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PARENT & PROFESSIONAL

Nurturing an inclusive and family-friendly working culture

Ideas to Attract, Develop and Retain Talent

WHITEPAPER REPORT

INCLUSIVE LEADERSHIP

Inclusive leaders promote gender equality and build family-friendly cultures.

Resources for HR and Managers inside:

➡ Self-assessment questionnaire

➡ Inclusive leadership checklist

Prepared by Helen Letchfield, Co-Founder

Parent and Professional Ltd

INCLUSIVE LEADERSHIP

"Diversity is a fact, but inclusion is a choice we make every day. As leaders, we have to put out the message that we embrace and not just tolerate diversity."

Nellie Borrero (Managing Director, Senior Strategic Advisor – Global Inclusion & Diversity at Accenture)

Exploring strategies to empower leaders to champion diversity and equity

As organisations look to increase the diversity of their workforce, it's crucial for leaders to foster an environment where every individual feels valued, understood, and empowered to contribute their best.

This white paper aims to raise awareness of the concept of inclusive leadership, its impact on organisational culture, and the roles individuals and teams play in creating an inclusive, equitable, and thriving workplace.

As well as our own team research, in true P&P fashion, we held a virtual roundtable discussion to explore how Human Resources (HR), Learning and Development (L&D), and Diversity, Equity, and Inclusion (DE&I) professionals play a key role in developing leadership skills that promote an inclusive culture – especially for parents and carers within organisations.

We hope this white paper will serve as a comprehensive guide for professionals looking to understand and implement inclusive leadership practices.

INTRODUCTION

Our report reflects a summary of discussions from our recent roundtable event for HR/DE&I/L&D professionals, as well as from wider research and studies in the relevant fields.

We invited facilitator Dawn Jackson and four panellists from HR/DE&I/L&D and across industries, to share their insights and what inclusive leadership means to them.

Prepared by

Helen Letchfield. Co-Founder

Parent and Professional Ltd

Roundtable host

Dawn Jackson
CoachInclusion
EDI Consultant and Inclusion Coach

Helping leaders to create diverse teams which innovate because they are collaborative. It's one thing having a diverse team. If they don't collaborate, then that's not going to be an effective team.

Panellists present at our roundtable:

Claire Foy
Coutts Head of Wealth Capability

Helping leaders treat everyone in their team as individuals with valuable strengths to deepen the team dynamic and create psychological safety.

Jeremy Stockdale
Ylead CEO & Founder

Creating Equity for all Genders through encouraging and developing cultures of Gender Allyship. Everyone benefits from Gender Equity at work, in the home and across society.

Daniele Fiandaca
Token Man Consulting Founder

Engaging senior leaders and men with inclusion, equity and diversity, supporting and inspiring them to become better allies and agents of change.

Helen Letchfield
P&P Coaching Co-Founder

Creating a family friendly and flexible culture which attracts, supports and retains parents, carers and those going through life transitions at work.

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- What do inclusive leaders do differently? How does this influence how they make others feel?

- What are practical actions that leaders can take when engaging with diverse groups and particularly with parents and carers?

2 **The role of DE&I, HR, and learning teams**

- How can HR, DE&I and L&D empower leaders to be more inclusive?

3 **Inclusive leadership resources**

- Inclusivity self-assessment questionnaire to assess your organisation's inclusivity and identify areas for improvement.

- Inclusive leadership checklist for HR and Managers to nurture family-friendly teams.

ABOUT P&P

**Why inclusive leadership is on our agenda**

In today's global workforce, 35% employees are working parents. This statistic underscores the vital need for employers to take a proactive approach in nurturing an inclusive, family-friendly workplace.

Such initiatives are crucial not just for the wellbeing of employees, but as a pivotal step towards advancing diversity and inclusion across the board.

We help organisations to support the health and wellbeing of individuals balancing professional commitments and personal life, such as parental transition, caregiving responsibilities, menopause and midlife health, work-family balance and the role of managers in supporting these aspects.

Our award-winning approach ensures that every team member is valued not only for their professional contributions but also respected for their personal responsibilities and circumstances.

