**Transitioning Well: *Navigating work-life change***

**Parental Leave Transition Support**

Retaining valuable and talented employees that know and drive your business is one of the best competitive advantages your organisation can have in today’s workplace. Supporting these employees through their transition from ‘working person’ to ‘working parent’ is essential. Not only does it make good business sense, encouraging and enhancing effective employees, it also supports healthy work-life integration for staff.

***“The business case for supporting [parents] in the workplace is an important one. Many employers who adequately support [parents] in the workplace do so because it is the right thing to do, but it is also the strategic thing to do and makes good business sense.”*** *(CERIC, 2016, p. 9).*

**About Transitioning Well**

At, Transitioning Well we specialise in supporting management and parents in navigating this significant transition. Not only are we about assisting you to meet base legal and diversity requirements, our unique RETAINTM Parental Leave Transition Program supports you and your staff to exceed these expectations, and develop relationships that work for both parties. All Transitioning Well consultants are registered psychologist and accredited to run the RETAINTM program nationally.

**About the RETAINTM Parental Leave Transition Program**

Specific to the Parental Leave Transition, and in association with the Center for Parental Leave Leadership (USA), we have developed a researched and practiced-based coaching program to maximise transition success into, through and returning from Parental Leave.

While traditionally a form of leadership coaching, we have developed a digital solution to enable an enriched experience that is cost effective and scalable across all levels of an organisation – from a fully digital offering right through to a highly individualised and personal experience. With this increased capability, we are able to deliver 'just in time’ education and resources to both managers and employees (maternity and paternity).

***The RETAINTM Parental Leave Transition Program offers an innovative solution to cost and accessibility issues in supporting your people through the Parental Leave Transition***

**Benefits to Business**

* ***Employee Retention*:** Retain employees and avoid disruptive and expensive replacement costs.
* ***Business Continuity:*** Reduce the negative impacts of leave upon client relationships and work teams.
* ***Employer of Choice Branding:*** Enhance reputation as a socially aware and ‘Family Friendly’ employer.
* ***Mitigate Risk and Promote WHS:*** Manage legal risk and create a safe workplace around transition.
* ***Improve Health and Well-being:*** Proactively address transition to promote employee health and well-being.
* ***Normalise Support:*** Reduce stigma and address identified barriers to help seeking.
* ***Gender Diversity:*** Help achieve gender diversity and reporting requirements.
* ***Career Re-Engagement:*** Equip employees to successfully and sustainably re-enter the workforce

**Contact Us**

Transitioning Well services are available Australia-wide. Contact us to discuss tailored solutions to meet your organisation’s needs.

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