

PARENTING LEARNING AND SHARING

Company name : Arendt & Medernach

Activity sector : Autres activités de services

Company category : Grande Entreprise

Description of the action

Every four months, we hold a one hour training session dedicated to parenting. The program is aimed at employees with children, with topics adapted to the age range between 2 and 20 years. Our series of parenting courses open dialogue and provide practical support for colleagues navigating family responsibilities alongside professional life.

Context

- In consolidating a Diversity, Equity and Inclusion (DEI) strategy that addresses the issues our employees face. We've included parenting in our action plan because becoming a parent introduces new challenges. It's vital to ensure that parents succeed in navigating them, continue to feel included, and remain an integral part of Arendt.

Objectives

The aim of this parenting learning programme is to give parents practical tips and insights on specific themes. In this context, Arendt has been organizing various trainings/workshops, the first ones being:

- Understanding your child's emotions
- Understanding your child and yourself better with the Visual, Auditory and Kinaesthetic approach
- Managing homework – concrete tips to make these moments smoother and efficient.
- 7 keys for a balanced parenting approach in the digital age

Approach

At Arendt we value everyone as unique. Parents represent a significant portion of our workforce, and through these workshops we aim to foster inclusivity for them at Arendt. To equip them, we asked external experts to inform, share tips and tricks and stimulate discussion between the participants. This also helps create an informal network and boost a sense of belonging. The parenting program is also an integral part of our Well being campaign, where we highlight the different tools available to our employees.

Impact

Our parenting learning, included in our well-being holistic approach is an opportunity to:

- Boost awareness of being a parent and all the emotions that come with it.

- Gain personal skills in the workplace to grow and cope with everyday parenting challenges.
- Feel recognised as unique and proud to be part of a company that recognises parenthood as a key step in life.

« To do »

- Define the framework with the trainer in line with the company culture
- Explain clearly the reasons for organising this learning to convince colleagues to participate as it will create discussion and cohesion
- Ask for feedback

« Not to do »

- Give up if few registered for the first session, it's a long process and participation will increase progressively