

Re-entering the workforce: Parenting Edition

Nisha Chaganlal

About me



Nisha Chaganlal



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@nchaganlal



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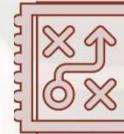
Challenges



Adjusting living conditions to a baby



Extra load/responsibilities



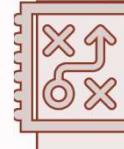
Change in priorities



Change in energy levels



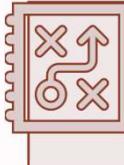
Body changes



Impact on mental health

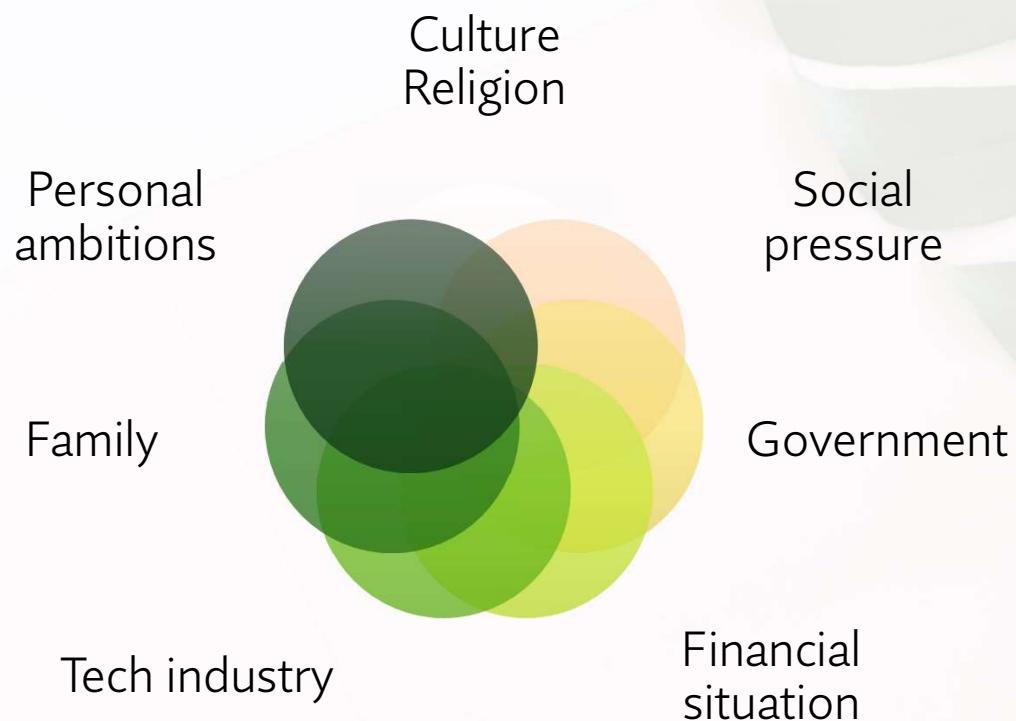


Return to work



Time constraints

Multi-dimensional problem



In a parallel universe..



195
Countries





Beautiful eyes, 2020



Nose cue tip, 2020

2019



Boss Baby, 2019



March 2020
(Lockdown)



The move, 2020

Dec 2020



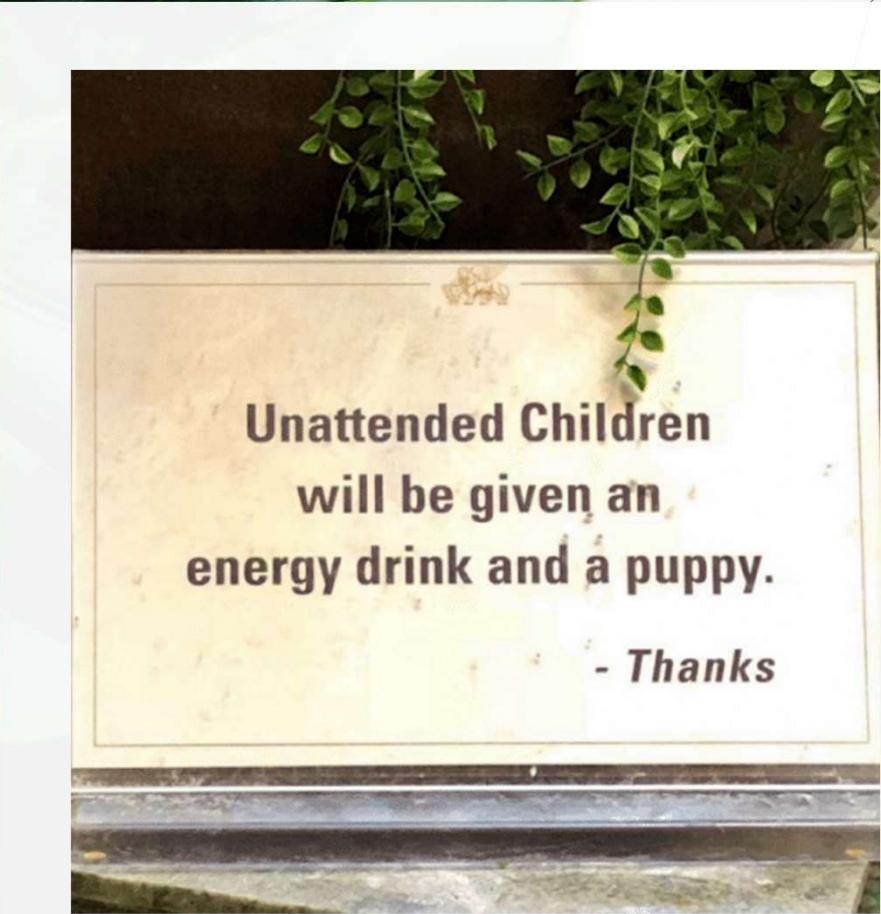
New job, 2020

Fev 2022



Dops, 2022

Jan 2021
(Brexit)
(Lockdown)



