

## **AMY BEACOM**

### *Implementing the RETAIN program for Parental Leave Support in the Workplace: Lessons learned*

The RETAIN Parental Leave Transition Coaching model and program were developed as part of doctoral research aimed at helping expectant and/or new parents and their managers better navigate the complex parental leave timeframe in ways that embed learning and development, self-awareness, and support. RETAIN (an acronym for Relate, Explore, Tailor, Assess, Instruct, and Next-Steps) in its original form is a systemic 1 to 1 coaching and support intervention over an identified three phases of leave. The only evidence-based parental leave transition coaching model known to exist, RETAIN provides a set framework and pedagogy to track and replicate results, yet is flexible enough to allow for customization to specific individual experience and workplace scenarios.

Dr. Beacom will give a brief overview of RETAIN then move into the practical considerations CPLL faced when implementing RETAIN in two vastly different enterprise level environments - a US based tech company and a retail employer in Australia. She will also discuss how implementation can influence product development.