

MAKING IT WORK!

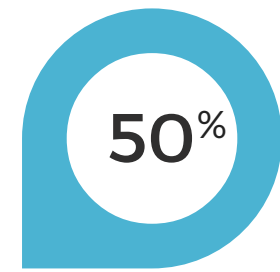
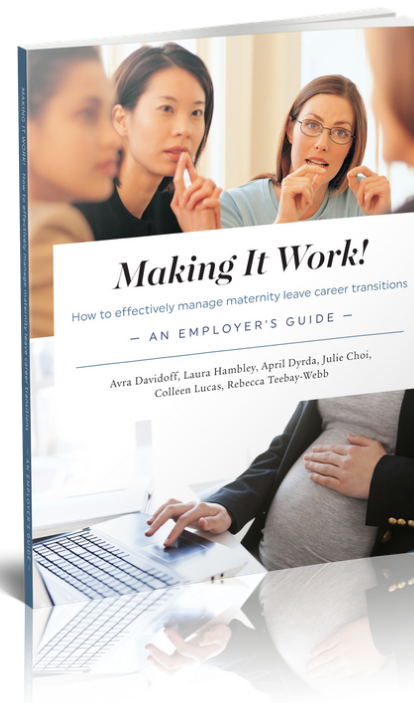
How to Effectively Manage Maternity Leave Career Transitions: An Employer's Guide

The guide was developed for anyone who employs, leads, manages, trains, coaches or supports pregnant, adoptive and parenting women at work, including HR professionals, managers, business owners and career practitioners. The user-friendly manual equips you to go beyond legislated requirements and take a proactive, positive approach to managing maternity leave career transitions.

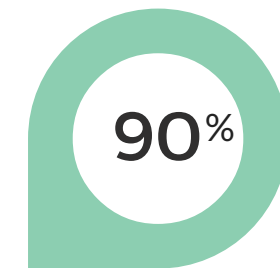
THE GUIDE COVERS:

- Redefining career development, progression and advancement
- Before, during and after maternity leave (e.g. career dialogues, comeback coaching, return-to-work plans)
- Customizing career plans with flexible work options
- Considerations for diverse populations (e.g. adoptive mothers, new immigrant mothers, same-sex mothers)
- 15 low-/no-cost employer strategies to facilitate employee engagement

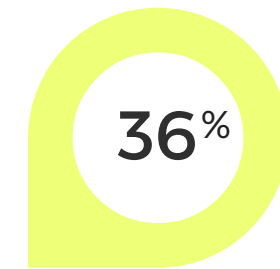
Written by a team of workplace psychologists and career development experts at **Canada Career Counselling** and published by **CERIC**, the goal of this guidebook, along with the employee version is to help working mothers and organizations to collaboratively realize their full potential.



Of the workforce constitutes women.



Of working women who are mothers, will take a maternity leave.



Of new mothers feel that taking maternity leave negatively impacts their opportunity for promotions, career development and career progression.



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