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Parental Leave

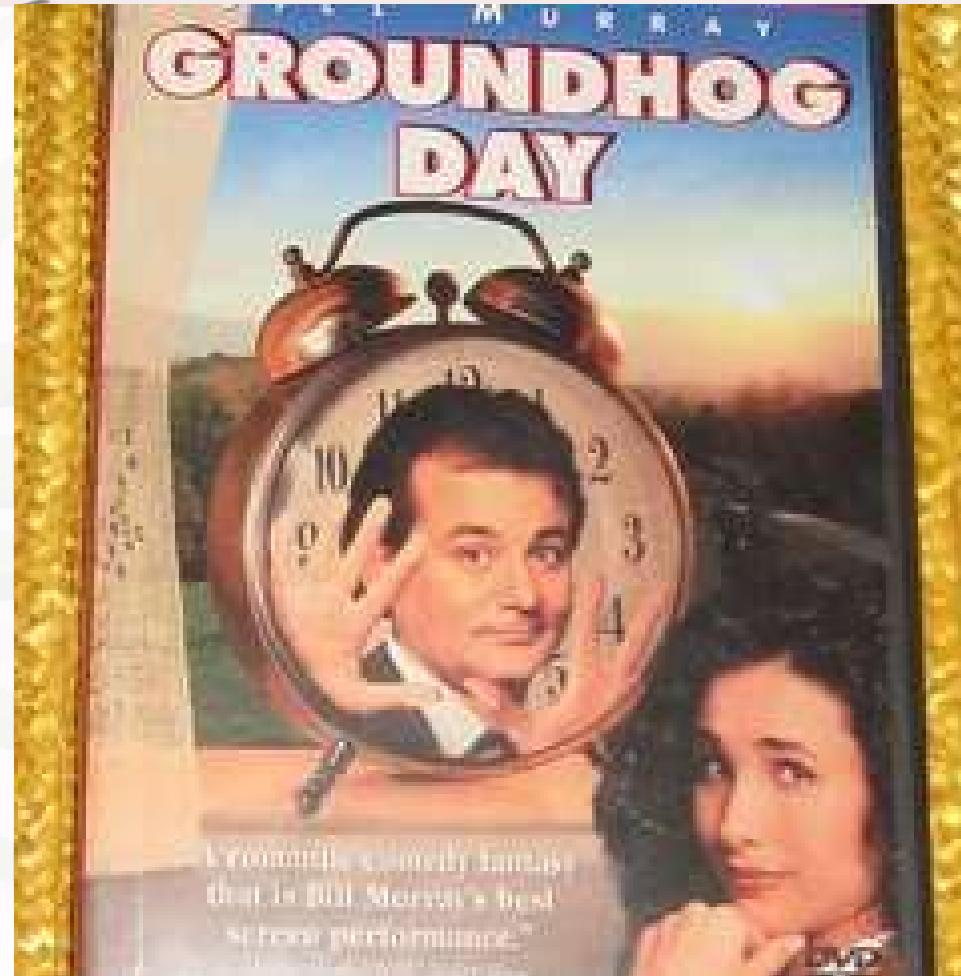
It's about building strong families, not just taking time off!



Parental Return

It's about balancing personal growth with providing for your family's future.

The same day over
and over again

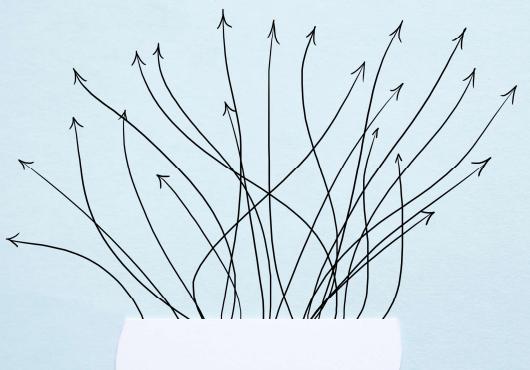


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Return to work coach



-  What are my core values?
-  What are the benefits of being able to fulfil my values?
-  What transferable skills have I developed?
-  What are my natural strengths?
-  What are my practical considerations?



