



athenaHealth

A technology company engaging expectant parents and providing support that builds community

The Evolution of a Technology Company

Founded in 1997, athenaHealth has been known for great benefits, a fun atmosphere, and cutting edge technology. A walk across campus reveals a community garden, dogs playing, and meditation rooms. Due to company growth and changing demographics, the athena culture is in a period of change. More employees are starting families, and there is a need for additional family-oriented programming and support. Additionally, the company is striving for consistency across departments.

athenaFamilies: Support for Parents

athenaFamilies, an employee resource group at athenaHealth, was formalized in 2016 by a small group of new parents who wanted to see more support in the workplace. What started as an email list in 2011 has grown to an executive-sponsored program with more than 400 members. The group provides programming for all caregivers, employee communication channels, and more.

In 2018, athenaFamilies had a desire to increase support for expectant parents and help them navigate transitions around preparing for leave and returning to work. This included better access to information around benefits and policies, more consistency in transitioning workload, and a stronger sense of community with other parents.

Summary

HQ in Watertown, MA
6000+ employees
400 active members of athenaFamilies resource group

Goals for Collaboration

- Reach expectant parents and introduce them to athenaFamilies
- Build community within athena
- Create support for expectant parents and give them resources to help with the transition to parenthood

Solution: The Return Plan

Implement a 3 part lunch-n-learn workshop series, *The Return Plan*, including athenaHealth specific benefits

Results

Increased confidence and knowledge about preparing for leave, creating a strong postpartum, and returning

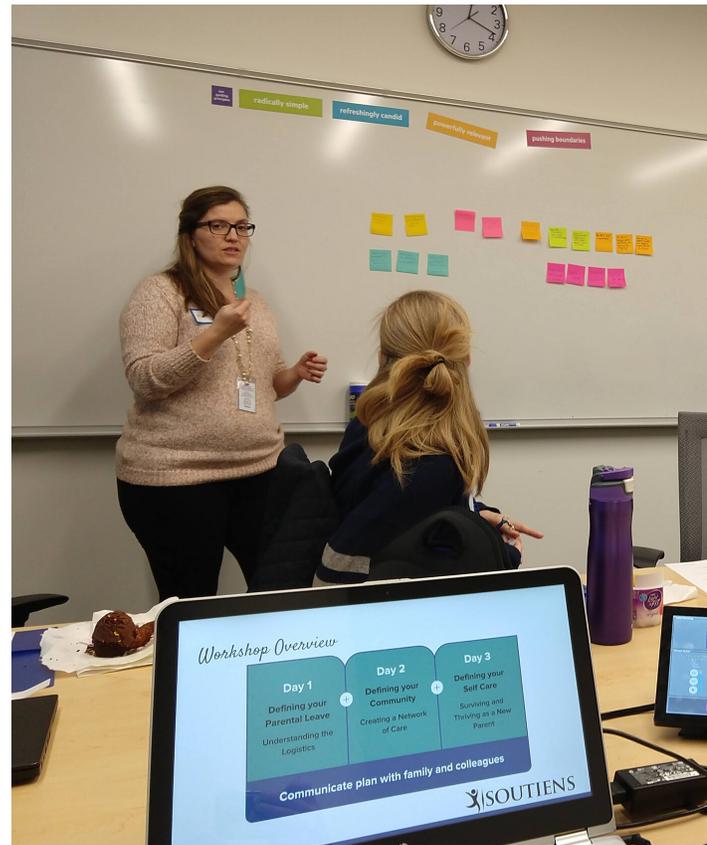
“This was wonderful. Thank you for all of the resources and wisdom!”

- New athena parent

Soutiens and athena Join Forces

After working with leadership from athenaFamilies, Soutiens developed a 3-part “lunch and learn” workshop series for athenaHealth employees who are expecting the birth of a child. In this workshop, *The Return Plan*, expectant parents began to organize information to form a parental leave plan, identified who they can count on during the first weeks home with a new baby, and brainstormed ways to maintain balance during the transition back to work.

Participants in *The Return Plan* included first time parents and those expecting their second child. It was open to both women and men who were interested in learning more about navigating parental leave. Most women were in their 2nd or 3rd trimester and a few who were earlier in their pregnancies. The fathers who attended were seeking information to help with their own transitions and to better support their partners.



“Great class! Excited to see more parents experience it @ athena!”

- New athena parent



Logistics

The group met over the lunch hour once a week for 3 weeks. The series was included in athenaUniversity, the athenaHealth professional development platform, which tracked enrollment. It was publicized through athenaFamilies, the HR department, and via manager recommendation. *The Return Plan* has been presented to multiple cohorts of expectant parents.

The workshop took place on the Watertown campus. Each cohort had 10-15 participants. If someone couldn't attend due to travel or other commitments they were able to participate via virtual meeting technology.

Moving the Needle

Soutiens conducted surveys before the first session and then a brief survey at the end of each session to measure changes in knowledge and confidence and collect feedback. Participants showed an increase in knowledge and confidence across the board.



By The Numbers... Participants reported increases in all areas measured including:

↑ **48%** I know what paperwork needs to be submitted for coverage

↑ **51%** I know how to find community resources

↑ **70%** I feel confident in my ability to manage being both an employee and a new parent.

↑ **21%** I am confident in my ability to create a plan to offload project and responsibilities before parental leave.

↑ **30%** I know what parental resources are available through athenaHealth

↑ **51%** I know how to care for my emotional well being after baby

WEEK 1

**Defining your Parental Leave:
Understanding the Logistic**

WEEK 2

**Defining your Community:
Creating a Network of Care**

WEEK 3

**Surviving and Thriving
as a New Parent**

Expanding the Reach

athenaFamilies continues to grow and support the families of athenaHealth. With Soutiens they are exploring ways to use online programs and remote meeting capabilities to bring similar programs to employees who work off-site or are unable to attend an in-person session. Together they are conducting listening sessions to hear from participants who have now taken and returned from parental leave to evaluate the longer term successes of the program and adapt future programs based on the feedback. Ongoing evaluation and adjustments will ensure future success as the organization continues to grow and evolve.



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