WHY ARE INCLUSIVE LEADERS GOOD FOR ORGANISATIONS?

Increased Financial Performance: Companies with inclusive leaders are 70% more likely to capture new markets and 45% more likely to improve market share, underscoring the strong correlation between inclusivity and financial success. (Harvard Business Review)

Higher Innovation Revenue: Organisations with above-average diversity and inclusion had 19% higher innovation revenues compared to those with below-average. (Boston Consulting Group)

Greater Employee Engagement: Companies with high levels of diversity and inclusion report 17% higher team engagement. (Deloitte)

Lower Employee Turnover: Inclusive companies enjoy 22% lower turnover rates, highlighting the role of inclusivity in retaining talent. (Josh Bersin research)

Enhanced Company Reputation: 80% of workers consider inclusion an essential factor when choosing an employer, affecting an organisation's attractiveness to potential talent. (Deloitte)

Increased Creativity and Problem-solving: Teams with inclusive leaders are 29% more likely to report behaving collaboratively, leading to better problem-solving. (Harvard Business Review)

Higher Employee Satisfaction: Organisations with inclusive cultures have 39% higher customer satisfaction due to improved employee satisfaction and collaboration. (SHRM)

Support for Working Parents and Carers: Companies with inclusive cultures are more likely to offer flexible working arrangements, leading to a 50% reduction in employee burnout and significantly higher job satisfaction among parents and carers. (Gallup)

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LEADERSHIP CAPABILITY AND BEHAVIOUR

What do inclusive leaders do differently? How does this influence how they make others feel?

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WHAT DO INCLUSIVE LEADERS DO DIFFERENTLY?

What do inclusive leaders do differently? How does this influence how they make others feel?

Inclusive leaders possess a unique set of capabilities and behaviours that set them apart from traditional leadership models. These leaders are good at recognising and appreciating the individuality of team members, which in turn, significantly influences how team members feel within the workplace, as Dawn Jackson's Inclusion and Belonging Model illustrates.

Teams with inclusive leaders are 17% more likely to report that they are high performing, 20% more likely to say they make high-quality decisions, and 29% more likely to report behaving collaboratively. (Harvard Business Review)

Key characteristics of inclusive leaders

→ Personalised leadership approach

Inclusive leaders excel by understanding their team members deeply, including their personalities, strengths, weaknesses, passions, and aspirations. They show genuine interest in their wellbeing and professional growth, avoiding a one-size-fits-all approach. Instead, they tailor their leadership to each person's needs and potential, fostering a sense of belonging and engagement for all.

→ Promoting a 'family and health first' ethos

Another distinctive trait of inclusive leaders is their emphasis on the wellbeing of their team members above all else. By consistently conveying the message that "family and health come first," they create an environment where individuals feel trusted and supported. This ethos is not merely a policy statement but is exemplified through the leaders' actions and decisions. Whether it's through flexible working arrangements, understanding personal commitments, or providing support during challenging times, inclusive leaders demonstrate their commitment to the welfare of their team members.

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Six distinguishing traits of inclusive leaders

Visible commitment: They openly express their genuine dedication to diversity, challenge existing norms, hold themselves and others accountable, and prioritise diversity and inclusion on a personal level.

Humility: They maintain modesty regarding their own abilities, readily admit mistakes, and foster an environment where others feel empowered to contribute.

Awareness of bias: They acknowledge their own blind spots and recognise systemic flaws, actively striving to promote fairness and equal opportunity based on skills and achievements.

Curiosity about others: They exhibit an open-minded approach and genuine interest in understanding others, listening without prejudice, and empathetically seeking to comprehend diverse perspectives.

Cultural intelligence: They demonstrate attentiveness to different cultural backgrounds and adapt as needed to effectively engage with diverse groups.

Effective collaboration: They empower their team members, value diverse perspectives, prioritise psychological safety, and emphasise cohesive teamwork.

"Strength lies in differences, not in similarities."
Stephen Covey, The 7 Habits of Highly Effective People

Real-world impact of inclusive leadership

Leaders hold the key to ensuring that every team member, irrespective of their background or personal situation, feels valued and empowered. A recent survey of 450 leaders and 4100 employees found that inclusive leadership is not about occasional grand gestures, but regular, smaller-scale comments and actions.

