



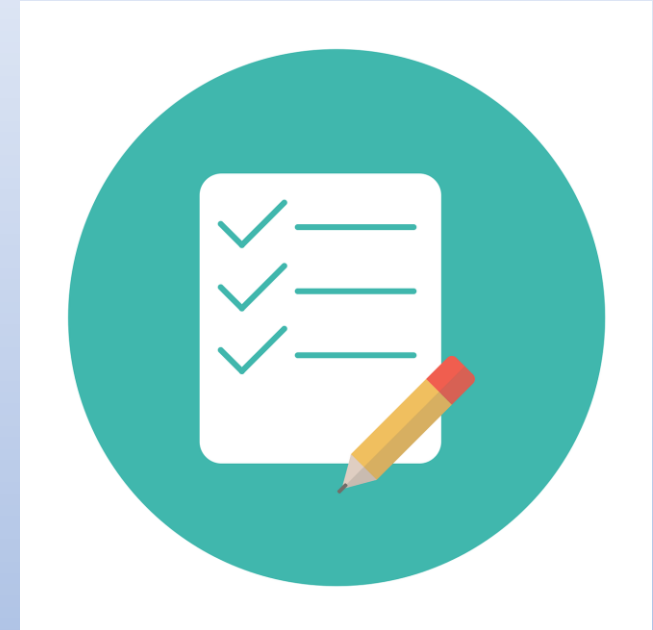
Dr Emma Waltham
Returning Works®

Maternity and
Workplace
Wellbeing

www.linkedin.com/in/emmawaltham

Business Case

- Gender diversity
- Burnout
- Absenteeism
- Retention
- Productivity
- Reputation



www.linkedin.com/pulse/what-business-case-supporting-your-returning-mums-emma-waltham/

Lived Experience

- Major life transition
- Physical wellbeing
- Emotional wellbeing
- Personal/professional challenges
- Systemic factors
- Implications



What Can We Do?

- Be kind to ourselves
- Everything is a phase
- What's in your control?
- What brings you joy?
- What gives you energy?
- Take-up support



What Can We Do?

- Be aware
- Communicate
- Empathise
- Check your assumptions
- Be flexible
- Role model
- Support men in co-parenting
- Offer support





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