

Ensuring a Positive Parental Leave Period

You are a social profit leader on a mission, you have a small yet amazing team by your side and together you are changing the world for the better. So, when one of your team members tells you that they are welcoming a new baby, it is only natural to have mixed emotions. While you are overjoyed for them, you also feel like the wheels are coming off. We get it and are here to support you, your team, and the new parent.

Review your parental leave policies as well as parental leave legislation

Now is the time to brush up on your company's parental leave/maternity leave policies, or to draw up policies if you don't have them in place. For info on parental leave legislation and EI, we recommend contacting your nearest Service Canada Centre and reading up on legislation on the [Government of Ontario](#) and [Canada websites](#).

Create a transition plan

Work with your team member to create a transition plan to ensure that you continue to nurture your organization while they nurture their baby. As your team member prepares for parental leave, review their job description with them, and ensure it matches what they actually do day-to-day. As a new parent, your team member will have to balance a range of new responsibilities while still meeting their career goals, so be sure to accommodate these changes in your transition planning and provide them with flexibility in their workday.

Keep communication lines open

As you and your team member embark on this journey, keep those communication lines open. Schedule a regular check-in to discuss how things are going and address any concerns. This will keep the transition as smooth and stress-free as possible and shows you value your team.

Set your team and the new parent up for success

As a leader, we know you want to foster a culture of success in your organization. We also know that your team already manages significant workloads and adding the responsibilities of another person might simply not be feasible. Be intentional about how you're going to cover your team member's workload during their leave whether you're hiring a full time staff member or reaching out to Balanced Good.

Be sure to celebrate this momentous moment!

With so many things to consider before a parental leave, it's easy to forget that this is a huge, joyous life moment. Be sure to celebrate your team member and show them that you value their role within your organization!



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