25% THE MOST INCLUSIVE (TOP 25%) EXHIBITED TRAITS THAT PROVED INCLUSIVE LEADERSHIP IS TANGIBLE AND PRACTICED EVERY DAY.

To be in the top 25% of inclusive leaders, everyone agreed or strongly agreed that they are being treated fairly and respectfully, are valued, and have a sense of belonging and are psychologically safe.

Behaviours of the least inclusive leaders

Dominance and overbearing attitude: Exhibits a tendency to be direct and overpowering, which restricts the ability of others to contribute effectively in meetings or engage in discussions.

Favouritism and unfair work distribution: Assigns tasks predominantly to top performers, resulting in unsustainable workloads. There is a clear need to provide newer team members or those working flexibly for example, with opportunities to showcase their abilities and contribute meaningfully.

Closed-mindedness and disregard for diverse perspectives: Holds a rigid adherence to specific ideas, making it challenging for alternative viewpoints to be heard. This approach poses a risk of discouraging team members from presenting challenging or diverse perspectives.

Impact on team members

The leadership style of inclusive leaders has a profound impact on how team members feel:

→ **Fostering understanding and belonging**

By getting to know their people as individuals, inclusive leaders make their team members feel genuinely understood. This understanding goes beyond professional capabilities, delving into what motivates, challenges, and inspires each person. Such a personalised approach engenders a strong sense of belonging and loyalty to the team and organisation.

→ **Building trust and support:**

The 'family and health come first' message, backed by consistent behaviour from leaders, builds a foundation of trust and support within the team. Knowing that their wellbeing is a priority, team members are more likely to engage fully, take calculated risks, and innovate, secure in the knowledge that their leaders support them.

" Insights from the roundtable panellists

Jeremy: "I aim to empower more leaders to lead with purpose, humanity, and collaboration. When leaders embody these qualities, people are more inclined to follow them because they perceive them as relatable individuals. Such leaders are more likely to cultivate inclusive environments where everyone can thrive."

Claire: "I wholeheartedly agree with the importance of psychological safety, often fostered by leaders who display vulnerability. Many leaders carry an ego stemming from fear - I don't want to appear weak. However, acknowledging vulnerability fosters connection. Leaders who admit they're not infallible tend to be more authentic and effective."

Daniele: "What I've observed in running leadership programmes for senior teams is that we focus on four key elements. One of these aligns perfectly with Claire's point: vulnerability. It's a cornerstone for inclusivity. By acknowledging our own imperfections, we create an environment where everyone feels valued and empowered."

Dawn: "In my experience, leaders often prefer to have all the answers. However, it's more about knowing the right questions to ask, especially in the context of inclusive leadership. As Claire pointed out, there is fear, and often, there's an armour concealing that fear."

Helen: "I'd like to reiterate the importance of 'family and health first' message - leaders need to role model this themselves to ensure everyone gets their priorities right. When our employees are healthy they operate at their best and stay with their organisations for longer."

WHAT PRACTICAL ACTIONS CAN LEADERS TAKE TO BE INCLUSIVE

What are practical actions that leaders can take when engaging with diverse groups and particularly with parents and carers?

In today's multifaceted workplace, leaders face the challenge of engaging effectively with diverse groups within their teams. This challenge is particularly pronounced when supporting team members with additional responsibilities, such as parents and carers. Authentic support goes beyond verbal assurances; it requires tangible actions and system adjustments to ensure that the offered support is genuine and effective.

For example, during our panel discussion, Claire Foy shared a practical approach to inclusion: "creating the psychological safety so that everyone in the team feels that they can show up as who they are". This involves not only adapting workload but also fostering an environment where diverse needs are acknowledged and respected.

→ Transparent communication and follow-through

Clear communication is the cornerstone of effective leadership. When leaders offer support, such as reduced work hours or flexible working arrangements, it is imperative that this offer is followed by actions that reinforce its sincerity. For instance, if a leader agrees to a four-day workweek for a team member, it's critical to reassess and redistribute the workload to reflect this change. Failure to adjust the workload not only undermines the support offered but also places undue pressure on the team member, rendering the gesture insincere.

