

ICF - Accredited
Parental-Transition Coaching
Programme Overview



Make a Difference in the Lives of New Parents

Our ICF-Accredited Parental Transition Coaching Programme is designed for coaches looking to make a meaningful difference in one of life's most significant transitions: becoming a parent. Parental transition coaching is an evolving field dedicated to helping new parents manage the unique challenges of balancing family and career—an experience shared by millions worldwide.

Studies reveal that over 70% of working parents feel the strain of juggling professional and personal responsibilities, with nearly a third considering stepping back from their careers to cope. Parental transition coaches offer invaluable support, equipping new parents with the confidence, strategies, and tools they need to flourish in both their personal and professional lives.

This programme is an opportunity for coaches to enter a fulfilling niche that addresses a critical need, providing guidance that empowers parents to thrive with renewed clarity and resilience during this life-changing journey.

Aims of the Programme

- To understand the key principles involved in parental-transition coaching.
- To develop coaching skills that support the use of these principles.
- To reflect on your own experiences and how this supports your role as a parental-transition coach.
- To understand the professional ethics and contracting in parental-transition coaching.

→ Pre-requisites

- Recognised coaching qualification or 5 years of coaching experience.
- Organisational experience – minimum of 4 years in an organisation is preferable.
- You do not have to be a parent but knowledge of the parental transition journey is required along with a desire to help clients with their work and family balance.

→ Learning

Learning will consist of participation in 12 weekly live webinars that include practice coaching of parental transition case studies. Webinars in weeks one and twelve are 90 minutes, the others are 60 minutes. Students will also be asked to complete the online Portal that our organisations use as part of their parental transition support programme.

→ ICF (International Coaching Federation)

The PTCQ programme has been accredited by the ICF as an approved coach training programme for 19 Continuing Coach Education (CCE) Units, 11 Core Competencies and 8 Resource Development. Students who complete the programme will receive a certificate documenting the completion of the programme and will be able to use the credits toward the renewal requirements of an ICF credential.

If you'd like to take it a step further, you have the option to complete the assessment and earn a Parental Transition Coaching qualification, accredited by the ICF!



Objectives of Programme

- Understand the main differences between executive, career coaching and parental-transition coaching.
- Assess how your personal journey and experience of expectancy / leave / adoption / caring has affected you and what impact this may have on your coaching effectiveness.
- Understand how a parental-transition client moves through the change curve and how you as a coach can support this.
- Be able to recognise and support the strong emotions associated with the transition from professional to parent - for example grief and loss
- Be able to recognise and appreciate the physical changes that accompany new parenthood so you can advise the appropriate professional support, eg. Post-natal depression, hormonal changes associated with pregnancy and breastfeeding.
- Be able to mentor an expectant parent to prepare to exit the business from a logistical perspective (handover, keeping in touch, performance management).
- Enable clients to think ahead to their period of parental leave – to be able to share their hopes and fears.
- Be able to recognise and support strong emotions associated with the return to work eg. separation anxiety, guilt, change of personal identity
- Support the client with concerns and challenges eg. childcare, relationship with manager, setting boundaries regarding leaving work etc.
- Support the client with a reintegration plan including:
 - Identifying priorities and objectives
 - Conducting a skills and strengths audit
 - Visibility and connecting with key stakeholders
 - Time management and work/family balance strategies
- Enable the client to reflect on the positive foundations of the parenting experience and the leave from work eg. transferable skills, core values, identifying a work/life balance.
- Enable the client to identify strategies for self-care for mental wellbeing.
- Support the client with longer term career development including self-expectations, visibility within the business and mentoring opportunities.



Assessment

Assessment will be marked against 6 competencies that Parent & Professional have highlighted as important principles when coaching parental-transition clients:

1: Knowing who the client is and your role as a parental-transition coach

Understanding the referral process and where you as a coach fit within that.

2: Contract and boundaries

Understanding how your own parental experience impacts on the coaching relationship.

3: Client care

Supporting and managing the physical and emotional wellbeing of the client through their parental transition journey within the boundaries of your role as a coach.

4: Emotional context of parental transition coaching

Understanding the emotional impact of the parental transition journey on the client.

5: Ethical guidelines and when to refer

Understand the physical and emotional journey of a parental transition client and when to refer to other professionals.

6: Organisational experience and mentoring

An understanding of organisational strategies, cultures and dynamics including the impact of re-structures on the parental transition client. Coaches will be expected to have some personal experience of working in organisations.



Assessment Criteria

If you're ready to deepen your expertise and earn an additional qualification, you have the option to complete an assessment. This assessment is designed to help you apply and showcase your coaching skills within parental transition contexts.

Assessment will consist of:

- Attendance of 75% of the live webinars and completion of any missed webinars.
- A written case study of a parental transition client session identifying where you have met the assessment requirements.
- Submission of a 20-30 minute recording of a coaching session with a parental transition client with a written commentary of your coaching and how you have met the assessment requirements, plus written feedback from the client.
- Completion of the client online Portal.

Passing the assessment will earn you the Parental Transition Coaching Qualification, accredited by the ICF, recognising your competency and dedication to supporting parents through work-family transitions. It's an excellent choice for those wanting to distinguish themselves further as a coach in this specialised field!

Cost of the PTCQ Programme

OPTION 1: CCE'S AND ASSESSMENT / ICF QUALIFICATION

ICF Accredited Certificate - £2,995 (excluding VAT) or concessional price for the self-employed: £1,495 (excluding VAT).

OPTION 2: CCE'S ONLY – NO ASSESSMENT / NO QUALIFICATION

P&P Course Completion Certificate - £2,495 (excluding VAT) or concessional price for the self-employed: £995 (excluding VAT).

The cost is payable in either one or more instalments, paid in full before the start of the programme.



Next Steps

If you would like to join the programme, please email:

info@pandpcoaching.co.uk

Please provide the name and details of:

1. The coaching qualification you already hold and/or any coaching experience to date.
2. The organisational experience that you have gained.

Applications will be considered on an individual basis.

Please note that there is no guarantee of paid work with Parent and Professional following the completion of the programme.

P A R E N T A L T R A N S I T I O N



COACHING
QUALIFICATION

CCE

ICF CONTINUING
COACH EDUCATION

ICF

ICF-ACCREDITED WITH 19 CCE UNITS

Parental Transition Coaching Qualification

info@pandpcoaching.co.uk

www.parentandprofessional.co.uk/academy