

# 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.