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→ **Implement genuine support systems**

Leaders must ensure that their support for team members, especially those requiring flexibility like parents and carers, is not just hearsay but is backed by concrete actions and systemic changes. This might involve revisiting project timelines, setting realistic expectations, and ensuring that part-time or flexible schedules are considered in the planning and execution phases.

Practical actions for leaders

Conduct regular check-ins: Engage with team members through regular one-on-one meetings to discuss their workload, challenges, and support needed. This personalised approach ensures that adjustments can be made proactively and support remains relevant to their evolving needs.

Redefine performance metrics: For team members working under flexible arrangements, assess performance based on outcomes and impact rather than hours logged. This shift in evaluation criteria acknowledges diverse work styles and contributions, fostering a culture of inclusion and equity.

Educate and empower the entire team: Beyond individual adjustments, educate the broader team on the importance of diversity and inclusion. Encourage practices that support flexible working and respect for individual needs, creating allies within the team who understand and champion these values.

Leverage technology for inclusion: Utilise technology to ensure that team members working remotely or on flexible schedules remain connected and integrated into the team. This includes using collaborative tools and ensuring they have access to information and resources equivalent to their office counterparts.

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WHAT PRACTICAL ACTIONS CAN LEADERS TAKE TO BE INCLUSIVE

Practical actions for leaders

Be visible and vocal: Share a compelling and straightforward narrative about why inclusivity matters to you personally and to the overall success of the business. For instance, sharing personal anecdotes during public forums and conferences can help convey this message effectively.

Actively embrace diversity: Proactively engage with individuals outside your usual network, including parents and carers, who are often time-poor, and create flexible opportunities for them to contribute and be heard. Invite diverse perspectives to the table and expand your network by connecting with a broader range of people and lived experiences

Assess your impact: Monitor signs of positive change resulting from your inclusive leadership efforts. Are others emulating your inclusive behaviours? Are you receiving input from a more diverse range of individuals? Are teams working together more cohesively? Seek honest feedback from a trusted advisor to evaluate the progress made in areas you've been focusing on.

In summary

Inclusive leadership is not just about recognising diversity but about valuing and integrating the unique contributions of each team member into the fabric of the organisation.

By adopting a personalised approach to leadership and prioritising the wellbeing of their team, inclusive leaders cultivate an environment where trust, support, and understanding flourish. This not only enhances the individual and collective performance but also contributes to a more resilient and adaptable organisational culture.

" Insights from the roundtable panellists

Jeremy: "I can't emphasize enough the importance of feeling cared for, nurtured, and rewarded. This depth of understanding ensures that leadership is not one-size-fits-all but is as diverse as the team itself."

Helen: "Prioritizing 'family and health' establishes a strong base of trust among team members. It allows individuals the flexibility to achieve results in a manner that best fits their circumstances, highlighting the crucial role of leaders in adapting to and supporting a variety of needs and situations."

Claire: "It's less about you...it's all about who you're working with and how they receive you, encapsulating the essence of inclusive leadership as outward-looking and empathetic."

Daniele: "Inclusive leadership isn't just about recognising diversity but about valuing and integrating the unique contributions of each team member into the fabric of the organisation".

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THE ROLE OF DE&I, HR, AND LEARNING TEAMS

How can HR, DE&I and L&D empower leaders to be more inclusive?

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HOW CAN HR, DE&I AND L&D EMPOWER LEADERS

How can HR, DE&I and L&D empower leaders to be more inclusive?

In creating an inclusive workplace, HR, DE&I and L&D do more than just make policies and ensure compliance, they also empower leaders to embrace inclusive leadership behaviours and promote diversity and inclusion actively. Barely 5% of worldwide leaders meet the criteria of being inclusive leaders so what can HR, DE&I and L&D to improve this?

