

Effective Parental Leave Transitions

2.0 hour workshop developing manager's knowledge and skills to best support the Parental Leave Transition

Supporting your employees through the Parental Leave Transition promotes employee retention, engagement and productivity

Having a valued employee take parental leave can present many challenges for the individual, as well as for their employer. Run in collaboration with HR Legal, this 2 hour workshop will assist managers to best support employees during the Parental Leave Transition while navigating the complex legal rights and obligations surrounding parental leave and return to work.

Structured around the three phases of the transition – preparing for leave; moving through leave; and returning from leave – this interactive workshop provides a unique learning experience from both a legal and best practice perspective.

7 Learning Outcomes:

- ✓ Highlight the significance of the transition and the challenges it can present from a workplace context
- ✓ Explore the managers's role, responsibilities and best practice strategies
- ✓ Understand your organisation's minimum legal obligations including responding to requests for flexible working arrangements
- ✓ Highlight the critical role of the manager including the characteristics of an effective transitional manager
- ✓ Develop communication skills to help promote authentic conversations and consistent messages across the transition
- ✓ Discuss the practical implications of the transition through customised case studies and the development of a personalised 'Transitional Action Plan' (TAP)
- ✓ Identify a range of Resource Pathways to support the transition.

Organisational Benefits:

- Enhance reputation as an Employer of Choice
- Contribute towards Gender Diversity Reporting Requirements
- Manage Legal Risks (breach of National Employment Standards, discrimination, adverse action and constructive dismissal)
- Promote employee wellbeing
- Normalise support
- Enable effective Flexible Work Arrangements
- Embed 'Work-Family Support' as a lever for competitive advantage

An extended workshop incorporating organisational policies can be customised upon request.

In collaboration with:

HRLegal

For additional information on Transitioning Well products and services, please contact:

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