

# SUPPORTING WORKING FAMILIES

IN PROFESSIONAL AND FINANCIAL SERVICES



# WELCOME

Our workshops, seminars and events are here to support you...

You know that many working parents, carers, and other employees worry that they do not have enough time for their job and a fulfilled and happy home life too. They are anxious that there are not enough hours in the day and spend time worrying and feeling guilty about the things they can't do. It affects their wellbeing and your performance and results.

Building the right culture makes all the difference. Organisational vision and values, line manager education and behaviour, how performance is managed, and the direct support given to employees are all important.

That's why we created NineteenMinutes Ltd. Shocked by the statistic that working parents spent just 19 minutes a day engaging with their children\*, we developed services to help organisations better support their employees, become better places to work, and as a result enable employees to have happier, more productive, successful and balanced lives.

With a range of services delivered through seminars, workshops, webinars, bring your child to work days, coaching and clinics, we transform the lives of your employees, improving the way they think and work.

If any of the following are important to you, we would love to hear from you.

- Having employees who feel **more valued**
- Improving **motivation and performance**
- Improving **colleague engagement and advocacy**
- Improving **attraction and retention**
- Improving **employee wellbeing; and**
- Improving **results**

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\***Nineteen Minutes** is the average time working parents spend each day engaging with their children, according to an Office of National Statistics use of time survey.

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# Workshops and Seminars

**Our workshops and seminars are aimed at employers** who are keen to support their employees in making the most of the time they spend with their family. They also benefit

- Anyone with children in their wider family who would like to improve their interaction with them.
- Those working with youth organisations such as scouts/guides.
- Those planning to have children in the future who are taking a proactive approach by learning these important competencies now while they have the time and opportunity; and
- Those leading a team that include parents and carers.



Our highly interactive workshops and seminars offer training and coaching that give your employees the tools to make the most of their time at home and work.

Our lunchtime seminars or all-day workshops can be scheduled to last anything from one hour upwards and are run by an experienced coach who will be more than happy to discuss any aspect of the course with you and adapt both topics and timings to best suit employer and employees.

Below are brief details of our workshops and seminars and we are very happy to work with you or your networks to create the perfect programme to meet your needs. If you would like to know more about any of these topics or don't see exactly what you need and would like us to tailor something for you then please get in touch.

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# Our Featured Workshops

Many employers are turning their focus to the **Health and Wellbeing** agenda, recognising the importance of this area in motivating and retaining their workforce and maximising productivity and performance. These three workshops have been written with clients to address specific issues they face.

## Managing Stress and Anxiety

- Brief overview of the mental health landscape
- Difference between stress and anxiety
- Recognising signs and looking after own mental health
- Techniques to manage anxiety in children and family

## Leading a Parent / Carer Workforce

- Issues facing working parents/carers
- Effective handling of maternity/paternity leave and KIT days
- Re-introduction of employees following maternity/paternity leave
- Improving communication
- Balancing the needs of the team

## Managing Wellbeing and Performance

- What is wellbeing and why is it important?
- The evidence for focusing on it
- What has the biggest impact on wellbeing in the workplace
- Managing your own wellbeing
- The role of the organisation

If organisational wellbeing is of interest, then you may have an interest in the wellbeing accelerator. Please visit [www.wellbeingaccelerator.com](http://www.wellbeingaccelerator.com).

# Making the Most of Your Time

How can parents/carers fit in everything they have to do? How can they manage their guilt and stop wasting time and emotional energy on worrying about the things they cannot control? How can they make the best use of what time they have to be the best parent and best employee they can be?

## Nineteen Minute Parenting

- How to make the most of limited time with your family.
- A look at how different parenting styles influence children and their behaviour.
- The importance of building and sustaining a connection with each child.
- How you might best do this within a busy working life.

## Ditch the Guilt (or I'll be there in a minute!)

- What makes parents/carers feel guilty?
- A review of the current research on the impact of working parents on child development.
- The best strategies to manage day to day activities.
- Making the most of the time with children and what children need from parents/carers.
- Making and keeping promises.

## Parenting in the 21<sup>st</sup> Century

- How does raising a child in the 21<sup>st</sup> Century differ from when you were brought up in the last century?
- What role does technology play in your and your children's lives? How to create the right balance?
- What does a child need to thrive in the 21st Century and what support do they need from parents?
- What is the impact on work and home life and how might you better manage this?



## Raising Children

Recent research suggests that there is no such thing as the female or male brain and that both sexes are likely to have traits associated with each gender in different parts of the brain. Is it nurture or nature that determines characteristics? In two different seminars we look at how parents/carers might best raise girls and boys.

### Raising Girls

- How girls and their role in Society has evolved.
- The best way you can help them become successful adults.
- How to help them build and navigate friendships in and out of school, and dealing with toxic relationships.
- The biggest challenges facing girls today, and what you can do to help.

### Raising Boys

- How boys are 'programmed' and why they behave as they do.
- The best way you can support their development through every life stage.
- How to communicate with them, including during their 'Kevin' (grunting) phase.
- The biggest challenges facing boys today, and what you can do to help.

