



# The Juggling Act

**The Juggling Act is an innovative coaching programme that takes working parents' careers to the next level.**

Our programme is specifically designed to empower parents re-entering the workplace, through 1:1 coaching sessions and intensive group work; enhancing their focus and self-assurance as well as offering real-life practical exercises in negotiation and communication skills. Our three facilitators (Claire Fry, Lucy Fry and Chris White) have pulled together their extensive professional and personal experience to create a programme tailored to tackling the challenges, hopes and aspirations of parents returning to work after parental leave. The Juggling Act is focussed on getting participants thinking creatively, challenging limiting assumptions and acting with clarity and purpose.

## This programme offers parents the opportunity to...

- Explore feelings and thoughts about returning to work.
- Highlight key areas of challenge and identify new solutions.
- Fine-tune balance in their lives, making work more sustainable and productive.
- Practise having difficult conversations under challenging, yet supportive conditions.
- Identify unconscious blocks, assumptions and beliefs and discover more useful behaviours, responses and attitudes.
- Take ownership of their own process and gain autonomy.



## Overall Benefits

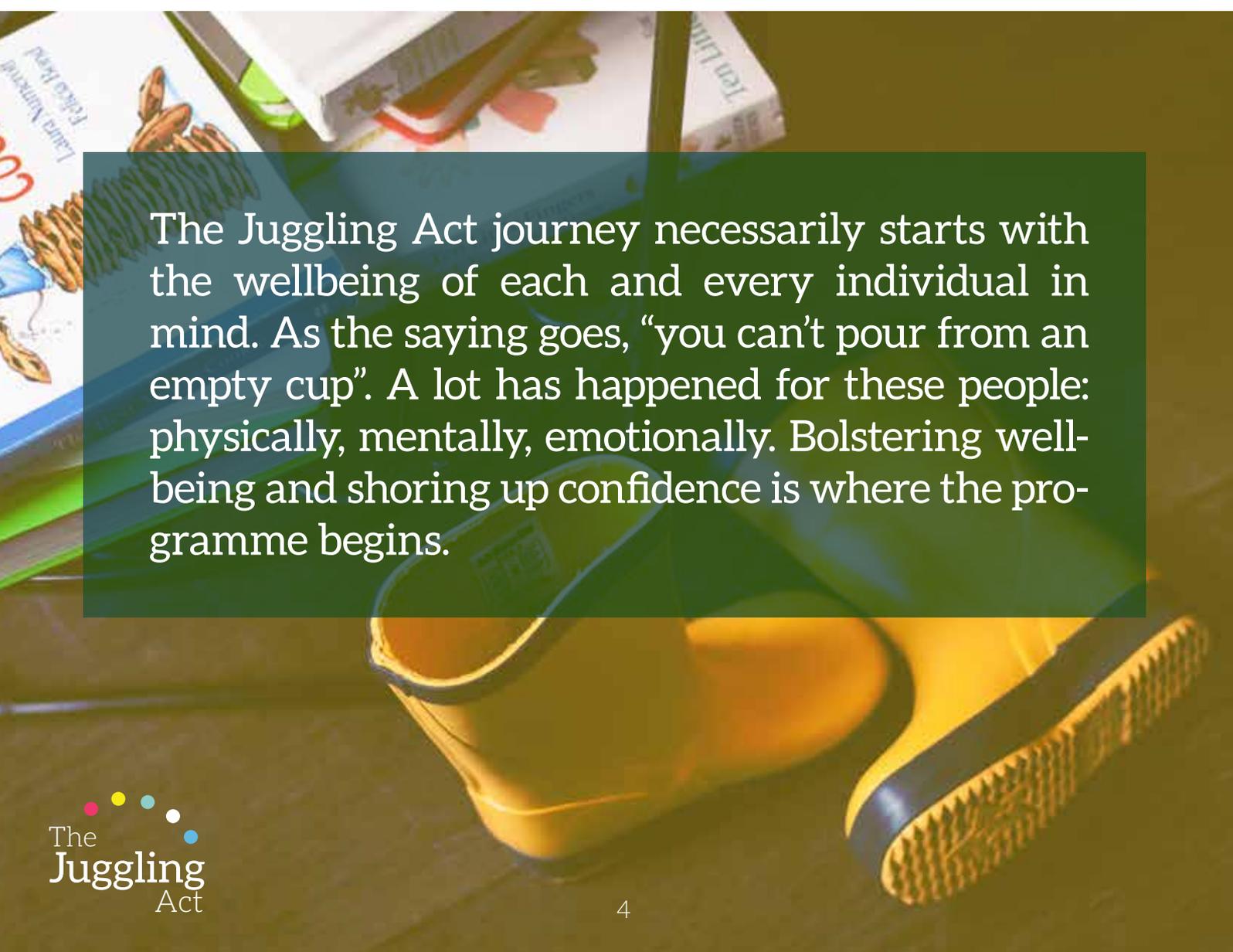
- Working with other bright, talented people returning to the workplace after the life-changing experience of having children.
- A powerful combination of 1:1 coaching and the two-day immersive group workshop. The two 1:1 coaching sessions allow individuals to work on their own specific challenges, explore their strengths and values and establish goals, whereas the two-day workshop gives delegates the chance to take part in peer mentoring, group work and role-play practical exercises.
- 3 facilitators, with very different backgrounds, each bringing a unique perspective, a passion for the work and the ability to challenge assumptions and promote fresh thinking.

