

EXPERT COACHING FOR  
**WORKING PARENTS,**  
**CARERS,** AND THEIR  
**LEADERS**





## How Do You Do It works with parents and carers to set them up for long-term, sustainable success —at work and home.

We've been helping progressive leaders and organisations retain, enable and progress their talent since 2006.



Parents and carers are such critical assets; in our communities, and our organisations.

At work, they're our executives, advisors, innovators, performers, and soon-to-be leaders. People we want to keep in our business to help it grow.

They're also increasingly stretched. Caught between outdated systems and structures, emerging needs and changing social norms. And when it all feels too hard, many are looking for an exit door.

How Do You Do It provides **tailored, practical coaching** to help parents and carers manage their career and family in a way that works for them, their family and their organisation.

# INDIVIDUAL AND GROUP COACHING SOLUTIONS

In **1:1 coaching**,  
we're always working on  
mindsets and behaviour  
—small, consistent practices  
to build capability and  
confidence.

We work **1:1**,  
in **groups**, and  
with **leaders**,  
blending executive  
coaching with deep  
transition expertise.

In **group coaching**,  
we bring people together  
to normalise challenges,  
share experiences, swap  
strategies, formulate action  
plans and create caring and  
supportive networks.



We support the many life stages  
parents and carers navigate  
throughout their working lives.

Because there's no one-size-fits-all  
approach to coaching, we partner  
with you to build a solution that best  
suits your people and organisation.

# WE'RE EXPERTS IN THE 'HOW'...

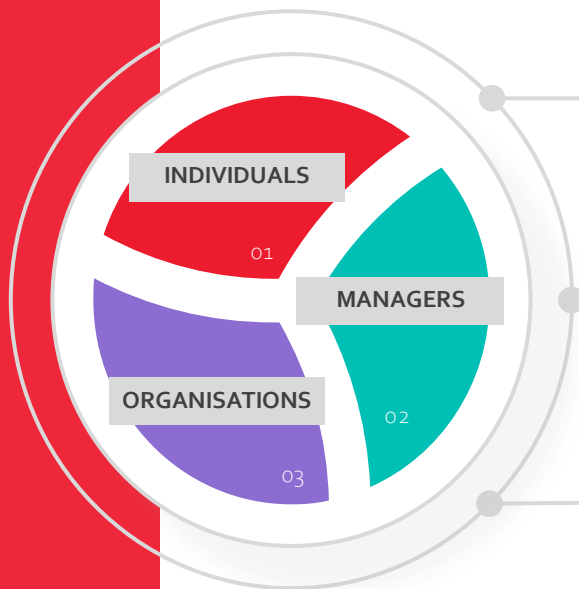
## How Do You Do It

is a team of experienced coaches, professionals and corporate leaders who are also parents and carers.

We focus on the 'how' of managing career and family, and the 'how' of engaging and enabling critical segments of diverse organisational talent.



A focus on **mindsets** and **behaviours** to create **clarity**, **comfort** and **confidence**



### HOW: FOR INDIVIDUALS

01

- Reframe thinking around what's possible
- Get clear on what people really want
- Build a plan for what to say and do to get there

### HOW: FOR MANAGERS

02

- Normalise *and* challenge current thinking
- Establish communication as the #1 tool
- Share what good practice looks like

### HOW: FOR ORGANISATIONS

03

- Show tangible care and support
- Foster connection, agency and autonomy
- Create role models (and pipelines) that shape culture

# AND WE CHAMPION GENDER EQUALITY, EVERY DAY

We're all about **challenging the status quo**.

Finding, testing and refining new approaches.

We support people to stay in their organisations—to develop, grow, step into new opportunities—and to role model equality for their family and peers

01

Change what people think is **possible** in shaping their work and family lives

02

Help them **get clear** on what they really want

03

Support them to **say and do** the things that will get them there

How Do You Do It  
actively supports four core  
UN Sustainable Development Goals.





## PARTNER WITH US FOR IMPACT

How Do You Do It partners with **progressive organisations**, large and small.



**Specialist transition** coaching since 2006



More than **10,000** coachees globally



**99+%** would recommend our programmes



Significant shifts in **clarity** and **confidence**



Personalised **action plans** to support mindset and behaviour change

OUR CLIENTS



**Deloitte.**

**Westpac**

**fieldfisher**

Allens & Linklaters

**GPT**

KING & WOOD  
MALLESONS

**Morgan Stanley**



## OUR PROVEN APPROACH

### **We've always focused on the how. That's why we're How Do You Do It.**

We build life skills *and* business skills —communication, confidence, leadership.

We invest in your people: we also want them to stay, grow and take on broader roles.

We normalise, and we disrupt. We're realistic about the challenges your people face, and we work with them to create more gender equal futures.

Our tried-and-tested tools are human. We prioritise connection and conversation. And we create the type of change people pay forward within their organisations.

*Every conversation gives me a new way of looking at things, and all the work we've done has been incredibly helpful. My team have noticed I have a calmer and more relaxed approach with difficult situations.*

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# OUR SERVICES

## BECOMING WORKING PARENTS

Support for parental leave transition and immediate return to work

Pre-parental leave coaching

During parental leave coaching

Post-parental leave coaching

Managing parents and carers coaching for leaders

## BEING WORKING PARENTS

Ongoing support for integrating career and family beyond the immediate transition to parenthood

Integrating career and family: sustainability coaching for parents who are leaders

Career and progression coaching for parents who are emerging and high-performance leaders

Coaching for parents navigating work and family life

Managing parents and carers coaching for leaders

## ANY LIFE STAGE

Support for employees and leaders at any life stage

Working carers coaching: coaching for individuals and leaders

Managing flexibility (and hybrid working): coaching for leaders and teams

Consultancy, design and facilitation

Employee Resource Group workshops

### INDIVIDUAL AND GROUP COACHING

Virtual, in-person or hybrid delivery

### SUPPORT SERVICES

Managing parents: e-learning for leaders

Pre/during parental leave e-learning

Managing flexibility: e-learning for leaders

ONLINE CLIENT HUB: central platform for course materials, learning resources, administration and client reporting

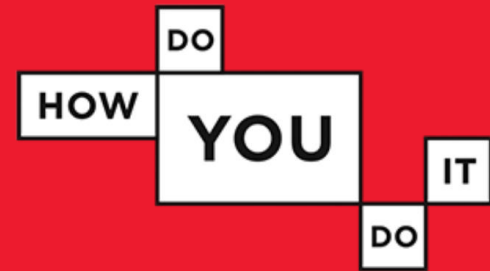




“ Absolutely amazing. I can't recommend this highly enough... I have cried and felt understood, and reflected and learned huge amounts—and it will make my life better!

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## CONTACT US

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