## Child Development

One of the most important areas for parents and carers is to understand how their child's brain develops and what they can do at each stage to best support them. Linked with this is Professor Carol Dweck's Growth Mindset theory and steps parents/carers can take to help their children be ready for life and the inevitable challenges they will face. Reducing anxiety for employees, where they realise they are not alone and that there are practical steps they can take is a great way to improve their motivation too.

### Brain Development and the Impact on Learning

- How the brain develops from birth and the impact this has on learning.
- What are the key stages of brain development and ways you can best support children through them.
- The effects this has on children's behaviour at different ages and stages.
- Teaching children to look after their brain.
- Supporting children through exams and other life challenges.

### Growth Mindset

- The difference between a fixed and growth mindset.
- Why it's important to develop a growth mindset and the lifetime benefits this brings.
- With an estimate of just 40% of adults having a growth mindset, how parents/carers can make sure they understand and role model this.
- How growth mindset is oversimplified and misunderstood and the steps needed to develop it in parents/carers and children.

## Building Resilience

- What is resilience and how is it developed?
- Why is resilience falling and how have parents/carers contributed to this?
- Learn 7 steps for building resilience (based on the book 'Building Resilience: The 7 Steps to Creating Highly Successful Lives', co-authored by Mark Solomons, a director of NineteenMinutes).



## Other Workshops and Seminars

### 'Letting Go!'

- What parents/carers do worry about and what they should worry about.
- What stops parents/carers from 'letting go' and what to do about it.
- Different parenting styles and their likely impact on children.
- Developing responsibility in children.
- Dealing with a fear of failure.

### 'Roots to Grow and Wings to Fly'

- What are the building blocks for good self-esteem?
- Recognising how self-esteem can be undermined.
- How parents/carers can support children in building their esteem and confidence.
- How to help children develop coping skills.
- Building assertiveness.

### Who Does Your Child Talk to Most?

- Threats to and opportunities for children and their development when using technology.
- Screen use and its impact.
- Strategies to balance screen time and keeping up with technology.
- E-safety – how to keep your children safe on-line.

### A Child's Work is Never Done

- The importance of play and how children learn.
- Using schemas to develop children's play.
- How do children learn to play and what does play mean to them.
- How to get involved with children's play no matter how busy you are.



## School Transition

- Primarily focusing on the major move from primary to secondary school.
- What are the common worries for parents/carers?
- What are the biggest changes that most children will have to face?
- What can parents/carers do to support them?
- What do schools do to support new students?
- Dealing with change, boosting self-esteem, supporting a new routine (including travel and homework).
- A brief look at dealing with peer pressure and bullying.

## Why Teenagers Grunt?

- The 'Kevin' effect on teenage behaviour.
- How to build and maintain a connection and why it's so important.
- The effect of the changing brain on teenage behaviour.
- The big issues facing teenagers today and what parents/carers can do to support them.

## Sleep

- The importance of creating and maintaining a routine.
- Good practices and how to implement them.
- Tips to energise exhausted parents.

All our workshops and seminars can be delivered as stand alone sessions and have proved popular with many organisations, their networks and their employees.

We have listened to our clients, and many look for opportunities to provide employees with programmes that give deeper support and embed learning to ensure there is more likely to be sustainable benefits.

We have therefore developed a series of short linked workshops (each usually lasting between 60 - 90 minutes) that allow employees to put into practice what they are learning and to then review this before building further skills. Below we set out an example of a series of four workshops we run, usually monthly over lunch, to meet client needs. We believe this is a great first step towards providing more significant and intensive development, while meeting your budget and time constraints. Each of these can also be run as a stand-alone session.



### Seminar 1: Parenting Styles and How These Affect Children's Behaviour

- How people learn to parent and the sort of parent they would like to be.
- How different styles influence children's behaviour.
- Whose agenda is it?
- Why do children behave as they do?
- What are the key stages of their development?
- Exploring the pattern of challenging behaviour and how to deal with it.

### Seminar 2: Communicating Effectively

- How to build the foundations for good communication.
- Understanding how language skills develop.
- The relationship between listening and talking and different ways of listening.
- Using "I" messages.
- The power of positive communication and 'clean' language.
- What role does technology play in today's communications?
- Exploring how to improve children's language skills.
- Links between good communication and literacy performance at school.

### Seminar 3: Building Confidence and Self-Esteem

- What is self-esteem?
- How to build confidence in children.
- How to give children encouragement.
- The importance of resilience.

### Seminar 4: Developing Responsibility and Self-Discipline in our Children

- Why do children misbehave?
- The importance of setting boundaries.
- Strategies to use when children 'push' these boundaries.
- Developing responsibility and helping children think for themselves.
- How parents can look after themselves.



If you like the idea of linked workshops, we can deliver them in a series starting from as little as two and across different subject areas – just tell us the subjects of most interest or that best meet your needs.

## Events

We can also support you in organising, planning or delivering events. Whether this might be a Christmas or summer fayre, or a bring your child to work day, we can take the strain and ensure your day is a big success.

Below we showcase a bring your child to work day and if you have an idea for an event, or would like to discuss what is possible then please get in touch.

This event was run for a large and well known City law firm.

