

MATERNITY RETURNER SOLUTIONS



Emma
Waltham

Helping organisations to successfully re-engage their STEM returning mums, protect their organic talent pipeline and build gender diversity at senior levels.

Organisations we are currently working with include AstraZeneca, Avanti West Coast, BAM Nuttall, General Dental Council, Frazer Nash Consultancy, GE Healthcare, International Institute for Environment and Development, Wellcome Sanger Institute, STEM Returners and the UK Atomic Energy Authority.

Why work with Emma Waltham?

The maternity transition is a pinch point in women's careers, with returning mums facing multiple barriers when it comes to re-engaging with work and continuing their career development. This weakens the female talent pipeline – it is a significant contributor to why gender diversity decreases at senior levels and, consequently, the gender pay gap.

Supporting women through the maternity transition, so they return engaged, positive and able to keep up career momentum, brings significant benefits to organisations:

- Stronger female talent pipeline
- Gender and age diversity at senior levels
- Productivity
- Closes the gender pay gap
- Prevents skills gaps
- Improves reputation as a family-friendly employer.

Solutions

We partner with organisations to create bespoke solutions that enable them to quickly and easily shift to a culture where maternity returners re-connect successfully, feeling valued, engaged and understood. Depending on what your organisation needs, we will work with you to raise awareness and empathy, implement a best-practice framework, and give returners and managers the support they need to ensure a successful return-to-work.

Services can include:

- Consultancy: assess what you need to do to ensure your pregnant employees and returning mums have a best-practice experience
- Webinars and workshops: interactive and bespoke sessions that raise awareness, upskill your workforce and support your returners
- E-learning resources and toolkits: just-in-time solutions for managers and returners
- Coaching: maternity coaching and 1:1 support for their managers.

MATERNITY COACHING: Specialist, one-to-one, confidential support that gives women space for reflection and focus during a life stage when they often feel overwhelmed day-to-day. It gives working mums dedicated time to understand their priorities, strengths and aspirations. Maternity coaching enables women to plan and implement a career strategy that complements what's important to them as a parent. Organisations benefit from re-engaged women returners who are better able to continue to progress in their careers.



What our clients say

“One thing that really surprised me about going on leave was how much my confidence would take a knock. Before working with Emma I felt very vulnerable and concerned that people would think I wasn't coping. Thanks to the coaching those fears have gone away” Team leader, STEM company

“I really appreciate how Emma is able to be flexible and help me with whatever challenge

I'm facing. It's invaluable having that time to think and talk through what I'm dealing with, knowing it's confidential. Her expertise in this field assures me I'm working with someone who understands” Post doc, Research institute

LINE MANAGER TRAINING: Are your line managers and senior team able to consistently support expectant mums and maternity returners, across the organisation? I offer engaging, interactive training solutions that educate and inform, and give practical tips based on real life examples, to show how leaders and managers can provide a more consistent and human experience that will consistently re-engage maternity returners in your organisation.

What our clients say

“Emma reassured me that I am planning and interacting in the right way with my colleague. I appreciated that the session wasn't leading, but instead Emma made suggestions about what might be good practice. I really enjoyed the coaching and it was very valuable.” Senior leader

“Emma's profound expertise and personable nature made the design of this session a delight to put together and her support and steerage was fundamental to its success. The effects of maternity will impact us all in a work setting and Emma was inclusive in her approach, ensuring that I, as a man without any children, felt like an active ally.” EDI lead

CONSULTANCY: Simple changes in your recruitment strategies, your maternity benefits, and introducing a family-friendly working culture will make a huge difference to your effectiveness in attracting, retaining and developing maternity returners. I offer a consultancy service that shows organisations how to recruit, retain and develop maternity returners, using a toolkit of proven strategies that really do work.

What our clients say

“I have had the privilege of working with Emma over the last year. Not only has she coached several of our employees returning from leave, she also inspires us to think differently as a business about how we support our parents at GE Healthcare. Her insights are always thoughtful and valuable” Chloe Davies, Zone HR Business Partner, Northern Europe, GE Healthcare

EVENTS: Emma speaks at panel events, lunch and learn sessions, and gives presentations.

“Emma contributed to MyKindaFuture's International Women's Day panel event this year and highlighted particularly the challenges many female returners face when resuming their careers after maternity. Emma shared authentic and candid insights for how employers can best address these challenges, and showcased the value of female returner talent for businesses. Emma was a very engaging speaker that generated much interest from delegates, who were keen to find out more from her expertise. Thank you, Emma, and look forward to working with you again!” Hannah Wiltshire, Marketing Manager, MyKindaFuture



ABOUT EMMA WALTHAM

Emma started her career in STEM and has a chemistry PhD. Before taking a maternity break, Emma worked as a director in a variety of sectors, including media and recruitment. She has extensive, first-hand expertise in business transformation and leadership. Following a maternity break, Emma gained a Certificate in Coaching with the University of Cambridge. She has worked as a consultant, trainer and executive coach since 2015. Emma's experience in successfully climbing the corporate ladder and being a working mum, gives her a 360-degree perspective on both the needs of maternity returners and the organisations they work for.

To discuss how to successfully re-engage your maternity returners so that you protect your organic talent pipeline, email emma@emmawaltham.com

More details including case studies at www.emmawaltham.com/organisations