

dadfit



Dadfit Workplace Programs

**Supporting dads for a healthy,
gender equal workplace**

June 2025



dadfit.au

About Dadfit

Unique team-based programs for dads

Unlocking the potential of men as care-givers is crucial for a gender equal workplace.

As fathers take on greater care-giving roles, employers are recognising the importance of father-specific support.

Our programs help dads to:

- Learn new ideas and approaches to balance work and family life
- Improve their health and wellbeing
- Build a supportive community of active, care-giving dads



What to expect in our programs



Dad teams

Team up with other dads at your workplace



Dad chats

Share experiences, cut through the small talk, and discuss what's really going on for dads



Dad challenges

Dads supporting dads to put new ideas into practice

Helping your dads thrive at home & work

Our programs are tailored to support workplace priorities, including:

- Supporting an **inclusive, safe, and gender equal workplace** with active, care-giving fathers
- Improved **mental health, wellbeing, and engagement** of working dads
- Improved **talent retention and performance**



Founded by Ryan Carters

(Formerly isolated) dad of three

- Former professional cricketer
- Ex McKinsey consultant
- Master in Public Policy, Harvard
- Excellent knowledge of Bluey episodes and local playgrounds

Contact Ryan about Dadfit:

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Our programs unlock the value of healthy, connected dads

Challenges for employers



Unequal care-giving between women and men is a major barrier to workplace gender equality

- ❑ Women do two thirds of childcare and domestic work for children under 5 on average
- ❑ Unequal care-giving contributes to lifelong gender gaps in career progression, leadership opportunities, and earnings



High rates of poor mental and physical health and wellbeing among fathers with young children

- ❑ 7 in 10 feel increased stress; 1 in 2 increase negative health behaviours; 1 in 4 feel isolated
- ❑ Poor health brings costs in absenteeism and productivity



Heightened retention risk for new fathers

- ❑ Absence of father-specific programs can leave dads feeling isolated and/or unsupported
- ❑ Risk of loss of talent in early years of fatherhood

Benefits of Dadfit



Support gender equality by normalising conversations about care-giving across genders, encouraging men to be healthy, safe, care-giving fathers



Improve physical and mental health and wellbeing, driving gains in talent retention, productivity and performance



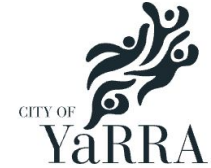
Increased connection and support for dads balancing work and family life, reducing turnover risk

We partner with leading organisations



**Drummond
Street
Services**

MinterEllison.



**KING & WOOD
MALLESONS**



**HEAPS
*NORMAL***



NORTON ROSE FULBRIGHT

Dadfit's Workplace Programs

Initial Keynote Session

Session title	Finding Your Dad Fit: Finding balance and connection as a modern father
Session description	As a modern father, the trade-offs can feel steep. Compared to generations past, we can be closer with our kids, more emotionally real, and equal partners in family life. Yet too many dads are struggling to juggle demanding careers with being attentive parents and looking out for our own health and wellbeing. We're trying to be different to what we saw growing up, but there's no playbook. What if we stopped treating dadding as a private side hustle, and made it a team sport? Because some things are too big to take on alone. Join Ryan Carters, Founder of Dadfit, former BBL cricketer, Harvard graduate, and ex McKinsey consultant, for an honest and entertaining conversation about the joys and challenges of modern fatherhood.
What's included?	One-hour session (in-person, hybrid or virtual), including: • Keynote presentation (30 min) – delivered by Dadfit Founder Ryan Carters • Dad chat (30 min) - facilitated discussion on key issues facing working dads • Dad challenge - a fun and practical challenge for dads to put their learning into practice following the session
Expected outcomes	• Support gender equality by normalising conversations about care-giving across genders • Kickstart a powerful sense of community and support among dads at your workplace • Practical tools and ideas to help dads and other care-givers find balance and connection in work and family life • Attendees leave feeling inspired, connected, and eager to try out new ideas



