## What Would Your Company Look Like, If Your Managers Knew How to Manage Maternity Leave?

Maybe you think the line-managers in your company already know how to manage maternity leave. You could be reading this as a line-manager yourself, feeling mildly insulted that I've implied you don't!

Yet in my work as a maternity support coach, I've encountered plenty of line-managers who, whether consciously or unconsciously, don't know how to manage maternity leave. At least, not in a way that makes their pregnant employees feel safe and supported throughout.

Furthermore, when 77% of working mothers in the UK\* say they've encountered discrimination, implicit bias, and ineffective systems in the workplace, there clearly is a problem somewhere.

# Effective maternity leave management isn't a '*nice* to have'.

It's essential for any company that wants to build and maintain a reputation as a productive employer of choice.

Of course, many managers genuinely have the best intentions when it comes to maternity leave. But when the pace of work moves so fast, some details – and feelings – can be skipped over.

For example, I worked with one company in which a line-manager forgot to formally announce an employee's impending maternity leave. Some of her colleagues assumed she'd left the company altogether, so there were more than a few shocks on her first day back in the office!



Enter Beyond EAP's first online course, How to Successfully Support Employees Through Maternity Leave and Beyond.

I personally designed this easy-to-follow video course as a direct result of the many requests I received from my HR contacts. They wanted a trusted guide that would help their company's line-managers navigate the entire process of maternity leave.

Well, that's exactly what this course is. The content is directly taken from my own experience, expertise, and insights as a maternity support coach. The information and techniques offered in each lesson are those I successfully use myself, every day.



#### What are the specific benefits of this training for line-managers and their employees?

Line-managers will benefit from having a 'onestop-shop' guide to managing maternity leave, from a trusted and knowledgeable source (no more Googling answers or trying to contact HR out of hours!) This naturally leads to more informed and confident decision-making that helps pregnant employees feel properly supported.

Each short, clearly-presented video covers a single step in the maternity leave process, from the initial announcement to life as a working parent, so it's easy to find the right information as needed. Combined, all seven videos take less than one hour to watch, so no time is wasted.

The employee will be better able to use their maternity leave to adjust to the life-changing process of having a baby (which, of course, is what maternity leave is for!) If they can do this without also having to worry about work, they're more likely to return feeling confident and galvanised.

Lets talk about How to Successfully Support Employ Through Mater Leave... and Bey

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#### What about the wider company?

Managing maternity leave well means pregnant employees will remain talented and productive, rather than disengaged and desperate to find a new job. They won't return because they have to, but because they want to. Many will want to develop their careers further in the company, thus returning any previous investment made in their training and development.

Meanwhile, if other employees see that a colleague is being unfairly managed or left unsupported during maternity leave, they will talk about it. Social media, not to mention company-review sites like Glassdoor, make it far easier for them to share their opinions with a wider audience.

So the effects on the wider company are clear. Increased productivity from a workforce of talented employees, a reliable return on training investment, and a positive employer reputation that makes recruitment easier.

In short: that's what your company would look like, if your line-managers knew how to manage maternity leave.

Our course is available to download immediately after purchase, so you can start learning straight away.

### Find out more by clicking here.

\*UK Government review, Pregnancy and Maternity-Related Discrimination and Disadvantage, available to download at www.gov.uk



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