5% BARELY 5% OF WORLDWIDE LEADERS MEET THE CRITERIA OF BEING INCLUSIVE LEADERS

→ **Role modelling inclusive behaviours**

For HR, DE&I and L&D to effectively influence leaders, they must first embody the principles of inclusive leadership within their operations. This means demonstrating empathy, fostering open communication, and ensuring equitable opportunities for development and advancement within their teams. By acting as exemplars of inclusion, HR, DE&I and L&D teams can set the standard for leadership behaviour throughout the organisation.

→ **Creating a culture of wellbeing and adaptability**

By consistently conveying the message that "family and health come first," HR, DE&I and L&D create an environment where individuals feel trusted and supported. This ethos is not merely a policy statement but is exemplified through the leaders' actions and decisions. Whether it's through flexible working arrangements, understanding personal commitments, or providing support during challenging times, inclusive leaders demonstrate their commitment to the welfare of their team members.

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→ Aligning DE&I initiatives with business goals

To influence leaders effectively, HR, DE&I and L&D should demonstrate how inclusive practices contribute to the organisation's overarching business goals. This involves presenting data and case studies that highlight the positive impact of diversity and inclusion on innovation, employee engagement, customer satisfaction, and financial performance. By linking DE&I efforts to tangible business outcomes, these teams can underscore the value of inclusion as a business imperative.

→ Facilitating cross-functional collaboration

Encouraging collaboration between HR, DE&I and L&D, and business units fosters a sense of shared purpose and accountability in achieving inclusivity goals. Initiatives such as cross-functional diversity councils or inclusion task forces can provide platforms for leaders to engage with DE&I concepts actively and integrate inclusive practices into their strategic planning and decision-making processes.

→ Providing tools and resources

Empowering leaders to be more inclusive also involves providing them with the tools and resources necessary to implement inclusive practices. This can include access to inclusive language guides, bias-awareness training, parental transition and carer coaching and frameworks for equitable decision-making. Additionally, offering ongoing support and coaching can help leaders navigate complex DE&I challenges and adapt their leadership styles to meet the needs of diverse teams.

Conclusion

By establishing themselves as credible business partners, HR, DE&I and L&D can influence leaders to adopt and champion inclusive practices, driving superior performance and cultivating a culture where diversity is valued, and every individual has the opportunity to thrive.

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" Insights from the roundtable panellists

Jeremy: "The one thing I've realised from my own experience is the importance of curiosity in any HR or leadership role. It's been highlighted several times, but it truly is vital to be open to learning. Engage with different people, listen attentively to their perspectives, and immerse yourself in the wealth of knowledge available, Some of my most profound learning experiences have come from books, podcasts, roundtable discussions. So, maintain a mindset that is always eager to learn, especially if you're navigating new territories."

Daniele: "Don't underestimate how challenging the growth journey can be, especially for our leaders. I believe in both group and individual coaching, and even therapy. Many companies shy away from offering therapy, but it's something we should embrace. Understanding and supporting personal journeys is crucial for HR leadership."

Helen: "Leaders are the driving force behind family-friendly cultures, yet their own development often comes last. Coaching gives them the time and tools to reflect, grow. Empower leaders to create workplaces where people and families can thrive."

Claire: "Simply checking boxes with standard training for leaders isn't effective. We need focused attention on individual needs and different approaches. I'm a big advocate for group coaching because it creates a space for people to share and connect. And as Daniele mentioned, this process is challenging and will take time. It's important not to rush and think you've accomplished your goals after just a few steps. Culture change is gradual, you just need to keep taking small steps forward to make real progress,"

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3

INCLUSIVITY SELF-ASSESSMENT QUESTIONNAIRE

Assess your organisation's inclusivity and identify areas for improvement

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INCLUSIVITY SELF-ASSESSMENT QUESTIONNAIRE

Assess your organisation's inclusivity and identify areas for improvement

Inclusivity is not just about diversity; it's about creating an environment where every individual feels valued, respected, and empowered to contribute their best. This questionnaire is designed to help you assess your organisation's inclusivity and identify areas for improvement.

→ Instructions

Rate each of the following six statement on a scale from 1 to 5, where

1 = Strongly Disagree
2 = Disagree
3 = Neutral
4 = Agree
5 = Strongly Agree.

