

WLE Webinar

Roundtable: Everything You Need to Know About Taking & Returning From Parental Leave

- 1) What are the major challenges facing your organization when it comes to allowing more parents to take substantial parental leave? Are there challenges specific to men? What steps can you take to overcome these challenges?
- 2) What are some of the considerations you would make in ensuring your job were covered if you took six months off of work for taking care of a new baby? How would you ensure your work is covered? What steps would you take to make sure you are on the same page with your supervisors/coworkers? What would you include in your work coverage/leave plan?
- 3) What instructions would you leave for your office about communicating with you while out on leave? When and how would you tell them to communicate with you, if at all?
- 4) What goals would you set in dividing the work of parenting and housework with your partner? What challenges do you expect would arise? How would you propose handling them?
- 5) Talk through a hypothetical leave-planning meeting between a manager and their pregnant employee. What should the key talking points and considerations be, for both the employee and her manager?
- 6) What are some flexible options for work, hours, travel, and assignments that might be available to support new parents returning to work at your company?
- 7) How could a gradual return to work following parental leave (e.g., 3 days/week for the first month, and 4 days/week for the next 3 months, before returning to full-time) work in your department? How could work be structured to ensure the employee is supported, while the department's business needs are met?
- 8) How might supporting new parents benefit organizational goals (i.e. productivity, morale, creativity, etc.)?
- 9) What can you or your organization do to reduce bias against parents who take substantial parental leave or take advantage of flexible work options?
- 10) What is currently missing from your team or department's approach to effectively supporting new parents. What strategies could you realistically implement to better do so?