



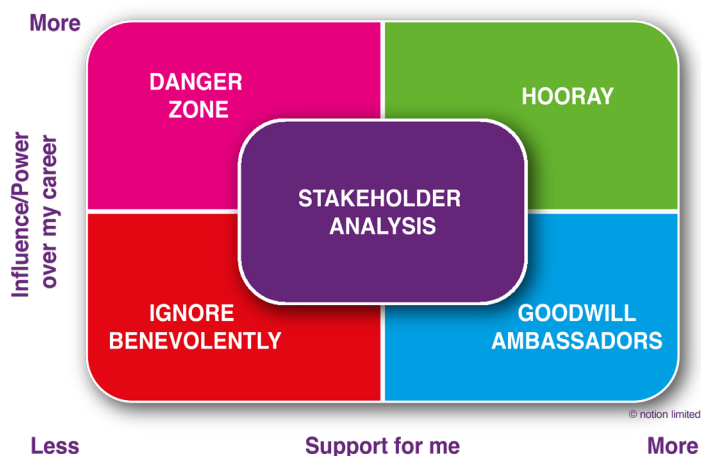
Don't Lose Your Top Talent Over This

There are many reasons why some employees take extended leave, however, perhaps the most common reason is when children come into families whether that is through childbirth, fostering, adoption, surrogacy or kinship care. Yet the evidence suggests that all too often when employees eventually return to work they do not get the support they need, causing them to leave for good.

Of course, there is already legislation in place to protect the rights of parents taking leave and subsequently returning to work but if organisations really want to retain their talent after such life-changing experiences they must take proactive steps to make sure returning to work is a very positive experience for everyone involved.

Ignoring the issue or getting it wrong can negatively impact wellbeing, engagement, productivity, performance and talent retention which is costly for both the organisation and the individuals concerned.

So what can organisations do to make sure they don't lose their top talent over this?



To achieve an effective return, the process should really start **BEFORE LEAVE** begins. When planning a period of

leave, good questions to ask are: 'who needs to be involved' and 'what do they need to know'; then determining what needs to happen to manage those stakeholders before, during, and after the period of leave.

DURING LEAVE organisations will also benefit from staying in contact with their temporary leavers with the intention of keeping them fully engaged rather than to draw them into operational issues. Keeping In Touch days are a good way to achieve this; planning these days in advance can help inspire positive thinking and creativity and prevent the employee from feeling like a 'fish out of water'.

Returners often feel a loss of confidence **AFTER LEAVE**, as well as a sense of overwhelm and/or isolation; their priorities and attitudes may have changed which may also affect their career needs and future career perspective. Helping the employee to re-establish a career timeline can be helpful in such situations. This can involve looking back at what they have already achieved, what skills helped them to get to where they are now, and how useful those skills are in the current situation. It can also involve looking forward at what new skills they can bring or develop in connection with future career milestones.

Coaching is a valuable intervention which can support those who leave the workplace temporarily in connection with children coming into their lives, however, not all internal coaches will have the skills and experience they need to deal with the myriad of issues that can arise as a result. CPD and Supervision programmes are an excellent way for organisations to equip internal coaches with the skills they need to support people to return to work in a happy and healthy way ensuring that organisations retain and get the best out of their talent in the long term.

Notion is a global expert in CPD and Supervision for internal coaches. To find out more about our comprehensive range of CPD and Supervision programmes [click here](#) or call us for an informal chat on [+44\(0\)1926 889 885](tel:+44(0)1926889885).

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