



CERTIFICATE IN PARENTAL LEAVE MANAGEMENT

Skills, tools and strategies for creating change in your workplace using the Ready to Return™ program

What is the Parental Leave Management Certificate Program?

Together with a small group of fellow HR professionals and managers, the program will help you to develop a strategic approach, tools, processes and the opportunity to build your skills to advance gender equity in your organization.

This program is for you if you want to

- Create a more inclusive workplace
- Lead change in your team, department or organization
- Improve policies and clarify the process
- Become an employer of choice
- Better support employees



Our Approach

In a small, interactive group we will discuss the concepts, history and path forward for parental leave management. Together we will:

- Review and discuss how to take a strategic approach to parental leave management
- Enhance understanding of various issues that need to be addressed in your program
- Deepen competence in areas including pregnancy and infant loss, legal rights, breastfeeding, return to work planning and support, best practices and options
- Develop cutting edge policy for your organization

We provide case studies and other interactive learnings to create opportunities to practice implementing and activating new policies and procedures. To create a space for meaningful and safe discussion our live sessions will not be recorded.

AWARENESS

- Understanding the support and need for comprehensive policy
 - Learn the resources available to support your staff

IMPLEMENTATION STRATEGY

- Communication and strategies for managers and employees
- Integrating new policies and procedures into your existing framework

RETENTION AND ATTRACTION

- How to position inclusive practices in parental leave management to form strong retention tools
- Create strong framework for onboarding and off-boarding employees from leave

EMPLOYER OF CHOICE

- Creating bereavement support
- Understanding legal requirements and best practices
 - Solid policy framework
- Becoming the gold standard for your industry



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PROGRAM CONTENT

SESSION 1

Parental Leave: What is Working and What is Not

- Introduction to Ready to Return Framework
- Review of data and studies
- Explore how improving the parental leave process can change your workplace

SESSION 2

Employment Law - Pregnancy & Parental Leave Rights and Responsibilities (with Hudson Law)

- Understanding employer rights and responsibilities
- Setting strong policy
- What we are getting right and what we are getting wrong

SESSION 3

Pregnancy and Infant Loss (with Michelle LaFontaine - PAIL Network)

- Overview of assisting employees
- Conversations and resources
- Best practices and support

Optional: Networking/Office Hour

SESSION 4

Pregnancy at Work

- Creating best practices in different work environments
- Common requests and how to manage them
- Preparing for leave

SESSION 5

During Leave

- Options for support and engagement
- Best practices for contact and follow up
- Managing expectations and creating a great leave experience

SESSION 6

Back to Work

- Setting up for success
- Creating a cohesive return to work
- Supporting managers and staff for return to work

Optional: Networking/Office Hour

SESSION 7

Issues Impacting Parents at Work

- Creating flexible work options
- Equity & Inclusion initiatives
- Caregiving crunch and how we can support it

SESSION 8

Becoming an Employer of Choice

- Options other than top up
- Showcasing your culture
- Best practices and new initiatives



CONTACT US

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INVESTMENT

Full Fee
\$2500



CAD, tax excluded