

## Ramping Up: Coming Back After Baby

*“In the structural issue of off-ramps and on-ramps, we see the mechanism derailing the careers of highly qualified women and also the focal point for making positive change... One thing at least seems clear: Employers can no longer pretend that treating women as “men in skirts” will fix their retention problems. Like it or not, large numbers of highly qualified, committed women need to take time out. The trick is to help them maintain connections that will allow them to come back from that time without being marginalized for the rest of their careers.*

*Nurture ambition. Finally, if women are to sustain their passion for work and their competitive edge—whether or not they take formal time out—they must keep ambition alive. Our findings point to an urgent need to implement mentoring and networking programs that help women expand and sustain their professional aspirations.”*

*From Sylvia Ann Hewlett and Carolyn Buck Luce’s “Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success,” Harvard Business Review, March 2005*

In this program we work with women leaders transitioning back after maternity leave. We help them to create strategies for success when navigating the “on-ramp.” We examine their new realities and take a holistic look at how they can build on their strengths, address necessary weaknesses and learn to delegate effectively in their newly expanded roles. We focus on “integration” – performing multi-purpose activities versus multi-tasking. Relationship-building skills are introduced, as women will need to effectively design alliances with key players to move from surviving to thriving.

### **Program outcomes**

- Mid term and short term strategies to navigate the transition
- Action plan to implement strategy
- Specific next-steps to build your support team – both professional and personal
- Practical tips to overcome fear and perceived obstacles
- Tips for creating healthy communications and relationships with key players
- Real-time use of introductory coaching skills
- Accountability to coaching partner
- Enhanced relationships with other leaders leading to greater collaboration

### **Scalable Coaching Solutions**

This program will be delivered through a one-hour individual strategy session and two half-hour follow up coaching sessions in the following six month period.

### **Contacting North Star Coaches**

To book this program with North Star Coaches, contact Lindsay Sukornyk at 416-924-0700 or [Lindsay@northstarcoaches.com](mailto:Lindsay@northstarcoaches.com).