

# BACK AND HAPPY

**Company name :** PWC

**Activity sector :** Activités de services administratifs et de soutien

**Company category :** Grande Entreprise

## Description of the action

Back and Happy is a people-centered support program that helps employees navigate major life transitions such as parental leave. The program aims at ensuring employees feel prepared before leave and smoothly reintegrated when returning to work. For this, it proposed clear processes, practical resources, and peer support to the employees. For Team Leaders, some guidance, coaching, and community connection is also given. Overall, Back and Happy promotes wellbeing, retention, and an inclusive workplace culture where every individual's life journey is respected and supported.

## Context

We recognise that our employees experience important life moments, becoming parents, or balancing personal and professional responsibilities. We want to ensure everyone feels supported, valued, and able to thrive throughout these transitions. Back and Happy reflects our commitment to wellbeing, inclusion and sustainable careers by offering structured guidance, resources, and community support during leave and reintegration.

## Objectives

Our goal is to ensure that employees taking parental leave feel supported before, during, and after their leave, and can return to work in a serene and prepared way. The program aims to foster smooth reintegration, empower leaders with practical guidance, and strengthen a workplace culture that values care, balance, and sustainable career growth.

## Approach

Our approach is to provide consistent and compassionate support throughout the leave and return-to-work journey. We offer clear resources, dedicated points of contact, and opportunities for peer connection to accompany each employee and their leaders. We encourage proactive communication, planned transitions, and dedicated reintegration time to help individuals regain their footing at a sustainable pace. This approach aims to strengthen wellbeing, confidence, and continuity of career development across the firm.

## Impact

The program helps retain talent, strengthen wellbeing, and create a more inclusive and caring workplace culture.

## « To do »

- Acknowledge the employee's situation with empathy and genuine care.
- Clarify expectations and outline the reintegration steps together.

- Ensure access to resources (booklet, coaching, HR contact, community groups etc.).
- Ask rather than assume: “What would support you best?” “How would you like to manage communication?”
- Encourage flexibility as the employee regains pace.

## « Not to do »

- Do not minimize the emotional or physical impact of the transition.
- Do not assume how the person feels, what they want, or when they are ready.
- Do not overload the employee immediately upon return.
- Do not ignore changes in wellbeing or energy level, check in.