

March, 2025



Support for family leave returners

Services

Prepared by Lizzie Martin
Head of coaching and training
Work Life Mother Limited (WLM)





A Summary of our **Company Mission**



At WLM, our mission is to enhance the parental transition experience, empowering employees to thrive in their career while enabling leaders and organisations to retain their valuable talent. We firmly believe that no one should have to choose between a successful career and parenthood.

As experienced ICF-accredited coaches, we bring extensive expertise working with a diverse array of companies. With backgrounds in leadership and HR, alongside our role as parents, our strengths uniquely positions us to drive meaningful change for individuals returning to work across a wide spectrum of organisations.

The **Team**



Lizzie Martin, PCC
Head of Coaching and Training



Vicky Millar, PCC
Associate Parental Transition Coach



The business case

When a professional becomes a parent, managing their career and lives becomes more complex. Organisations are also vulnerable to losing their valuable talent during the parental transition.

24%

of women go back full time after having children , 57% of them leave within two years.

Careersafterbabies 2023

17%

of women felt confident on their return to work.

People management 2018

£30,000

is the cost of replacing an employee.

Oxford Economics

75%

of working parents are suffering stress and anxiety as a result of trying to manage their work-life balance.

CIPHR

WLM Support

Service	Investment All prices exclude VAT
<p>1-1 parental transition coaching</p> <p>Individualised coaching before, during and after parental leave with an ICF PCC level coach. 60 minutes in person or virtual (most popular). Tri-partite coaching sessions where a sponsor is also involved can be incorporated in the programme structure.</p>	<p>From £1200 for 3 coaching sessions</p>
<p>Group parental transition coaching</p> <p>90 minute facilitated group coaching for up to 8 participants. 'Preparing for Leave' 'Empowered Returns' and 'Future Focus' sessions.</p>	<p>From £1100 per session</p>
<p>Training webinars for employees or managers</p> <p>Led by an ICF PCC coach or subject matter expert sharing advice and best practice across a broad range of topics.</p>	<p>From £1600</p>
<p>Retaining your returners[®] manager coaching</p> <p>Practical and interactive coaching for managers to increase their awareness and develop skills to better support returning talent 90 minute - 2 hour sessions</p>	<p>From £1600</p>
<p>Design and development of bespoke PDF or video guides</p> <p>Creating 'evergreen' pdf guides and video training for managers and employees navigating parental leave.</p>	<p>From £2400</p>
<p>Training and supervision for internal mentors/coaches</p> <p>Half day training for internal mentors and return to work coaches to develop the skills and mindset to support returners. Ongoing professional ICF coach supervision for practitioners.</p>	<p>From £1600</p>
<p>Culture consultancy</p> <p>Bespoke consultancy to support the development and growth of your inclusive culture for working parents. All projects priced based on scope.</p>	<p>From £1400 per day</p>



Let's work together

BOOK A CALL

<https://calendly.com/lizzie-martin/30min>

EMAIL:

hello@worklifemother.com

WEBSITE:

www.worklifemother.com

LINKEDIN:

[Lizzie Martin](#)

“

Having the space to anticipate both professional and personal challenges, and receiving guidance on how to navigate them made all the difference to my maternity return.

Anna
Consultant
Gateone Consulting

“

I cannot recommend Lizzie Martin highly enough as a speaker and executive coach for anyone looking to foster a more inclusive and supportive workplace environment.

Ruta
Chair of gender balance ERG
Globaldata PLC

“

WLM is the perfect partner to improve your organisational culture for the future.

Rachel
HR director
Glencar Construction