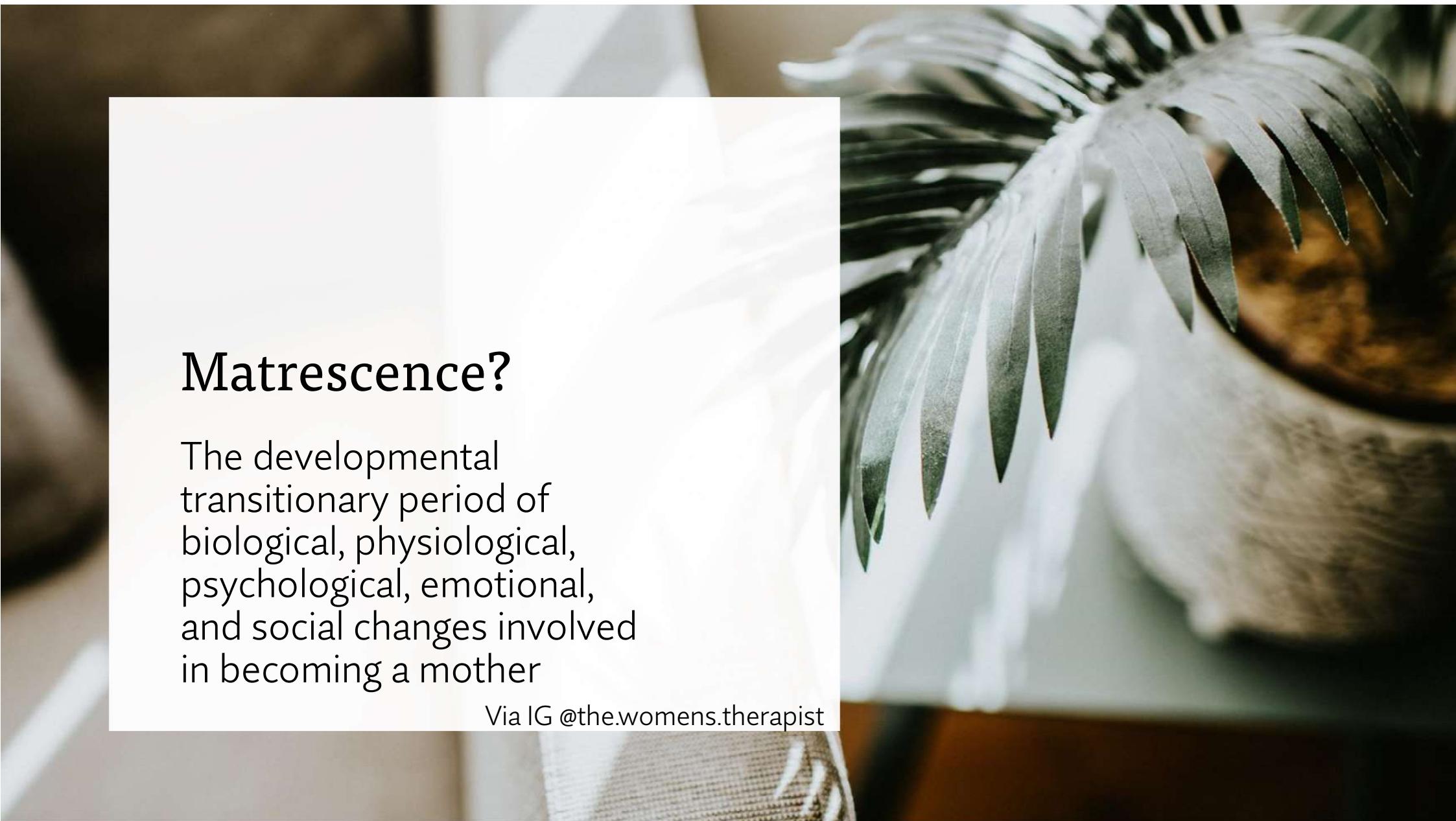
Deep re-evaluation

Exploring new possibilities to
shape your life's journey

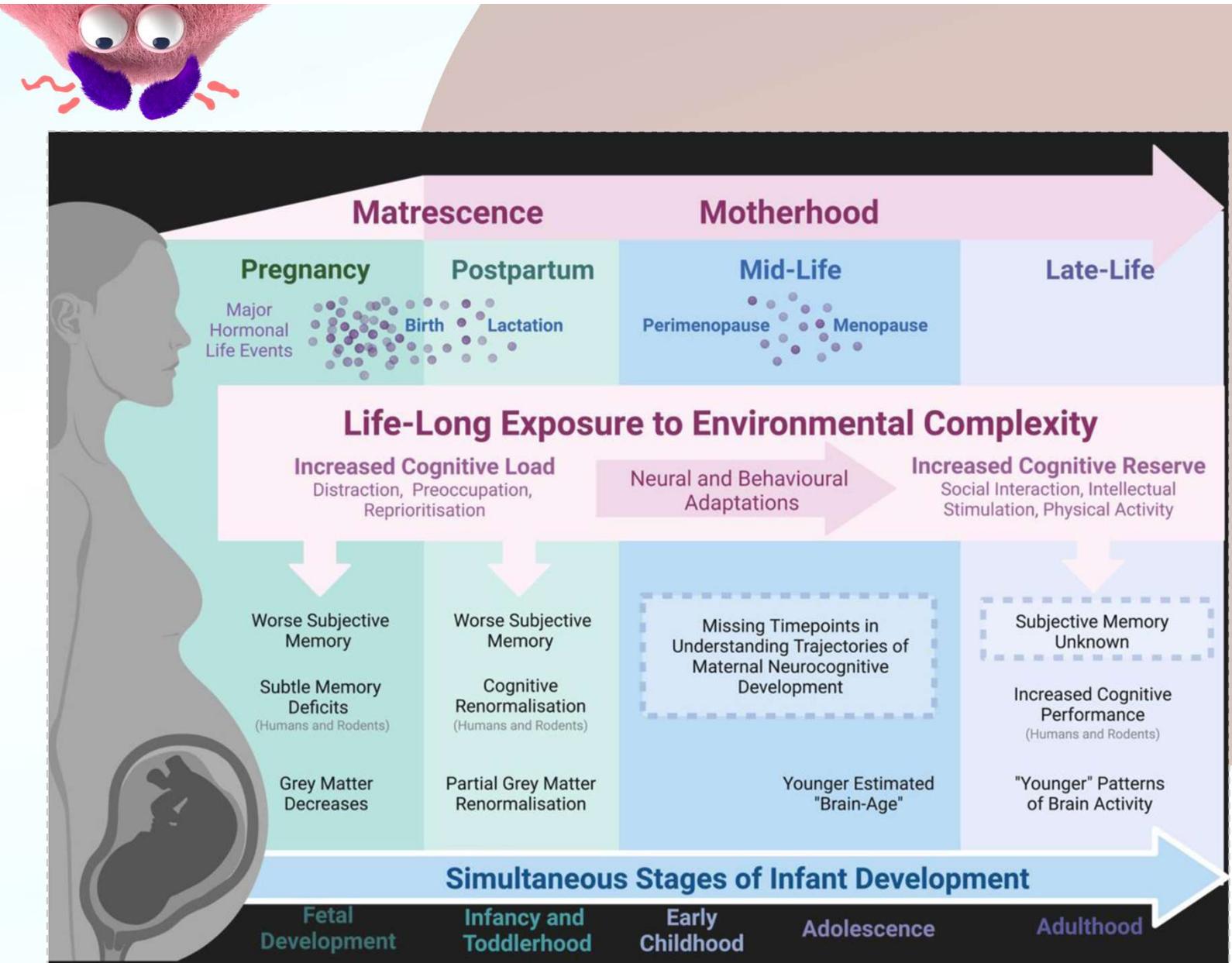
Matrescence?

The developmental
transitionary period of
biological, physiological,
psychological, emotional,
and social changes involved
in becoming a mother

Via IG @the.womens.therapist



What is happening with our cognitive abilities?

