



## ***From Pause to Power: Reframing the Maternity Transition***

### **A Call to Reflect**

- How are we supporting women through this critical life stage?
- And how can we create environments where they don't just return but thrive as senior leaders within their spaces?

### **The Maternity Transition: A Defining Moment for Women at Work**

- The transition into motherhood is a significant phase in any woman's life, both personally and professionally.  
For many working women, it is not just a period of change, but a moment of uncertainty, where identity, confidence, and career direction can feel unsettled.

### **An Often Overlooked Career Turning Point**

- In organisational contexts, this phase is frequently under-supported and misunderstood.
- Women may experience this stage as a career "off-ramp" - where momentum slows and questions around progression and belonging arise or, at worst, women exit the workplace entirely.
- At the same time, workplace culture, policies, and unspoken expectations can either support or quietly undermine the transition.

### **A Deeply Emotional and Psychological Transition**

- During this phase of life, women often navigate concerns around career progression due to:
  - Shifting identity: integrating professional and maternal roles
  - Loss of confidence: questioning competence and capability
  - Vulnerability: managing internal and external expectations

### **A Case for Coaching**

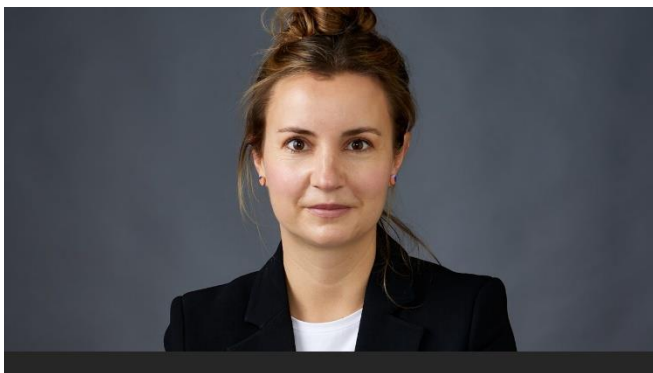
- Coaching creates a dedicated space for reflection, sense-making and growth supporting women to:
  - Reconnect with their strengths and sense of self
  - Build confidence in navigating change
  - Clarify a future that integrates both career and motherhood
- It also opens up conversations about the broader system, helping women better understand and navigate workplace dynamics and policies.

### Why This Matters - for Individuals and Organisations

- When women feel supported, transitions are smoother and more empowering.
- They return to work with greater confidence, engagement, and clarity returning to full productivity more quickly
- Organisations, in turn, retain experienced female talent and strengthen leadership pipelines.

### Reframing the Transition

- Rather than a disruption, the maternity transition can be seen as a powerful moment of growth.
- It is an opportunity to develop resilience, redefine identity, and lead with greater awareness.
- It is also an opportunity for organisations to garner loyalty and retain female talent.



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*Lee-Ann Drummond is an ICF accredited leadership coach and academic with strong business acumen. She is Head of Faculty: Management and Leadership at SACAP and leads the design and development of the Industrial Psychology, Human Resource Management, Business Management and Leadership Coaching Programmes.*

*Lee-Ann has a strong interest in leadership development and adult education and is passionate about the coaching, training and development of people, empowering them to impact change in their own lives and the lives of others. Within her coaching practice, she has a particular interest in maternity transition coaching, leader identity development and leadership transitions.*