Finding Your Dad Fit Workshop Series

Program overview

What's included?	5 one-hour workshops delivered by Dadfit Founder Ryan Carters. The five-session program includes: 1. Connecting with your child(ren) 1. Parenting as a team 1. Balancing career and family 1. Looking out for your health and wellbeing 1. Leading as a Dad Each session is followed by a Dad Challenge – a fun, practical challenge to put the learning into practice.
Format	Sessions can be held in-person or remotely, either weekly or fortnightly. Recommended group size: 10-15 (maximum of 20).
Expected outcomes	• Support gender equality by encouraging healthy, active, care-giving fathers • Practical tools and ideas to help dads find balance and connection in work and family life • Powerful and lasting community and peer support among dads at your workplace • Improved mental health and wellbeing, enabling high performance and reduced turnover risk

Workshop topics

Session 1: Connecting with your child(ren)

We discuss dad role models, the types of dads we aspire to be, tips and strategies for connecting with your child, and what can get in the way of connection

Session 2: Parenting as a team

We discuss parenting as a team, communication, balancing dual careers and the mental load of parenting, and ideas to support your partner (or co-parent) at different stages

Session 3: Balancing career and family

We discuss practical strategies to balance career and family life, including during busy periods, and consider habits and boundaries to help you thrive at home and work

Session 4: Looking out for your health and wellbeing

In this session, we talk about knowing your happy place, strategies to stay afloat when life is stressful, and key habits to support your physical, mental and social health as a working dad

Session 5: Leading as a Dad

The final session brings the program home. We discuss being a leader as a dad, supporting gender equality at home and work, and how we will stay connected as a Dad Team. We finish with an exercise about finding and keeping perspective.

We tailor our programs to meet your needs, including delivery mode (in-person, hybrid or virtual), session format (e.g. including physical activity), and digital engagement

A space for dads to connect and be real

“Hearing other dads are going through the same struggles, I feel less isolated”

Anton, dad of one, Senior Designer, Origin Energy

“Feels like I’m improving my life, and my family’s, a little every week”

Tim, dad of two, Product Designer, Sourcegraph

“A highlight of my year”

Jonathan, dad of three, Director, EY



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What dads love about Dadfit

4.9 out of 5 average rating by dads

- **98%** report positive mental health impacts
- **95%** say Dadfit helped them to be a better dad
- **90%** report positive effects on their relationship with partner (or co-parent) and children



Led by ex professional athletes

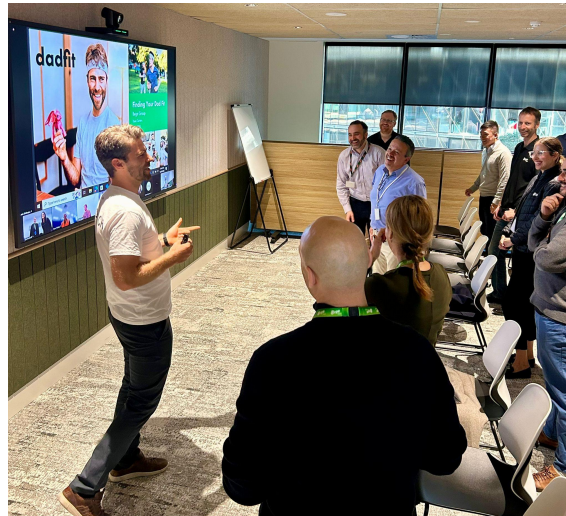
Dadfit sessions are led by former athletes skilled in delivering fun and engaging programs for dads.

Our facilitators share their own experiences juggling the demands of fatherhood with high-pressure careers, creating an atmosphere of openness and honesty.

Evidence-based program

The Dadfit program was developed and piloted in Melbourne with input from psychologists and public health experts.

It builds on evidence that peer-based programs for dads can generate lasting benefits, including physical and mental health, social support, and self-confidence as a parent.*



Psychological safety

We create a safe and inclusive environment for dads to discuss important issues and challenges related to being a working father.

Dadfit works with employers to ensure steps are in place for employees to access additional mental health support when needed, such as through an EAP.

* See for example: Giallo et al, 2022, [‘Working Out Dads’ to promote men’s mental and physical health in early fatherhood: A mixed-methods evaluation](#), Journal of Family Studies; and The Fatherhood Project, 2023, [The facts about dads’ groups](#)

Impacts data shown above are based on feedback survey following five-week Dadfit program

Supported by our Expert Advisory Group



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