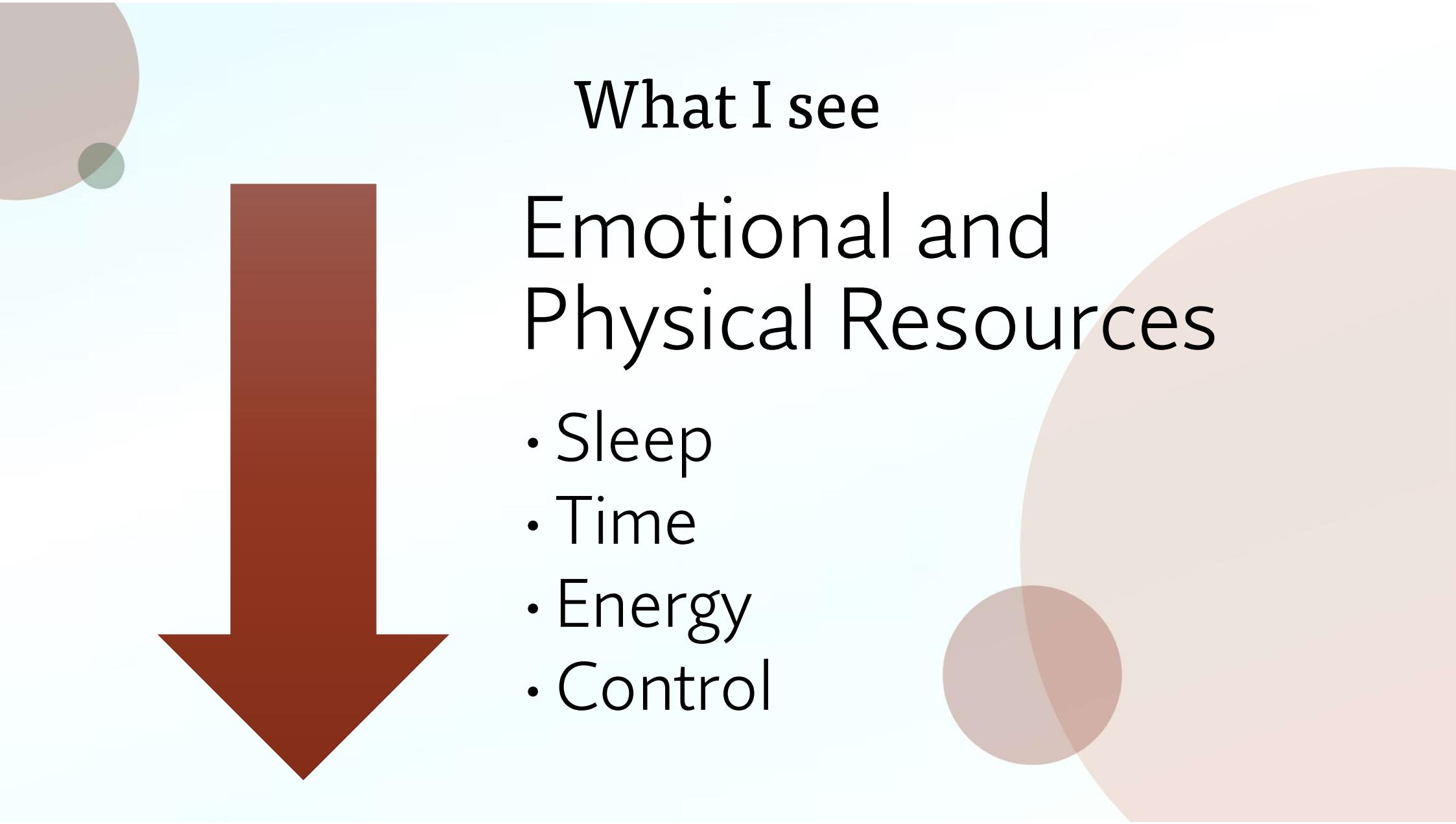




What I see

Responsibilities

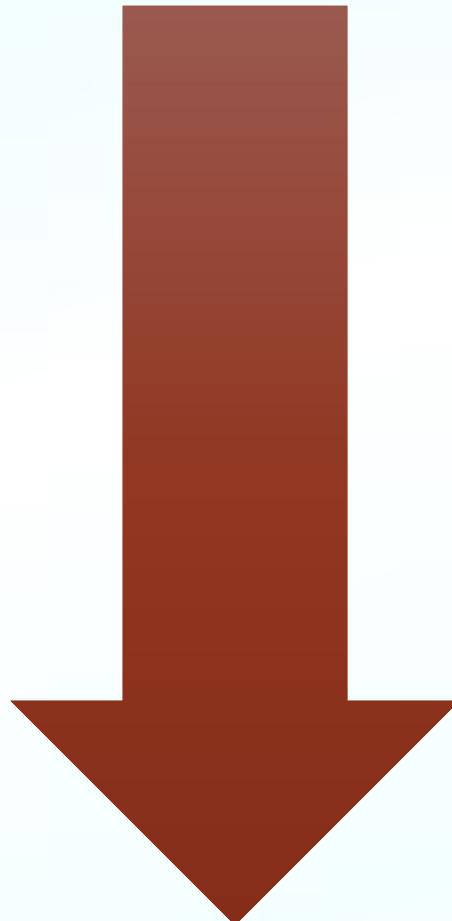
- Extra person with **many** needs
- Things to remember
- Learning curve
- New problems to solve
- Distractions
- Family expenses increase



