond EAP team either in person (max. 15 participants) or via virtual meeting platform such as Teams (max. 10 participants).\*

### The workshop is specifically intended to:

- ✓ Ensure an empathetic, knowledgeable, and consistent approach to managing maternity leave, company-wide.
- ✓ Equip line managers with the confidence required to manage the maternity leave process.
- ✓ Promote smooth transitions at work by ensuring every aspect of maternity leave is thoughtfully considered and addressed, from announcements and handovers to KIT days and return countdowns.
- ✓ Offer the right support, not just to employees taking leave but those in charge of managing them.
- ✓ Strengthen company-wide employee wellbeing and engagement, which in turn promotes a reputation as an employer of choice.
- ✓ Increase retention of talented employees, whilst reducing the possibility of maternity-related grievances.

### Original workshop materials include:

- ✓ Self-Assessment sheet
- ✓ Manager checklist
- ✓ HR checklist

**Please contact us for more information, and to arrange delivery of our exclusive training workshop in your company.**

\*A relatively small and manageable number of participants means we can fully personalise the session, encourage group discussion, and ensure all questions are answered during the workshop.