





The Reconnect Coaching Programme

“Reconnecting Women with Self, Work and Family”

A total person approach

The holistic wellbeing of employees is now recognised as an important element to organisational success. Those companies that are adopting this approach are the ones clearly reaping the rewards. The logic is simple. As a result of feeling valued and supported by their company, employees arrive at work feeling a sense of connection - with a clear and seamless pathway between their work and family life.

The notion that people are expected to leave their troubles at the door and ‘fence’ off personal challenges is a concept from the past. Evidence now is that the human mind finds this impossible. It is far more effective to address challenges and anxieties to support the whole person, rather than to try and bury them with work and stress. The organisations that ‘get this’ are ones that are seen as leaders and places where people want to be part of. Altris’s Reconnect Coaching is one way to practically demonstrate a commitment to people and to performance. It is practical, thorough and achieves results.

Reconnecting women with self, work and family.

Life is full of different stages and phases. Reconnect Coaching focuses on, and addresses the challenges professional women face based on the following stages.

1. “This Is Where It Starts” is for women who are on parental leave. This can be a challenging time for the employee, as they experience considerable changes. These are not only physical and emotional, but also at a deeper level within themselves in relation to self-identity, life and work goals when re-entering their workplace. Through the Reconnect Coaching programme, women can be given the necessary reflection time, guidance and support to re-emerge with a new self-identity.

2. “It Never Stops” is for mums of school aged children facing the dynamically changing role of motherhood, while at the same time, navigating their work and home lives and developing their careers. The reality is we need to become Masters of Change during motherhood and this part of the programme helps to achieve this.

It is designed for women in either of these life stages and provides the employee with an invaluable experience. One that is tailored, one-on-one personal and professional development delivered via coaching. The employee comes away feeling deeply valued. It also provides them with the opportunity to realign their focus and vision during the three-month programme. Where some hit a wall and many are lost during the challenge of juggling parenthood and career, Reconnect lowers the risk of companies failing to leverage this talent pool.

Why this topic needs to be on the people agenda of New Zealand organisations

We believe it is simply good business sense.

- A talent short market is a growing issue for New Zealand
- We need to make best use of the resources we have by encouraging executive women back to the workforce.
- It's a more sustainable approach to talent management.
- The organisation retains the corporate knowledge and skills invested in their employees.
- Women make up 46.9% of the New Zealand workforce and 85% of paid working women have children.
- They make up 52% of qualified people leaving tertiary education and are now having children much later in life and returning to the workforce much quicker than in the past.
- Holistic Health is now highly valued and research has shown that an employee that is looking after their stress levels performs to a higher level at work.



The Reconnect Coaching Programme

“Reconnecting Women with Self, Work and Family”

Flexible and tailored

Our aim is to create a meaningful and individualised approach for each employee based on the following options:

- **6 x one-to-one coaching sessions to assist the employee with the following:**
 1. Communication – defining and managing expectations and priorities;
 2. Develop your own tool box for maintaining level thinking and effective leadership in high pressure situations;
 3. Effective work/life management - finding the right rhythm between doing and resting;
 4. Building confidence through change – re-establishing your presence and how to make a positive impact;
 5. Re-establishing and building relationships and alliances;
 6. Goal setting in all four dimensions of personal wellbeing as well as professional goals;
 7. Exercise and nutrition advice which is realistic and specific for each individual ;
 8. Post Natal assessment for ‘This Is Where It Starts’ programme, along with the development of a post-delivery exercise programme, targeting key areas such as postural, stability, core strength.
- **Four Dimensional Wellbeing Assessments:** These relate to what we call the four dimensions of well being representing mental and emotional, physical, social and spiritual. The focus on understanding the inter-relationship of these and setting relevant goals in each area of a person’s life.
- **Weekly Emails on Exercise Progress**
- **Blog / Newsletters** sent each month on various topics of health, wellbeing and balance
- **Stress Management techniques**
- **The option** to make a 15 minute weekly phone call to the coach if needed when things pop up for the coachee.

Reap the rewards

The ultimate outcome is a happy, fulfilled and work-ready employee feeling re-connected to the workplace and emerging with a feeling of confidence. These are people performing to a high standard, and achieving results as quickly as possible. Specific outcomes are as follows:

- Feeling highly valued and cared for by the company and enhanced loyalty felt towards employer.
- A sense of clarity for their pathway at work as a parent.
- Increase in motivation and improved health and fitness.
- Feeling supported and able to try out new approaches in a caring environment.
- Access to an external ‘sounding board’ for ideas.

Good for brand and business

If people are your greatest resource, and they are, this is one area where you can set an enduring example of a commitment to caring.

- Your valued employee comes back to work feeling ready and motivated to achieve results sooner, resulting in improved performance and reduced risk of turnover.
- Visibly enhance your company’s reputation with regards to Employment Branding. People will see and hear about you looking after your employees by demonstrating your willingness to invest in people.
- Retain the corporate knowledge of your valued employee.
- Actions speak louder than words. Your company has the opportunity to “walk the talk” and show your employee and surrounding staff how much you care and value them by purchasing a ‘Reconnect’ Programme.
- Your company will be seen as innovative and moving with the times by supporting your emerging staff with the ‘Reconnect’ Programme and valuing their holistic health and wellbeing.



The Reconnect Coaching Programme

“Reconnecting Women with Self, Work and Family”

WHO WE ARE

Altris are delighted to bring together leading coaches to deliver the Reconnect Coaching programme.



Suzi McAlpine

Suzi McAlpine is a leadership development specialist, acclaimed blogger, professional speaker and mother of three.

Having worked with CEOs, senior leadership teams and organisations throughout New Zealand for over 18 years, Suzi is passionate about the value to organisations in developing their women leaders. She also knows first-hand, the challenges and rewards that being a working mum can bring!

The author of internationally acclaimed leadership blog, The Leaders Digest, Suzi has established a large online following, and is also a regular contributor to Idealog magazine.

Working with female leaders to reach their full potential makes her really, really happy.



Jayne Chater

As a Director of Altris, New Zealand's award winning Leadership Specialists, Jayne brings her skills and knowledge, from working with hundreds of senior leaders, and in particular senior businesswomen, to understand when they are at their best, and what they need to harness to tackle challenges. She connects who you really are as a female leader, through the heart and the mind.

As a mother of 3 daughters, she is more than familiar with the challenges that face working women, (their career journey) and their employers every day. Jayne will work with participants to connect their own sense of purpose, so they and the organisations they commit to, get the best out of them.



Anna Gibbons

Anna's approach to coaching comes from a place of compassion, understanding, honesty and unconditional commitment. Her obvious passion for what she does allows her to create a space of comfort that encourages freedom and expression.

As a mother of four herself, Anna has founded and been a Director of a highly successful pre and post natal fitness franchise. Anna's background in teaching and personal training were integral to the success of this business.

As a qualified NLP Practitioner, Anna's focus is now on coaching focusing on all 4 dimensions of wellbeing and professional success: mental, physical, emotional and spiritual - to assist both employers and professional woman to achieve the goals they want.