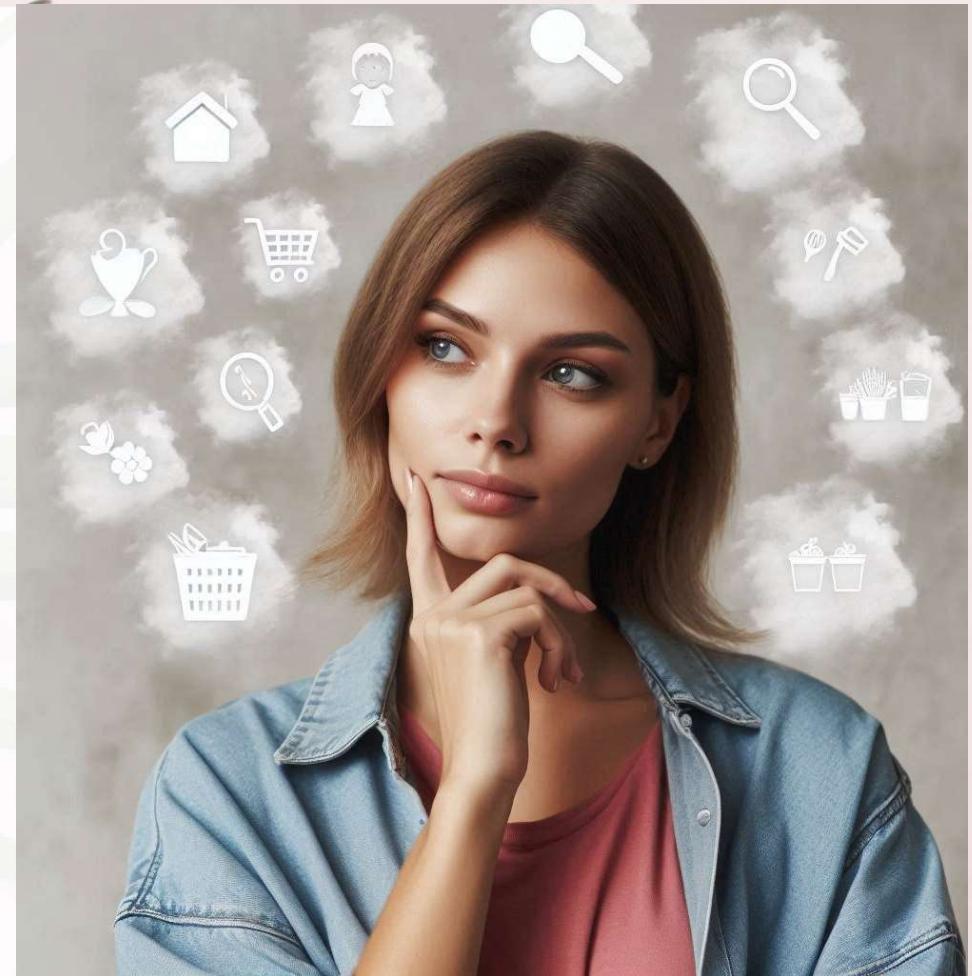
What I see

Emotional and Physical Resources

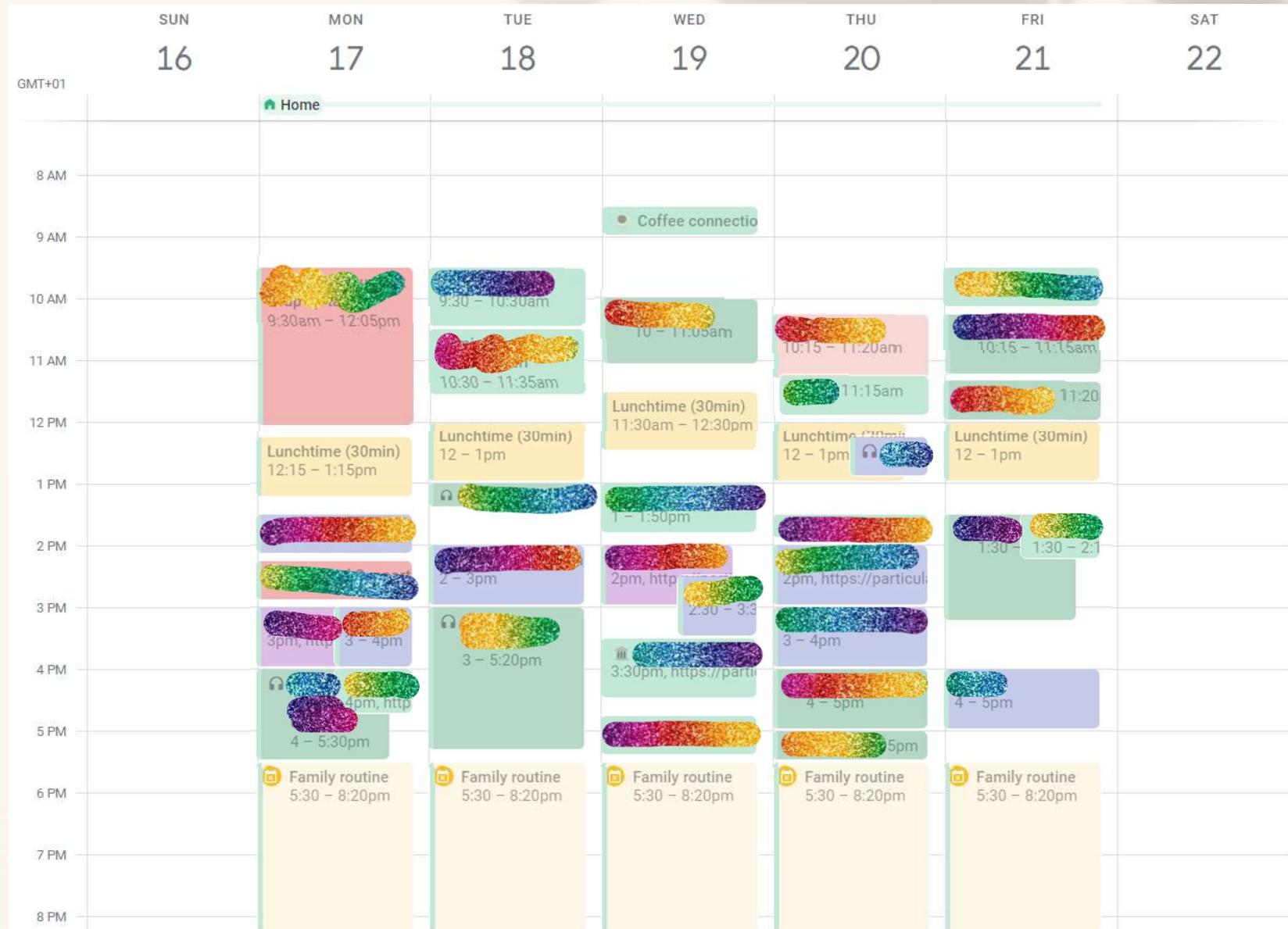
- Sleep
- Time
- Energy
- Control



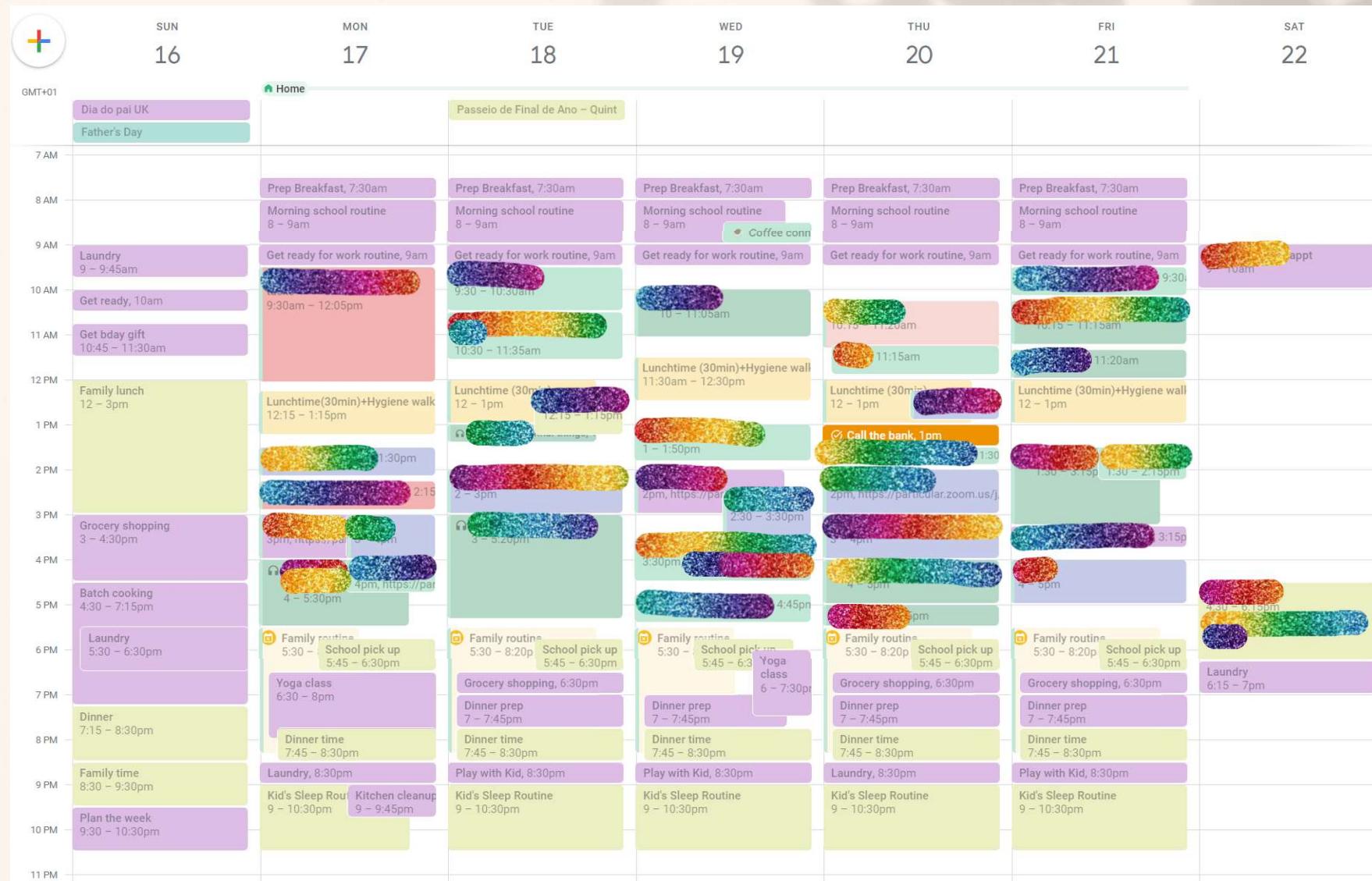
Cognitive Load



Cognitive Load



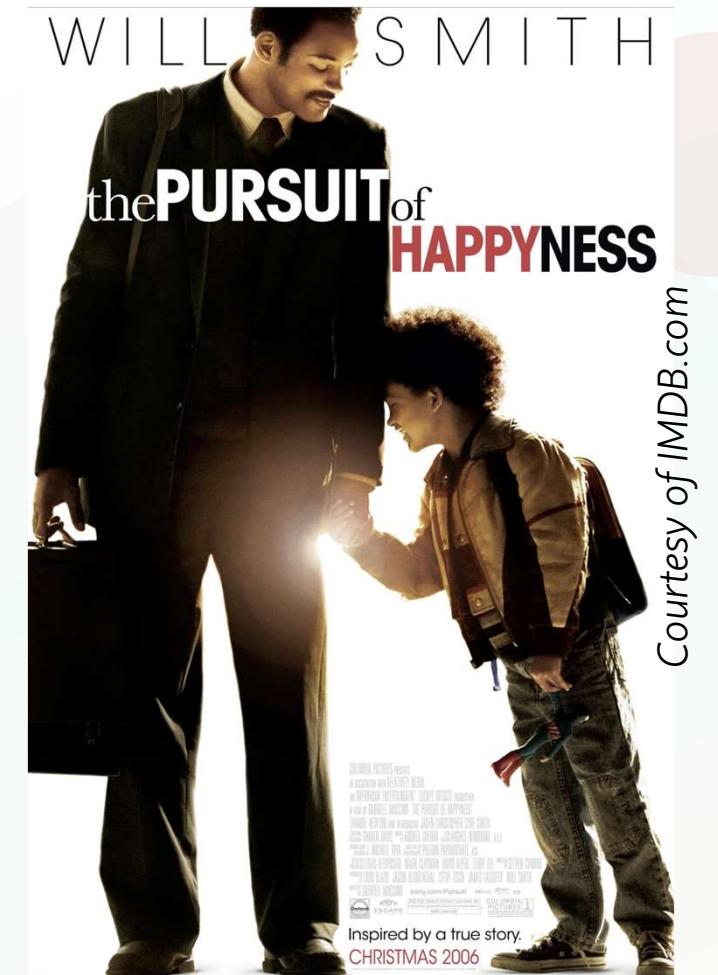