Tally your scores to evaluate your organisation's inclusivity practices.

Leadership and Culture

- [ ] Our leaders consistently demonstrate inclusive behaviours in their daily interactions.

- [ ] There is a clear commitment from top management to foster diversity and inclusion within the organisation.

- [ ] Inclusive leadership training is provided to all managers and team leaders.

- [ ] We regularly recognise and celebrate acts of inclusive leadership within the organisation.

Policies and Practices

☐ Our organisation has clear policies in place that support diversity and inclusion.

☐ We have established transparent processes for addressing bias and discrimination.

☐ Flexible working arrangements are available and accessible to all employees.

☐ Parental leave policies are supportive of both mothers and fathers, encouraging equal participation in caregiving responsibilities.

Learning and Development

☐ Our L&D programs include mandatory training on diversity, equity, and inclusion for all employees.

☐ We provide specific resources and coaching for managers on how to lead diverse teams effectively.

☐ Continuous learning about DE&I is encouraged and supported through access to books, seminars, and external resources.

Performance and Evaluation

☐ Inclusion and diversity metrics are integrated into our organisation's performance evaluation system.

☐ Feedback mechanisms are in place for employees to share their experiences and suggestions related to inclusivity.

☐ We regularly assess the impact of our DE&I initiatives and use the data to inform future strategies.

Recruitment and Retention

☐ Our recruitment practices are designed to attract a diverse pool of candidates.

☐ We have strategies in place to retain diverse talent, including career development and mentorship programs.

☐ The diversity of our workforce reflects the diversity of the communities we serve.

Engagement and Inclusion

☐ Employee resource groups (ERGs) are active and supported within our organisation.

☐ All employees feel they have equal opportunity to contribute and advance within the company.

☐ We actively seek and respond to feedback from employees on how to improve our inclusivity practices.

Scoring Guide:

80-100: Your organisation exhibits strong inclusivity practices across various dimensions. Continue to build on these strengths and seek areas for further innovation.

60-79: Your organisation is making good efforts towards inclusivity, but there are areas that need improvement. Identify these areas and prioritize initiatives to address them.

40-59: There is a foundational effort towards inclusivity in your organisation, but significant work is needed. Develop a strategic action plan to enhance inclusivity practices.

Below 40: Your organisation has critical gaps in its inclusivity practices. Immediate attention and comprehensive strategies are needed to foster a more inclusive environment.

3

INCLUSIVE LEADERSHIP CHECKLIST TO SUPPORT RETURNERS FROM LEAVE

For HR and managers to nurture family-friendly and flexible teams

©

Dawn Jackson
Coach Inclusion

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Inclusive Leadership CHECKLIST

Conversations that matter at every step of the return and reintegration journey.

☑ RE INTEGRATION AND ON-BOARDING

- ☐ Connect Difference. Allow time for introductions within and outside the team
- ☐ Brief changes in organisation and team structure, objectives
- ☐ Create belonging. Create/reinforce shared team purpose and values
- ☐ Clarify returner's role and how it fits within wider organisation, team purpose and goals
- ☐ Plan for and provide appropriate desk and physical location environment which connects people and creates feeling of belonging
- ☐ Assign buddy, mentor – consider a diverse mentor

☑ FLEXIBLE WORKING NEEDS

- ☐ Take time to understand the returner's broader work life context
- ☐ Ask (ahead) what working arrangements and adjustments unique to them might be needed. Avoid putting in place temporary arrangements so that they have certainty in the longer term
- ☐ Check in regularly, personal situations may change

☑ ROLE AND RESPONSIBILITIES

- ☐ Ask what they have learned in their absence (rather than what they have forgotten)
- ☐ Ask (ahead) around their role preferences but be transparent and manage expectations
- ☐ Clarify plans for filling their role during their absence and options on return

