The Next “Baby Boom”: New Parent Career Coaching

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Life Meets Work
Gaps in Traditional Responses

• Employee Resource Groups (ERGs)
• Mentoring/Role Models
• Employee Assistance Programs (EAPs)
• Trainings
New Parent Career Coaching Fills Gap

Action-oriented career guidance that can help new parents:

- Navigate challenges of parenthood and the impact on life & career by helping see choices and solutions
- Identify self-sabotaging behaviors and challenge perceived limitations
- Build network of support and action plan for overcoming concerns and barriers to success
What Does Coaching Look Like?

RANGE OF TOPICS

1:1 or GROUP SESSIONS

LIVE OR VIRTUAL

INCLUSIVE

ROOTED IN ACTION
Critical Coaching Stages: New Parents

1. Preparing for Leave
2. Re-integration From Leave
3. Career Impact and Recalibration After Leave
Content of Coaching Conversations

- Interests
- Skills
- Relationships
- Other’s views and positions
- Anticipated consequences
- Context
- Expectations
- Personal beliefs and attitudes
- Perspective on actions

The concrete situation
A Typical New Parent Coaching Story

BEFORE COACHING
• Self-described as “stuck with no idea where to turn”
• Eight-month-old at home
• Rethinking decision to return to work
• Told she was setting bad example for her staff by being so clearly overwhelmed

DURING COACHING
• Identified specific action steps to address her needs
• Applied same skills with her team – saw many colleagues operating in crisis mode
• Got proactive and worked with her team to improve communication and workflow

AFTER COACHING
• More committed to her role; felt empowered to inspire & engage her team
• Eating better, exercising, and spending quality time with family
What does Coaching Accomplish?

- Research shows coaching improves:
  - feelings of being in control of one’s circumstances
  - problem identification & enhanced problem solving
  - work-related satisfaction
  - relationships
  - motivation
  - performance
Last summer was a challenging year for me personally as I welcomed my first child, moved into a new home, launched a non-profit, and supported my wife as she enrolled in NYU dental school. My Life Meets Work coach was great in helping me transition into parenthood while maintaining my career focus and achieving my lifelong dream of giving back to our youth through my non-profit. I’d recommend Life Meets Work to any attorney in need of support during major life transitions.
Working with my coach at Life Meets Work was a truly exceptional experience. The coach’s guidance was integral to my successful transition back to work after having my first child. She armed me with techniques for balancing work and personal life for the long-term and was the perfect sounding board. Our sessions were tremendously helpful.
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