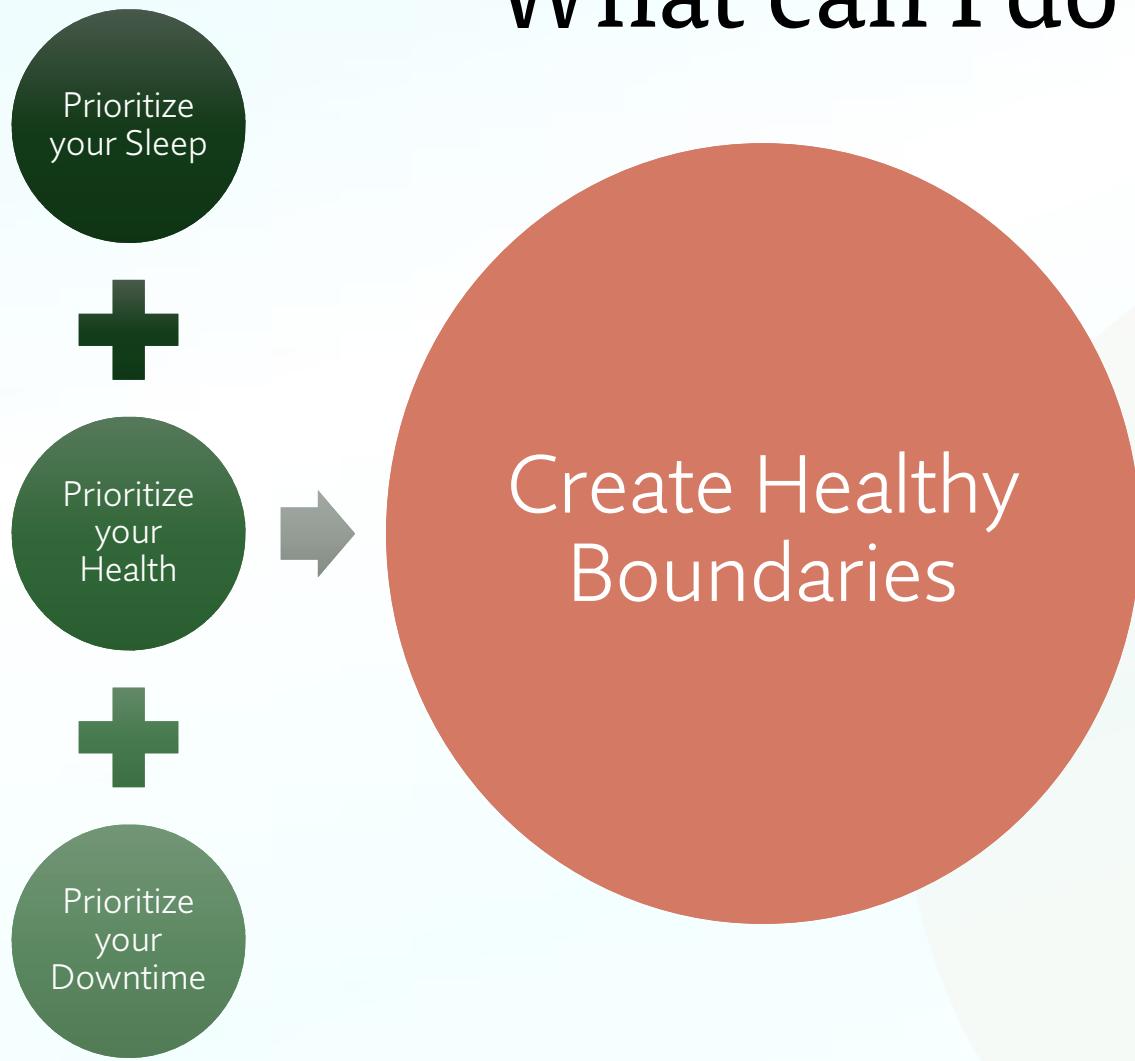
Cognitive Load



The universe



What can I do?





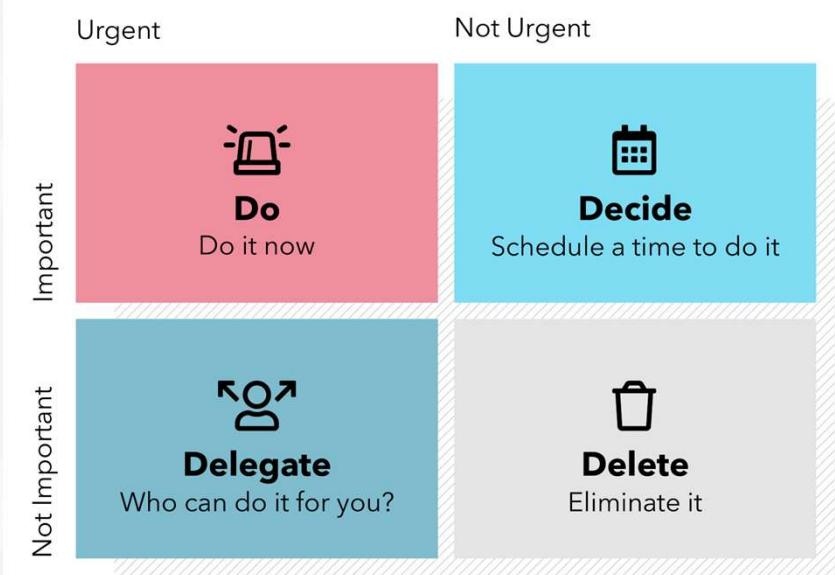
Healthy boundaries

“No” is your newest ally



How much physical
and mental energy do
I have?

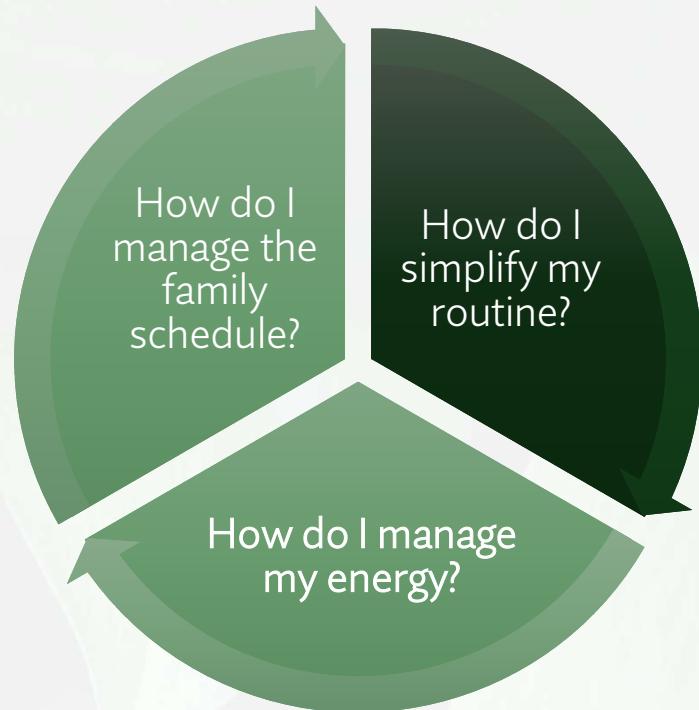
Spoon Theory



How do I prioritize?

