

## Effective Parental Leave Transitions

### *Leading on Leave*

Wednesday 9 November 2016

9am – 11.30am

\$220 per person

\$190 per person for groups of 2+ people

### Training Program Overview

One in two mothers and one in four fathers and partners experience parental leave and return to work discrimination (AHRC - Support Working Parents National Review, 2014). The parental leave transition also exposes employees and businesses to other risks in areas such as perinatal mental health, health and safety, turnover rates and work-life interference.

Having a valued employee take parental leave presents many challenges for the individual and for the business. This training will assist human resources managers and professionals to best support employees during the Parental Leave Transition while navigating the complex legal rights and obligations surrounding parental leave and return to work.

Designed and delivered by leading workplace lawyers and psychologists, this training provides a unique learning experience specifically for human resource managers. This training takes a practical approach to learning through discussion of case studies and the development of a personalised 'Transitional Action Plan' (TAP).

### Organisational Benefits

- Manage legal risks and enable effective Flexible Work Arrangements
- Increase retention
- Enhance reputation as an Employer of Choice
- Contribute towards Gender Diversity Reporting Requirements
- Promote employee wellbeing
- Normalise support

### Learning Outcomes

- Understand the significance of the transition and the challenges it presents in the workplace
- Understand your organisation's minimum legal obligations, including responding to requests for flexible working arrangements
- Manage legal risks, including breaches of National Employment Standards, discrimination, adverse action and constructive dismissal
- Explore best practice strategies and the characteristics of an effective transition manager
- Develop communication skills to promote authentic conversations and consistent messages across the transition
- Identify a range of Resource Pathways to support the transition

## Training Program Inclusions

This training program is designed for managers and is limited to 12 participants to enable group participation and learning.

The training is run by a workplace relations lawyer and an organisational psychologist.

Training materials are provided for each attendee, including practical case studies.

## Registration

To register for this training program, please [click here](#). As numbers are strictly limited for this training, please register early to ensure your place.

If you require any further information or would like to enquire about a customised version of this training for your workplace, please contact us on 03 9948 2450 or [info@hrlegal.com.au](mailto:info@hrlegal.com.au).