TOGETHER WE THRIVE

A group coaching program helping mid-senior level women navigate work and early parenthood

Program Overview

A structured six-session program bookended by individual coaching conversations

1-on-1 Orientation Meeting Before the Program

1

Orientation & Connection

Introductions to each other and the course

2

Who Am I Becoming?

Identity, matrescence, and values

3

Why Is This So Hard?

Understanding and working with difficult emotions

4

What Do I Need?

Identifying needs and setting boundaries

5

How Can I Decide?

Dealing with overwhelm and decision making

6

How Can We Make a Change?

Moving forwards - you and your organization

Optional 1-on-1 Coaching After the Program

Together We

How We Developed This Program

Needs Analysis - interviewed dozens of working parents from various industries, roles, locations, etc.

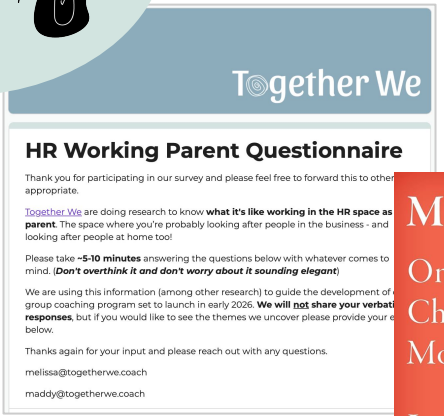
Survey - performed a survey of HR Working Parents in Fall 2025

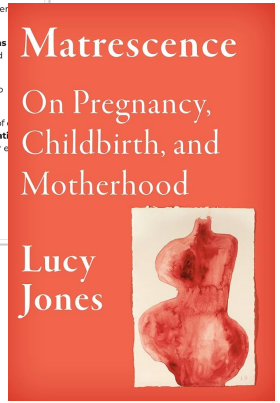
'Desk-Based' Research - read many books, articles, research papers, etc.

Best Practice - we applied our decades of coaching & adult learning knowledge

Pilot - ran a pilot in Q1 2026 with 22 global participants across multiple cohorts







Our Pilot Program

Launched February 2026 — two cohorts running simultaneously across time zones.

2	11	6
cohorts (EMEA + NAM timezones)	participants in each cohort	weekly online 1-hour sessions

Key elements of the program:

— Six weekly group coaching sessions of one hour each, online
— Small cohort size to ensure depth of conversation and connection
— Discussions held in large group, as well as in smaller breakouts and pairs
— A small amount of pre-work to get participants thinking before the session
— Themed weeks to guide discussion, with relevant coaching tools introduced
— Pre and post program assessments to measure impact

Key results from the pilot

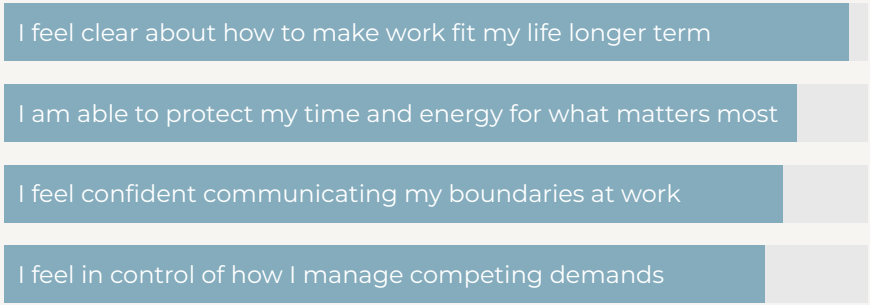
8.4 /10
average overall programme rating

4.25 /5
average score for ability to apply the learning outside the programme

4.13 /5
average score for achieving the goals set for the programme

87.5%
felt less alone after the programme

Biggest improvement items:



Pre and post assessments showed improvement across all 14 items and tested constructs - including areas related to psychological flexibility, self-efficacy, sustainability & retention signals, self-compassion, emotional regulation and boundary clarity & confidence.

What participants valued most

I loved the honest and open sharing with other participants in similar situations. It was comforting to hear their views and experiences.

Setting aside time and space to think through and articulate these important topics - something working parents rarely get.

Meeting others facing similar challenges. Taking time to reflect and recognise where I can make changes.

The intentional meeting reflections and tools. Having a safe space to talk to other women in similar situations.

What felt different after coaching

Feeling more confident that I am on the right track with my thinking/approach to working parenthood and less 'behind' others. I think it's helped me to feel less perfectionist about my decision making which has had a really practical impact.

I have more compassion and tools for myself as I return to full time work knowing what others experiences have been.

I feel more like I am part of a community rather than being alone. I feel more prepared to deal with the challenges I'm facing in a structured, intentional way.

I feel more confident in my journey and find myself being kinder in my own thoughts towards myself. It's also made me question my feelings of guilt and ask myself why I feel that way and to think about my boundaries

Learn More

www.togetherwe.coach/thrive

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