Eisenhower Decision Matrix

What made a difference?





Planning is your
friend

Plan your week



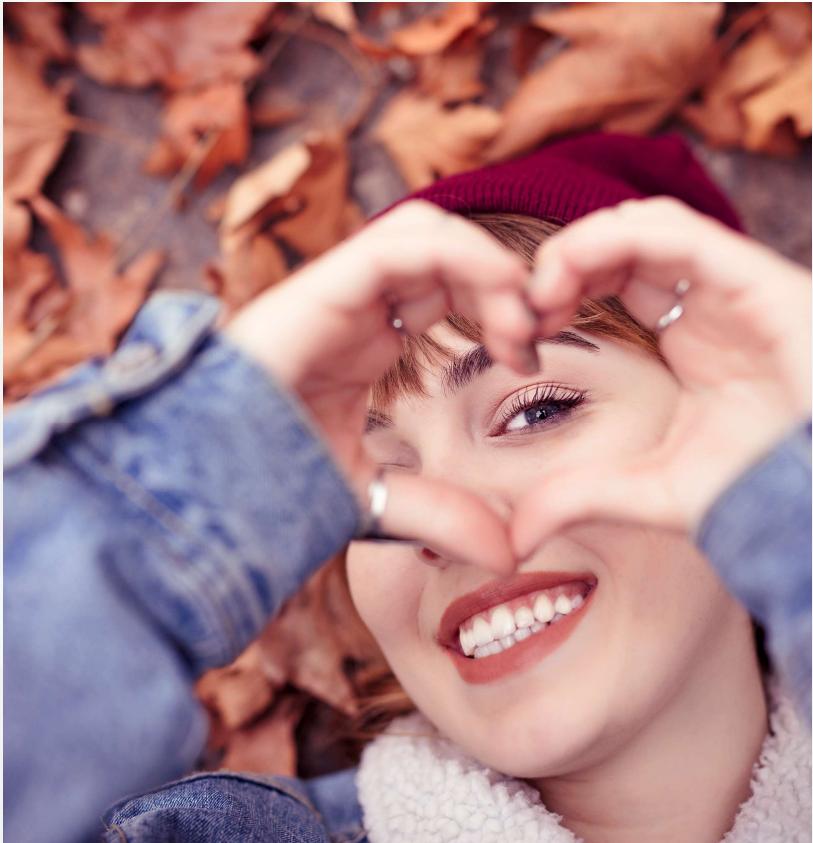
Take control

Beat your procrastination



Slow but steady

Introduce one change at a time



Kindness is not just for others!

Be patient and kind to yourself



Fill your energy
bucket

Plan your downtime



Doctors and
Psychotherapists are
your allies

Let's break the stigma and
embrace the support we all
deserve.



Build your village

Simon Sinek @simonsinek

We don't build trust when we offer help. We build trust when we ask for it.

2:25 PM · Aug 25, 2015

The universe



What can I do to support colleagues?



Meet people where they are



Get to know them



Sharpen up your listening skills



Use documentation and find ways of working async as flexibility enablers



Give them the benefit of the doubt



Give positive and constructive feedback



Ease their load in periods of higher stress



Advocate for them when they are not present

How can I put it in practice?



Something feels off, are you alright?



I see you are struggling with something; how can I support you?



Can we pair a bit more?



Can I do that for you?



How can I best advocate for you?



How was your night?



Are you winning?



How is your kid?

ACADEMY AWARD® WINNER
KEVIN SPACEY

ACADEMY AWARD® WINNER
HELEN HUNT

ACADEMY AWARD® NOMINEE
HALEY JOEL OSMENT

When
someone
does
you
a big
favor,
don't pay it back...

PAY IT FORWARD

WARNER BROS. PICTURES PRESENTS
In association with BEL-AIR ENTERTAINMENT A TOPSTORY FILMS PRODUCTION A MATT LEWER FILM KEVIN SPACEY HELEN HUNT HALEY JOEL OSMENT "PAY IT FORWARD"
JAY MOHR JAMES CRISLER JON BEN KOT ANGIE DICKSON EDITED BY DAVID ROSENBOOM ACE. PRODUCTION DESIGNER LESLIE DALEY DIRECTOR OF PHOTOGRAPHY OLIVER STAPLETON ASC.
MUSIC BY THOMAS NEWMAN EXECUTIVE PRODUCER MARY MAGAZINE JONATHAN BREMNER BASED ON THE NOVEL BY CATHERINE RYAN HYSSE SCREENPLAY BY LESLIE DION

Produced by PETER ABRAAMS ROBERT L. LEVY and STEVEN REUTHER Directed by MATT LEWER

OCTOBER 20TH

www.payitforward.com

Courtesy of IMDB.com



Be present, stay
connected

Hear and be heard

See and be seen



Use ways of working as enablers

Adding a dash of Async
collaboration and
documentation empower us!



Know your company policies

Your guide to making the most of every opportunity!



Remember Psychological Safety

Nobody is perfect or at 100%,
and that's ok!



