



# Back To Work Mother Coaching

## Employee Return to Work Coaching

Ascending Motherhood coaching can provide your employees with a series of coaching sessions to support them back into the work environment resulting in a happier, more fulfilled, and productive member of staff.



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Many women experience a lack of confidence, struggles in managing expectations of themselves, balancing life and work and they feel they need support in realising what their strengths and abilities are upon returning after time away. They want to have good relationships with managers and be proactive about setting expectations upon their return.

Employers often want employees to be back and contributing their skills to the workplace and it can be difficult to know what support each individual needs. Difficulties around the return-to-work phase can lead to anxiety and a break down in relationships. A high percentage of returning mothers leave the full-time workforce within several years of having children and many leave altogether costing organisations thousands to re-recruit and with a skills and experience deficit.

The process of coaching provides mothers with the opportunity to discuss concerns and equips them with the strategies, fresh perspective, and confidence to feel comfortable, and in a position to enjoy work, be productive and contribute back into the workplace and team. For employers they gain motivated, confident staff who are engaged with work.

**About the Coach:** Coaching is delivered by Arabella Ashfield, a qualified ILM level 7 executive coach, mental health first aider, with a PhD in wellbeing and understanding living optimally. Arabella founded Ascending Motherhood to support women through the challenges that women encounter across the motherhood journey and combines honed applied coaching skills with extensive knowledge from a background in positive psychology research and over a decade of experience supporting high-performing people in elite sport through transitions, understanding themselves and improving their well-being.

**Coaching Delivery:** Four sessions, one hour in duration delivered online (or in person if requested and agreed by employer). Prior to starting coaching a 30 minute connection call will be held with the coachee and Arabella to outline the intentions, how coaching works, agree confidentiality, and discuss potential areas which coaching can support.

**Coaching Outline:** Outlined below are the four sessions offered to employees with content that often arises. These sessions span the return-to-work phrase, from prior to returning to several months after. However, the four sessions are equally applicable to mothers who have already returned for a few weeks or several months – coaching helps mothers in both circumstances and deals with their current issues. The timeframes for each session are tailored to suit the coachee's needs. Some mothers want the sessions evenly spread out, others choose to have some sessions a few weeks apart, generally all four sessions are delivered within 6 months. The timing of sessions will be discussed with the coachee in the connection call and in ongoing sessions.

## 01.

*Between 3 and 1 month before return date.*

Explore:

- Feelings about returning, any choices to be made.
  - What type of working mother do I want to be?
  - Structure of childcare and homelife.
  - Setting expectations.
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## 02.

*Between 3 and 1 weeks before return date.*

Explore:

- What support do I need in the first few weeks and from whom?
  - Who are the key colleagues or staff members to engage with?
  - Considering role and workload
  - Setting expectations for myself and with managers.
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## 03.

*Between 3 and 1 weeks after return date.*

Explore:

- Family and work life balance.
  - Feelings about being away from baby.
  - Unforeseen challenges.
  - Workload and work clarity.
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## 04.

*Between 4 and 8 weeks after return date.*

Explore:

- Overcoming any difficulties with work or relationships.
  - How you are adjusting to being a working mum.
  - What do you want to keep or change moving forward?
  - Build confidence through understanding strengths and journey to date.
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**Feedback:** At the end of each coaching session a client will be asked for feedback regarding whether the coaching is achieving what they want and at the end of the four sessions a feedback sheet is provided to help inform coaching practice and learning. Feedback is also sought from the employer, and it is agreed in advance how an employee receiving the coaching can feedback to the employer about the coaching provided.

**Confidentiality:** Confidentiality is fundamental to the relationship between coach and coachee, and information disclosed during sessions will not be fed back to the employer. Updates to the employer will involve the progress being made and any further detail would be at the discretion of the coachee and with their consent.

**Scoping call:** Arranging a scoping call with the employer and the prospective coachee ahead of starting coaching allows for everyone to meet and understand the role of coaching. Confidentiality is outlined and any questions can be answered.

**Bespoke programmes:** Ascending Motherhood offers coaching to women throughout the motherhood journey and is happy to work with employers to create a bespoke programme of coaching to fit with the demands and timescales of the maternity journey for employees. Please view [www.ascendingmotherhood.com](http://www.ascendingmotherhood.com) for information on programmes dedicated to Expectant Mothers, New Mothers, and Flourishing Mothers in addition to Back to Work Mothers.

**Cost:**

£75.00 per coaching session. Four sessions per employee/coachee.

Total: £300.00 per employee. No VAT is charged.

**Contact Info:**

Dr Arabella Ashfield

[Arabella@ascendingmotherhood.com](mailto:Arabella@ascendingmotherhood.com)

If you would like to explore the option of providing return to work coaching for your employees please don't hesitate to get in touch to discuss what would suit your staff and organisation.

Kind regards,  
Arabella

“During the session you challenged me to think about my return to work in a different way. One of the first things you encouraged me to do was acknowledge that I had been through a big life event and had taken the longest time away from work since my career began. It seems obvious but I hadn’t considered this before, and this was very helpful.”

*Alice, Campaign Manager.*

“Arabella provides a valuable external view away from work culture, family history etc. to help overcome preconceptions and mental blocks. Arabella has a real skill in her abilities here, as well as empathy and life experience to provide such guidance and counsel.”

“Arabella has challenged my thoughts in a really positive, non-judgemental manner and this type of support when returning to work after maternity is both rare and extremely helpful!”

*Lauren, Senior IT executive.*

“Recapping and summarising as we went through the session was useful for me to hear my thoughts reflected back, helped highlight key points, and enabled me to clarify if something wasn’t quite right.”

“I have taken some time to reflect on the key themes that emerged and it has been helpful to be able to express in words to a colleague that I am in a period of transition over the coming weeks. I do feel calmer and more secure about navigating the coming period of transition.”

*Alice, Campaign Manager.*