*“The section on how to approach tricky conversations and negotiations was my favourite part and was confidence-building at a time when I felt particularly insecure. I felt so empowered afterwards that I arranged a phone call with a freelance work contact the next morning. I’d been feeling anxious having had nine months in a maternity leave bubble but even simply talking through some of these fears made them disappear”*

Chrissie, Marketing Strategy Director and Juggling Act Programme attendee

## Focus on Wellbeing

- Learn how to understand (and support) wellbeing at this critical time of life.
- Gain insight into the positive and negative aspects of stress and understand how fears and stressors relate to life, both in and out of work.

A collage of images including books, a pencil, and yellow rubber boots. The text is overlaid on a dark green semi-transparent box.

The Juggling Act journey necessarily starts with the wellbeing of each and every individual in mind. As the saying goes, “you can’t pour from an empty cup”. A lot has happened for these people: physically, mentally, emotionally. Bolstering wellbeing and shoring up confidence is where the programme begins.

# Enhance Self-awareness

- Understand the link between personal strengths, values & boundaries and how boundaries can support the juggling of competing priorities at home and at work.
- Practical exercises in giving and eliciting high quality feedback that lead to performance and promotion.

Feedback is a crucial tool for improving performance, understanding our impact and gaining self-awareness, but skill levels surrounding both receiving and giving feedback are incredibly varied. Research conducted by Harvard Business Review showed that people are frequently given poor quality feedback: feedback that is unclear, non-specific and therefore cannot lead to the desired change or improvement.

Very few people are truly excellent at giving feedback, and fewer still consider how they might elicit feedback for themselves, that could lead to a rich and illuminating response; feedback that is direct and precise, that provokes a shift, an 'aha moment', an increased awareness of personal impact and lifts the performance of the individual to a whole new level.

## Communication & Collaboration

- Learn & use peer mentoring models for collaborative problem-solving.
- Gain an understanding of how 'trust' operates and how it impacts our ability to communicate.
- Discussion on deep listening skills and what gets in the way; discover how to use listening to influence.
- Put communication and collaboration skills under pressure.

*“This workshop helped me realise that I frequently fail to ask for things that would work best for me because I think the answer will be no. This gave me more confidence to think about how I want my work/life balance to work, and how to start having conversations to support that.”*

Jenna, Lawyer and Juggling Act Programme attendee.

*“This stands out as personal and thought-provoking. Its positive impact will be felt in the workplace and beyond”*

Sophie, NHS Doctor and Juggling Act Programme attendee

## Programme Structure



### **Programme fees**

£3000 per person (plus VAT)

### **Email**

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### **Web**

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