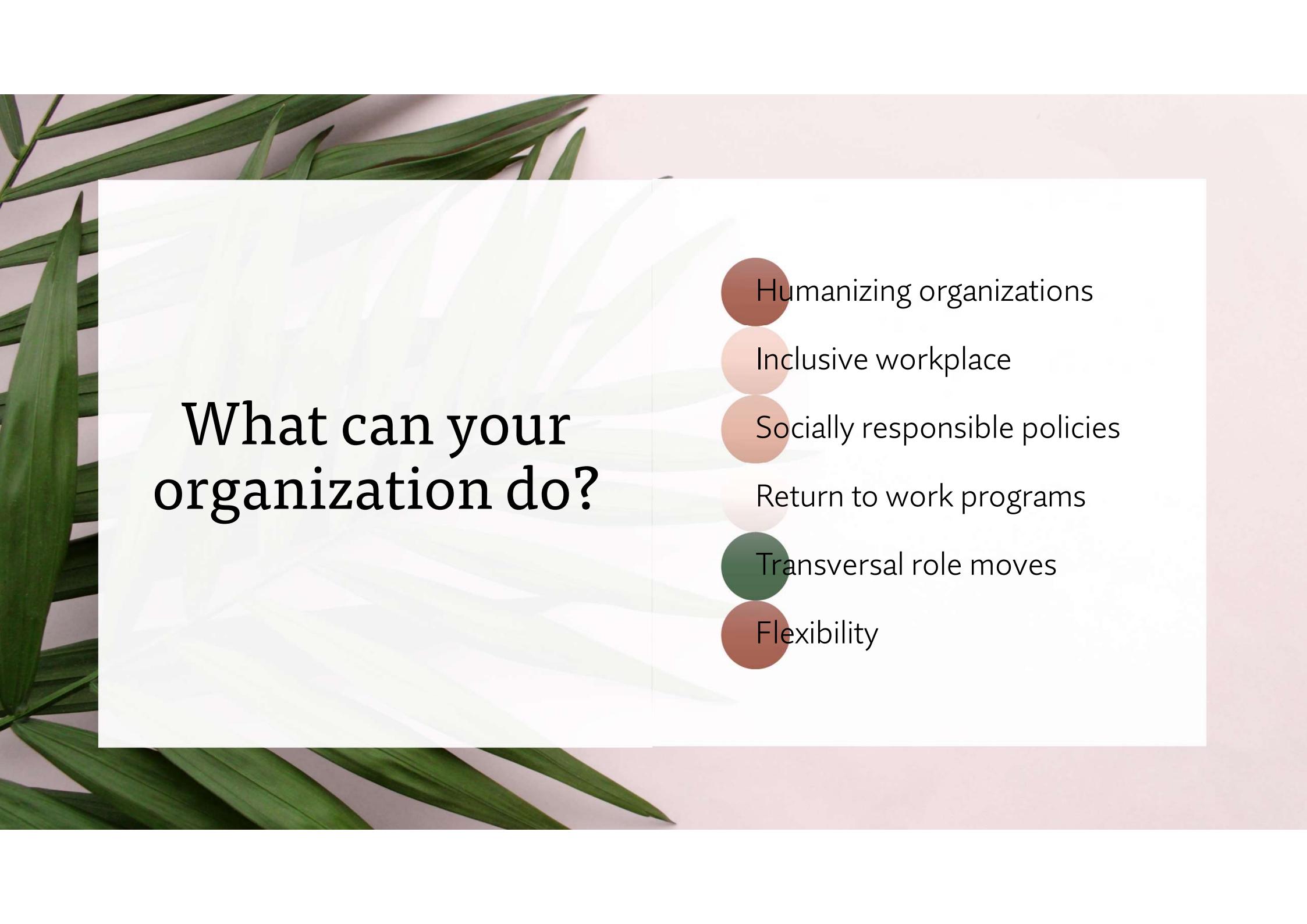
Be cognizant of cultural differences

Because what's normal in one culture might be a faux pas in another!



How has parenting changed me as a contributor and a manager?

- + Enhanced Empathy, Kindness and Patience
- + Enhanced Focus
- + Improved Prioritization
- + Enhanced Pragmatism and Decision-Making process
- + Improved Time Management
- + Enhanced Creative Problem Solving
- + Increased Resilience



What can your organization do?

- Humanizing organizations
- Inclusive workplace
- Socially responsible policies
- Return to work programs
- Transversal role moves
- Flexibility

Breaking free from harmful habits



Family culture

Pressure over overworking

Redundancy and Layoffs

Mandatory RTOs 5 days a week



Sports team

Trust and productivity

Job protection when vulnerable

Remote/Flexible RTO policy



Returning to work

- Convey expectations
- Adaptation Period/Upskilling
- Inclusive Workplace
- Ways of working
- Onboarding



Just parents?

Extended
sick leave

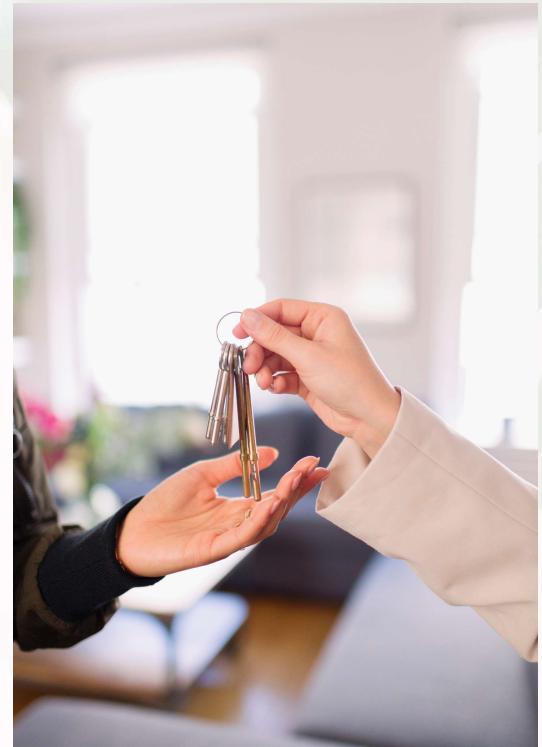
Elderly
care

Sabbatical



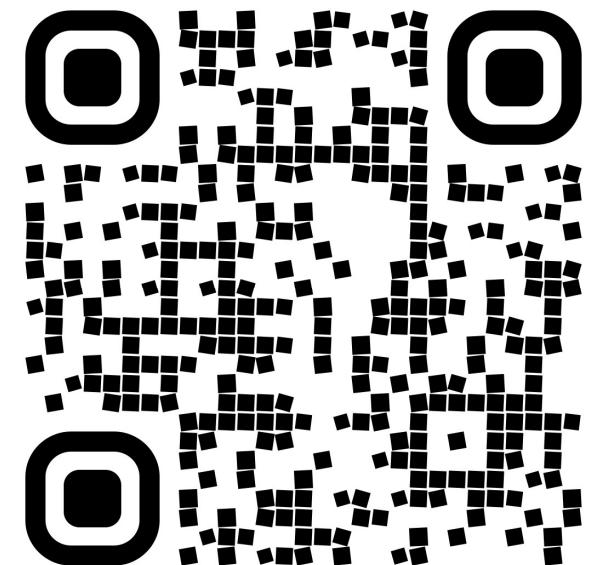
Key takeaways

- Work with organizations that can help you create an inclusive workplace for parents
- Planning and organization become crucial skills
- Communicate - ask for help (Build a village)
- Meet people where they are
- Be kind to yourself and others

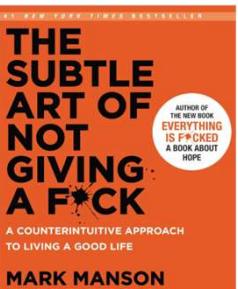
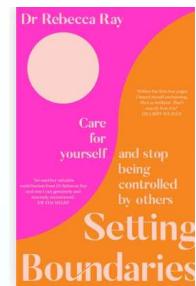
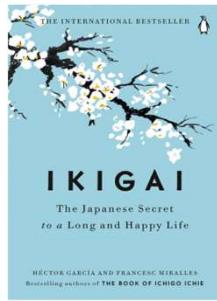
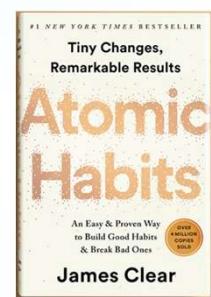
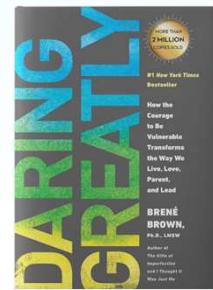


Keeping the conversation going

Send me your feedback
and share your experience



Useful Resources





Silver lining

*“You are capable, resilient,
and deserving of all the good
things that come your way.”*