

## Returner Coaching Programme

Women Returners' proven, insight-led Returner Coaching Programme has been specifically tailored to address the practical and psychological issues faced by professionals re-entering the workforce after an extended career break. The coaching facilitates a more rapid and effective re-integration into the corporate environment and increases the contribution and satisfaction of the returner. The use of external coaches experienced in working with returning professionals, who understand life on career break, encourages an open and honest sharing of experiences. The Coaching Programme consists of 4 sessions starting on or before the start date and spaced through the transition back to work.

This is the outline framework, with content tailored to the individual or the group.

### Session One - Prepare

- Rebuilding professional identity
- Telling your return to work story
- Creating the mindset for a successful return
- Action planning: setting objectives & expectations

### Session Two – Explore

- Developing sustainable life balance
- Developing proactivity
- Creating connections and building professional brand
- Review & issues to address

### Session Three – Integrate

- Managing your career in the longer-term
- Exploring flexibility
- Improving self-marketing
- Review & issues to address

### Session Four - Launch

- Moving on from returner identity
- Reviewing achievement and accomplishment of objectives
- Planning for the future