

THE TALL WALL

Parental coaching solutions



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The rationale for supporting parents in professional and financial services

Parenthood is a transformative journey that impacts professionals' careers and work-life blend. Our research reveals the challenges of transitioning out of and back into the workplace, often triggering identity crises and feelings of professional isolation.

Organisations that overlook these challenges risk losing talent and decreasing diversity. Retaining those who become parents is crucial to prevent a 'leak' in the talent pipeline and to improve representation at senior levels. This challenge is particularly significant across professional and financial services.

At The Tall Wall, where over 95% of our clients are in professional and financial services, we understand the unique needs of professionals in these sectors. Our tailored parental transition coaching approach draws on executive coaching principles, guiding new parents to design sustainable careers alongside parenthood.

In addition to supporting those taking maternity, paternity, or shared parental leave, our approach also extends to individuals taking alternative paths to parenthood or facing challenging circumstances. We are well-versed in areas such as IVF, surrogacy, adoption, premature births, and pregnancy loss.

Insights from The Tall Wall research

The top five issues for parents are:

- Career progress
- Boundaries
- Identity
- Confidence
- Making flexibility work

92%

OF PARENTS NAMED CAREER TRAJECTORY AS THEIR BIGGEST CONCERN

57%

OF PARENTS WANT THEIR LINE MANAGER TO BE MORE PROACTIVE IN ASKING THEM WHAT WOULD MAKE THEIR RETURN A SUCCESS

41%

OF PARENTS WOULD LIKE A BETTER BALANCE BETWEEN FORMAL HR CONVERSATIONS AND MORE INFORMAL DIALOGUE WITH THEIR LINE MANAGER DURING PARENTAL LEAVE

OVER

50%

OF PARENTS DESCRIBED COMMUNICATION WITH THEIR EMPLOYER DURING PARENTAL LEAVE TO BE 'SATISFACTORY' AT BEST



A holistic approach to parental support

As parenting dynamics and roles have evolved, we have adopted a highly tailored approach to supporting working parents, aligning with your organisation's unique needs and demographics.

In addition to structured coaching solutions, we aim to provide holistic support throughout the parental journey, extending beyond parental leave.

Our aim is to make your parents feel recognised, valued, and empathised with, no matter their circumstances.



1:1 parental transition coaching

A typical parental programme:



We recognise the career implications of parental leave in demanding, high-performance professional environments. Our 1:1 coaching solutions prioritise seamless transitions for parents with a strong exit and re-entry in mind.

All our coaches bring elements of executive coaching to their work supporting, in particular, senior leaders to successfully navigate the transition.

Line manager coaching

Our considerable experience, supported by research, indicates that line managers play a crucial – sometimes disproportionate – role in the success (or failure) of parents exiting and returning to the business. This is particularly true for fee earners in professional services, and the impact becomes more acute the more senior they are.

We work with line managers to increase awareness and support behavioural change around two critical factors:

- The assumptions, often unspoken, made by both the line manager and the parent.
- The need for high-quality, well-timed communication before, during and after leave.

A typical parental programme:



We advocate for line manager coaching at critical parental junctions.

Our work ensures line managers are equipped with best practices, tools, and insights that drive high-quality conversations and foster more effective professional relationships.

Our coaches are experts in financial and professional services

The quality of our coaches sets us apart. At The Tall Wall, we have an exceptionally high barrier to entry for coaches:

- Previous career in professional or financial services
- Trained with an established provider
- Accredited with a recognised industry body
- In regular professional supervision
- An assiduous commitment to CPD.

Spread across the globe, our parental coaches:

- Are parents themselves
- Work in both executive and parental capacities
- Understand the realities of blending career and family in a high-performance environment
- Work internationally but feel local to the parent, largely because they have worked in the region in their past career or are located there themselves.

