



NAVIGO | *Productive People. Powerful Results.*SM

PRODUCTIVITY SERVICES

Caring for Baby; Staying On the Job

Nearly twenty five percent of women returning to work from maternity leave will change employers within the first 12 months.¹ Losing these skilled workers costs employers approximately 150 percent of the employee's salary.² But these employees are not leaving for better pay or better benefits. More often than not, they're leaving because they're having difficulty making the transition from worker to that of a working parent.

"Our employees report that the program is helpful, increased the likelihood of their staying with our company and is evidence of our commitment to their well being."

Teresa Hopke, Director,
WorkLife Strategies,
RSM McGladrey

To address this growing trend, Magellan offers the New Parent Coaching Program. A NAVIGOSM productivity service, this program helps you hold on to your valuable employees by assisting and supporting these new parents at one of the most important and challenging times of their lives.

Maximizing Productivity

NAVIGO Productivity Services, like the New Parent Coaching program, are designed to supercharge productivity and maximize workplace engagement through employee- and employer-based services.

We support you through:

- Management training programs on absence management and employee retention
- Consultation on developing policies and practices that support employee retention
- Outcomes measurement

We support your employee through:

- A comprehensive needs assessment and consultation for the employee
- Ongoing coaching to help the employee smoothly transition into working parenthood
- Child care resources and referrals specifically tailored for the employee—a key factor in keeping employees on the job and focused on their work
- Facilitated communication between employee and manager to establish a mutually beneficial return to work plan and address any barriers to long-term retention

Positive Impacts, Powerful Results

With industry leadership, knowledge, experience and innovation, Magellan's NAVIGO services are the logical choice for helping your employees maintain optimal health and productivity. For more information on the New Parent Coaching program contact your Magellan representative.

1. *Maternity Leave and Employment Patterns of First-Time Parents 1961-2000*

2. *With Flexitime, Less Can Be More, Workforce Management, May 2005*

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