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Coach Inclusion
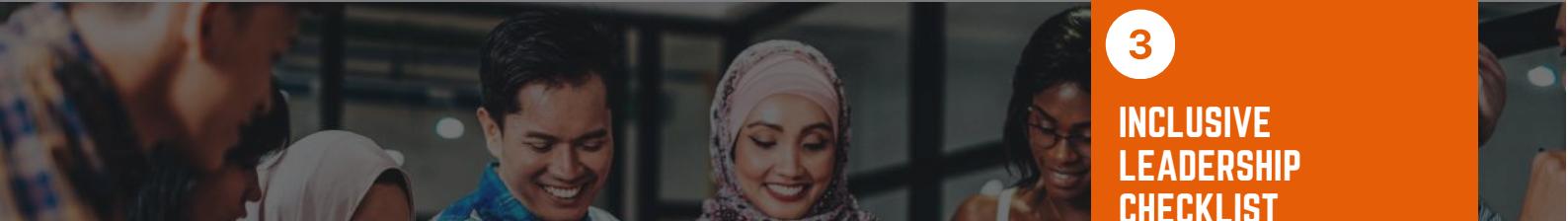
Inclusive Leadership CHECKLIST

☑ MENTAL HEALTH AND WELLBEING

☐ Check in with them regularly in early days of return (based on their preference)

☐ Listen to understand where the period of absence may have impacted on their personal wellbeing and readiness to return to work (remotely or in person)

☐ Agree adjustments to their work schedule where needed

☑ PERFORMANCE REVIEW

☐ Know your people. Understand their performance history but also potential and growth particularly if their manager has changed during their absence

☐ Take responsibility for what was previously discussed and agreed

☐ Familiarise yourself with company policy on performance review for returners

☐ Communicate this ahead of their period of leave but be willing to flex based on unique circumstances

☐ Seek out their views and expectations ahead of and review on return

☐ Be open, empathetic and transparent to recreate trust

☑ ENGAGEMENT

☐ Consider whether your actions and decisions inclusively engage everyone

☐ Seek out and connect with those that are different to understand what engages and motivates them individually

☐ Check in regularly as things change over time

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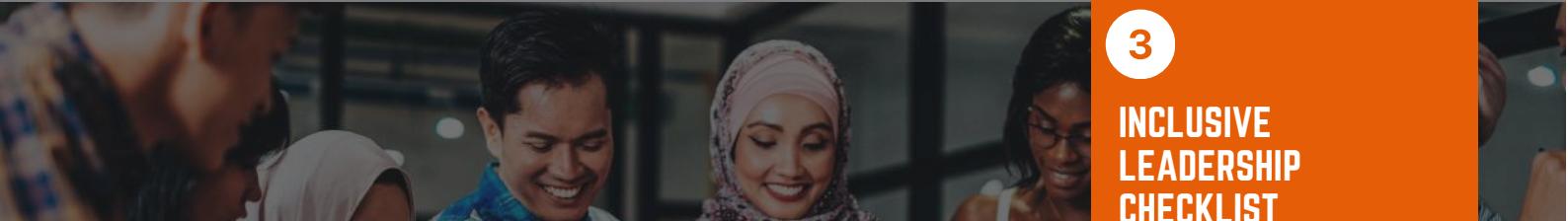
Inclusive Leadership CHECKLIST

☑ CAREER, PROMOTION AND SUCCESSION

☐ Make time to find out what career progression and aspirations they have on their return. It is often easy to make assumptions that these have now changed. Be aware of bias and stereotyping

☐ Discuss what individual development they might need to support their continued growth and longer-term development

☐ Understand company succession and promotions policies and communicate these clearly

☐ Mitigate bias by ensuring returners are objectively assessed in promotion and succession discussions and when decisions are taken

☐ Provide clear and transparent feedback on succession, promotion outcomes whilst listening and documenting their feedback

☑ ONGOING MEETINGS AND COMMUNICATION

☐ Understand individual circumstances and avoid scheduling meetings at times when the returner may have other family or caring commitments

☐ Provide safe spaces and opportunities to proactively connect returners

☐ Make time to focus on reinforcing shared purpose and values to create belonging

☐ Be intentional about creating diverse and inclusive meetings for returners

☐ Create meeting environments which are diverse and where everyone feels safe to speak up

☐ Take positive action – Role model inclusive behaviours and proactively include returners. Call out assumptions and non-inclusive behaviours

☐ Consider your leadership 'shadow' – Are you showing up as an inclusive leader to others?

