

+ Parental Transition Programs



COACHING & TRAINING



Supporting parents to maximise their personal and professional priorities before and after becoming a parent

Supporting women before and after parental leave

Openness, Honesty, Coaching, Sharing

The Programs

Managing your transition to parental leave

A 2.5 hour group coaching session with a bespoke format suited to women entering parental leave. The session allows space for discussion, goal setting and airing of concerns.

TOPICS COVERED

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| Issues and Concerns about going on Parental Leave | It is important that the ‘pink elephants’ surrounding academia, pregnancy and parental leave are aired upfront. Once concerns are aired it allows people to work together to step through how they will overcome these issues. |
| Expectation Management of the transition | Whose expectations do I have to manage during this transition? What expectations do I have of myself / others / my employer? |
| Communication | How do I communicate my fears / needs / wants and expectations to my stakeholders and those around me? |

Returning from Parental Leave – the next transition

I’m back! A 2.5 hour group coaching session that helps women work through ‘How do I make it all work?’

TOPICS COVERED

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| How do I feel now? Who Am I? What is important to me? | Has anything changed personally or professionally? What has changed for me? Group discussion |
| What can I do to communicate my expectations surrounding my career now? | Uncomfortable conversation tips Conversation Mutuality Stakeholder Management Expectation Management |
| Quality & Connectedness (in all aspects of life) | Discussion surround time management, connecting to the task at hand and ensuring quality interactions / output |



Supporting New Fathers

A 2.5 hour workshop supporting new Fathers through the transition to being a working parent

TOPICS INCLUDED:

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| Guilt | How to balance all your competing needs in your lifestyle |
| Expectation & Stakeholder Management | Who do I need to have conversations with to explain how I want this to work? How do I start those conversations? |
| My Values | What are my priorities now? What values are I making my decisions around? |

Testimonials

Quotes from previous attendees of The Working Parent Resilience Program at Monash University (*this program has been running for 5 years at Monash University*)

“I think it is easy for academics (women in particular) to become overwhelmed with expectations from not only their workplaces but themselves. Goal setting and prioritising is the first step in achieving success as it defines what is important to you. For me, my measure of success is far more personal than how an institution or profession defines it. So in order to reach that workshops like this one are essential! Thanks Debbie!”

“It helped me feel in control again. It centered me and reminded me that I could align my values and my goals if I used the right tools and strategies”

“I found the program to be informative and very motivational. Fantastic presenter who has clearly 'been there' :)”

“Excellent program - it exceeded my expectations. It was fun, informative and very motivating.”

“Debbie was a terrific facilitator, she was both candid and inspiring. She really helped me shift my perspective on being a working mum”



TECT has designed and facilitated a coaching program for high potentials in government which Banyule CC has undertaken in recent years

‘Banyule Council has engaged The Edge Coaching & Training to facilitate its Senior Management Team Coaching Program workshops for emerging leaders in 2015 & 2016. Debbie offers an exceptional understanding of Coaching in the workplace. Her inclusive approach to workshops provides participants with a relaxed environment that allows communication to flow easily. She is quick on her feet, engaging with all participants throughout, and makes the sessions lively and uplifting. I strongly recommend Debbie for training and support and look to her involvement in a similar Coaching Program in the future’.

Scott Walker, Director – City Development – Banyule City



+ About Us

Energy

Enthusiasm

Edge

Our passion is working alongside individuals and organisations to maximise their outcomes by supporting the ever-increasing need for work environment flexibility and resilience.

Debbie has been engaged by various Victorian Universities to run her programs around supporting working parents and managers who manage flexible teams. She has facilitated discussions on diversity and inclusion (D&I) of academic women at RMIT prior to their new D&I strategic plan. Debbie has also worked closely with the Staff Equity Manager at Deakin University to offer support to managers whose staff are returning from parental leave.

We also specialise in engaging professional working parents, managers and leaders through a variety of bespoke, outcome driven, interactive programs around work life balance and flexibility.

The Edge Coaching and Training

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