Our passion for evaluation and quality assurance

- Evaluation is integral; we see it as our responsibility to assess intervention impact
- We agree on evaluation frameworks prior to launch, guiding coach briefings and interactions
- We are committed to providing you with qualitative and quantitative management information to track the return on your investment
- As coaches and advisors, we occupy a unique position in your firm. Our team is highly adept at capturing thematic intelligence as a result of working with your talent. This has the potential to illuminate your culture and inform future decision-making and policy.

Our partnership with you

- Our clients see us as partners aligned with their strategic goals
- We have significant experience in collaborating with HR/L&D/EDI teams to design, structure, and implement executive coaching solutions nationally and globally
- We provide each client with a dedicated Client Relationship Director who is hands-on and project manages all of our work with you
- Our coaches are well-briefed and grounded in understanding your particular organisational context
- We communicate regularly to discuss feedback, and ensure alignment of what we do with your organisational needs.



Financial & professional services specialist

9.5/10

AVERAGE EXPERIENCE OF COACHING ACROSS EXECUTIVE COACHING

6× ROI

IN PARENTAL COACHING

66%

HESITATION TURNED INTO PROMOTION*

1 in 5

RETURNERS SPONTANEOUSLY ATTRIBUTED COACHING TO DECIDING TO STAY OR FULLY RE-ENGAGE

* in one of our global law firm clients, coaching converted self-doubt into action for two thirds of coachees, enabling them to move into Director and Partner roles post-leave.

“The Tall Wall understands only too well the demands of our sector, making them true experts in their field.”

CMS

“The Tall Wall have been a true collaborator in all aspects of our coaching programme. Feedback from our team members has been fantastic and the insights that the Tall Wall have shared with us as a leadership team continue to help us to learn and develop as an organisation.”

CAP GEMINI INVENT

“I have been able to integrate back into work quickly and efficiently, exceeding apportioned target for year end.”

“Objective independent support for employees that someone attached to the firm could not provide.”

“I feel that I am supported and valued by the firm.”

“I was teetering on the edge of moving out of the workplace after starting a family. These sessions helped to address concerns I had on integrating my new roles and responsibilities.”

About The Tall Wall

At our core, we are a coaching firm. We design and deliver coaching or coaching-led solutions for organisations, ranging from standalone assignments to end-to-end programmes, which broadly fall into three areas:

Executive coaching solutions

Our experience shows that in the Professional Services and Financial Services industries, there are particular circumstances where executive coaching adds the most value to both the individual and the organisation. Much of our work focuses on:

- Role Transitions (e.g. lateral hires and new leadership positions)
- Enhancing/maintaining performance edge (e.g. honing leadership skills and embedding formal leadership development)
- Teams (typically enhancing senior team effectiveness).

Parental coaching solutions

Our tailored approach to parental transition coaching draws on executive coaching solutions, guiding new parents to design sustainable careers alongside parenthood.

As well as 1:1 and group coaching to support those who are taking maternity, paternity and shared parental leave, our interventions include:

- Line manager coaching
- Parental network support
- Parental drop-in clinics
- Specialist Partner/Partner candidate coaching
- Fertility, pregnancy loss and menopause coaching
- White-label resources and self-serve documentation.

Supporting diverse talent



EQUITY CONSULTING

We are highly experienced in gathering meaningful qualitative, thematic data to better understand the lived experience of diverse populations within your organisation.

Through interviews and focus groups, we will take an inside-out approach to surface the unwritten ‘code’ by which diverse talent progress – or encounter barriers.

Our findings are translated into practical, organisation-specific recommendations.

DIVERSE TALENT PROGRAMMES

Our diverse talent programmes seek to embed long-term change within our clients’ organisations. These programmes are highly bespoke, often designed in collaboration with your diverse talent populations, and include a strong emphasis on sponsorship. We have found sponsorship to be an effective way of influencing the wider culture of the firms we work with.

CONTACT

If you would like to find out how we can enable your talented people to thrive, please get in touch.

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