



What does **Pause 2 Power** actually do?

Partner of
VerlofHub

pause2power.com



The problem we keep seeing

The CNV research, from June 2026, shows that employers are unprepared, and returners feel it.

83% **No formal policy**
of employers have no formal return-to-work policy after parental leave

88% **No practical support**
of mothers receive no practical support from their employer on return

2in3 **No flexibility**
cannot adjust their working hours to fit their new situation



The cost of inaction

The structural gaps employers leave behind don't just affect mothers. They surface as sick leave, lost productivity, and senior talent walking out the door.

50% **Chronically exhausted**
of returning mothers experience chronic exhaustion in their first year back.

10% **Burnout**
of mothers experience burnout following the birth of their child.

12% **Depression**
develop depression, and 14% are off sick regularly within year one.

1in4 **Emotional distress**
experience crying spells or intense emotions during the return period.



What needs to change

Women shouldn't have to trade their *career* path for *motherhood*, and organisations shouldn't lose the *senior talent* they've *invested in*.

None of this is complicated and the adjustment is *temporary*. It just needs to be *owned*, by someone with a *plan*, the *tools*, and the *expertise*.

That's what I do.



Here are the solutions I offer

1.

Organisational Assessment

A two-week read of your current leave-and-return process, delivered as an Executive Brief with a KPI baseline and a recommended roadmap.

2.

Customised Solution

You pick which of the assessment's recommendations to put in place. Scoped to you, never a fixed package.

3.

Full Solution for Lasting Change

All the recommendations implemented, plus a replication plan to repeat across teams. With or without me.

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Or start with **one** **piece**

1. **ERG Session**
An insight-led talk or hands-on working session.

2. **Manager Training**
Practical training that equips managers to lead a return well.

3. **Transition Blueprint**
Prepare one upcoming leave and return.

4. **Return Support**
A single return, supported, with or without the manager.



Why it works for **your** **organisation**

1. Cost-effective:

No big budget, no new hire. We start with one team, so the investment matches the problem.

2. Tailored to your needs:

No one-size-fits-all. Built from what your assessment data actually shows.





3. **Time-effective:**

It never lands on your plate. I run it end to end. You get the outcome without the lift.

4. **A repeatable framework:**

Not a one-off. Built with one team, then yours to run and repeat.



Let's **connect**



Being prepared for parental leave is ***a win for everyone.***

Let's talk through how much support your organisation actually ***needs***, and where I can ***help***.

I'd love to work together to make the workplace better: for ***returners***, their ***managers***, and the ***teams*** around them.



Let's start with a conversation. Message me, or comment below, for a 15-minute introduction.

Book an Introduction