## The Brief

To create a day of activities to entertain and educate the children of employees, to showcase the firm and its values, and to help families to better understand and appreciate the role work plays within the life of their family. And to deliver this in an innovative and creative way that would really engage the children and their parents/carers.

## The Solution

Working closely with the diversity team and the family network we developed a central theme for the day and built fun games and activities around this. We all wanted the theme to be a legal one but also to be something that would grab the attention of young people, and we saw contract and employment law, which are the mainstay of this firm as something that young people would find more challenging to engage with.

We therefore staged a 'crime' and captured this on CCTV and then spent a chunk of the day in three large groups investigating, prosecuting and defending the case.

The children had the opportunity to inspect the crime scene, interview suspects and witnesses, sift through evidence packs and take their case to court, either acting as the prosecutor or for one of two defendants.

At the end of the day a mock trial was held, with a judge in full gown, with each group of children supported by a barrister (employee volunteers) and with their parents sitting as jurors. Both defendants were acquitted by the jury, much to the disappointment of a third of the children.

The day was interspersed with other games and fun activities and to keep everybody engaged, including our version of the game show 'Would I Lie to You', where the children and audience had to decide who was telling the truth or lying.

As well as acting as jurors, parents also joined their children for a family lunch. The children went home with a goody bag and lots of stories to tell and a greater insight into the working life of their parent or carer.

The day was run with a team of six people (you can see me and the team below), who as a group are highly qualified and experienced to work with parents and children; all security checked and with members who are first aid qualified, nursery trained and a specialist for those with special educational needs. Above all they are all fantastic with children and great entertainers too.



In a world where parents find it difficult to spend enough quality time with their children, this day provides an excellent opportunity for families to share a part of their life that is not usually available to their children. Parents also told us how much they enjoyed having lunch with their children, and even the commute to work gave them time together they would not normally have.

The feedback from parents has been superb and you can see some of their comments below.

*"I just wanted to thank you and your team for organising such a marvellous day for the children yesterday, they had the most wonderful time."*

*"I wanted to say a thank you to everyone involved in the day for your hard work yesterday. The girls thoroughly enjoyed it and didn't stop talking about it all evening. You wore them out so much that (name withheld) has only just surfaced and (name withheld) is still asleep!"*

*(Name withheld) was quite disappointed when I told her she probably wouldn't be able to go next year as she would be too old by then. If you do look at altering the age range, I know of at least one 15 year old who would definitely like to come."*

*"My daughter could not stop talking about her day, she had made notes during the day and went through all of them with my husband over dinner, explaining the evidence they had collected and what happened at the trial. It made me feel very proud to work for a firm that organises things like this."*

*"I just want to say my son had a great day yesterday, he really enjoyed it and was thrilled by the things he was able to do and what he was involved in. Thank you so much for giving him such an enjoyable and fun day. Please pass on my thanks to all the people involved in organising and helping with the day."*

*"Thanks for organising this, and for allowing my child to participate. She had a great time, and I was really impressed with the content and organisation of the day."*

# How might we help you?

Whether you already have a family or parent network or are thinking of creating one, and whether or not you already run workshops, seminars or events or would like to start then we have something that will support you and meet your needs.

If you want a partner that listens, and who focuses on you and your working parents/carers, and who offers an unlimited quality guarantee then we may be the right fit for you.

We want you to be happy with everything you do and if you are not then we will either do it again at no cost or refund any fees paid. No client has claimed on this yet but we want you to know you can buy with complete confidence that delivering a great experience is as important to us as it is to you.

To find out more about any of our workshops, seminars or events please get in touch.

For details of pricing and available packages please visit  
[www.nineteenminutes.com/pricing](http://www.nineteenminutes.com/pricing)

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# ABOUT US



**Amanda Solomons** is the founder of **NineteenMinutes** and spent the majority of her corporate working life in banking, where she was a senior manager. Following a period of maternity leave and spending time bringing up her own young children she realised how much she wished she had known and how little she was prepared for balancing a new family with managing her career.

She decided she wanted to fill this gap and so has spent many years researching, training and building her experience to enable her to support employers and their employees who have to juggle busy working lives while doing the best they possibly can for their families and at the same time meeting the needs of their employer and their own ambitions.

She is nationally accredited by the **National Open College Network**, **Family Caring Trust**, **Health Exercise and Nutrition for the Really Young**, **Strengthening Families** and has trained with the **Fatherhood Institute**. She is a speaker and workshop presenter on many topics affecting working parents and carers. She is also very active within school governance and as a director of a multi-academy trust.

She founded **NineteenMinutes** with the unique aim of inspiring employees to make the most of their available time, to create the home life they want and improve their motivation and performance at work.

Studies have shown that the average working parent may spend as little as nineteen minutes engaging with their children every day (an Office of National Statistics survey).

Those with family or carer responsibilities or who have major commitments outside work, all report similar challenges of being able to find the time they need to carry out the things they feel are important. And even when they get a lot right they still worry and/or feel guilty about not providing the support they think they should.

Amanda wanted to shift the focus from how much time employees have with their children, families or other commitments to how they can make every moment special and as a result be highly effective at home and work.