



## New Parent Career Coaching

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CCA provides LifeCycle programs that offer targeted services to help your employees deal with major life events. *New Parent Career Coaching* helps employees manage the personal and professional complexities associated with not only adding a new child to their family but also navigating parental leave and the subsequent return to work.

CCA designed *New Parent Career Coaching* to help clients increase retention of new parents and maximize pre- and post-leave productivity. Focused, individualized assistance:

- Provides practical, concrete support and resources
- Smooths transition to leave and re-entry into the workplace
- Reduces re-entry acclimation time

### How does it work?

*New Parent Career Coaching* offers a dedicated parenting coach to advise the employee:

- Prior to departure
- During leave
- After return to work

A licensed coach offers confidential support to employees in managing work/life priorities and challenges to ensure successful transition in and out of the workplace. Coaching identifies and addresses the issues that are most critical to the individual, focusing on successfully negotiating both parenthood and career.

During an initial assessment, the coach will work with the employee to develop a plan that reflects the employee's needs and priorities. Our coaches are adept at providing support tailored to all genders, orientations, family arrangements, and work-life situations

### What does *New Parent Career Coaching* provide?

- A trained, licensed coach (single point-of-contact)
  - Experienced workplace consultant
  - Clinical professional
  - Expertise in family and parenting issues
- Initial 30-minute telephone assessment
- Virtual / phone coaching sessions (available 8 a.m. – 7 p.m.)
- Leave planning: Transitioning responsibilities/Setting boundaries
- Resource and referral services
- Return to work planning that integrates with your benefits and policies

### Customized Program Design

CCA's consultants work with your staff to tailor our standard program to best support your organizational objectives.

#### *About CCA*

*Since 1984, CCA has been helping organizations improve performance by optimizing the potential of their greatest asset – their people. We support and develop management, HR, and employees through counseling, training, coaching, and consulting.*