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Coach Inclusion

P&P WHITE PAPERS

Download our other roundtable reports

Employment rates for those aged 50 to 64 have surged from 56% to 72% over the past 30 years. In our effort to explore this topic further, we invited three expert panellists to share their insights on the key midlife health challenges, the impact on individuals and organisations and what we can do about it.

Our mission for International Women's Day 2023 was to raise awareness around gendered ageism in the workplace. Whilst ageism affects both younger and older workers, recent reports in the press have confirmed that ageism in general is something we should all be concerned about.

The goal of this white paper and toolkit is to highlight the importance of promoting Work-Family Balance in the workplace and to provide an actionable toolkit for organisations to use. The ability to maintain a healthy balance between work responsibilities and family life is increasingly seen as essential for overall wellbeing and job satisfaction.

Women are the fastest-growing workplace demographic. Yet women face their own set of personal health challenges which span the very start to the very end of their careers. Our report reflects a summary of discussions from a roundtable event for HR/D&I/L&D professionals.

Supporting employees with caring responsibilities isn't just a policy — it's a powerful way to strengthen workplace culture and wellbeing. This white paper brings together insights from a panel of four experts who share their experiences and practical strategies to help organisations better support carers at work.

TOOLKITS

P&P career coaching

ATTRACT & RETAIN TALENT

5-Step guide to setting up **Parental Transition Coaching** in your organisation

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THE BALANCING ACT

Expert Advice and Practical Tips for Work-Family Balance

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THE BALANCING ACT

Ideas to Promote Work-Family Balance in the Workplace

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SUPPORT FOR WORKING PARENTS

Top 20 practical ways to get a better work/family balance

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ANDROPAUSE IN THE WORKPLACE

A Guide for Employers and Employees

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BALANCING CARING AND A CAREER

Top 10 life skills developed by carers which help professional life - includes a real life case study.

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PARENTS & CARERS' NETWORKS

A guide to setting up a parents and carers' network in your organisation

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WORK-FAMILY BALANCE

Summer Break CHECKLIST

Supporting working parents as summer approaches.

A checklist for HR and Managers

P&P career coaching

NAVIGATING NEURODIVERSITY

15 ways to manage a diverse skill set for a culture of inclusion

OTHER RESOURCES

Join the Community

Join a supportive community on LinkedIn for working parents navigating the challenges and joys of balancing professional careers and family life.

Share resources, stories, tips, and build a network with fellow parents. Build a support system to offer and receive guidance during critical parenting and career milestones. Highlight and promote companies with family-friendly policies. Share resources suited for working parents.

➡️ **Join the Working Parents Network**

Share the Message

August is #WorkFamilyBalanceMonth!

Whether you're a working parent juggling multiple responsibilities or part of a supportive workplace aiming to foster a healthier environment, your voice matters.

Raise awareness about the benefits of a healthy work-family balance for everyone by clicking the link and sharing your story with your network. Let's make a difference together!

➡️ **Share on LinkedIn or other Socials**

MEET *the* TEAM

At Parent and Professional our mission is clear: to promote inclusive, family-friendly workplaces where every individual can thrive and unleash their full potential.

Our award-winning services are dedicated to empowering employees as they navigate the intricate balance between their professional aspirations and personal responsibilities, whether as parents, caregivers, or individuals undergoing personal or health transitions.

In collaboration with HR, DE&I & Learning teams, we offer comprehensive solutions to help organisations to become recognised as family-friendly, inclusive and supportive employers. Together, we will ensure that all aspects of culture change are considered, and lay out plans on how to cultivate an environment that both attracts and retains exceptional talent.

ANY QUESTIONS?

Contact: helen@pandpcoaching.co.uk

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MEET OUR COACHES
https://www.parentandprofessional.co.uk/coaches

MEET OUR PANEL OF EXPERTS
https://www.parentandprofessional.co.uk/panel-of-experts

THANK YOU!

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career coaching

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Nurturing an inclusive and family-friendly working culture

Supporting employee health and wellbeing during times of transition.