

The most future-proof social enterprise you'll hear of all year.

Return to Work with Confidence

A tailored, therapeutic mentoring programme for employees returning from maternity, paternity or parenting leave in the last 5 years that supports parents to develop fulfilling careers and supports employers to retain resilient teams.

It blends psychotherapeutic-informed mentoring with practical, 1:1 support — helping returning parents to progress at work without compromising their family life for a company culture that promotes progress.



Why organisations are getting involved

Retention & resilience

Reduces post-leave attrition and supports returners into their next step, protecting the investment already made in experienced staff.

Innovation at work

Builds psychologically confident employees who bring fresh perspective and full capacity back to their teams.

Employee wellbeing

A whole-person, trauma-informed approach to genuine work-life balance — real change, not a token wellbeing gesture.

How the programme works

- **Tailored 1:1 sessions** — for each employee, providing development in work and mindset.
- **Mentoring + therapeutic practice combined** — a whole circle approach addressing both skillset and mindset.
- **Confidence and role-fit focus** — helping employees work out how their role fits who they are now, and how to progress in it.
- **Trauma-informed, professional delivery** — care and consideration, not a lunchtime wellbeing add-on.
- **Supports DEI commitments** — a concrete, measurable action for parental-leave equity and inclusion.

Join the Founding 50

Return to Work with Confidence is launching soon, and a small number of organisations are being invited to join as founding pilot partners. Founding 50 places are limited and offered on a suitability basis. As a Founding 50 pilot organisation, you receive:

50%

Off launch fees, secured for the pilot term

∞

Lifetime access to resources, workshops and DEI support materials

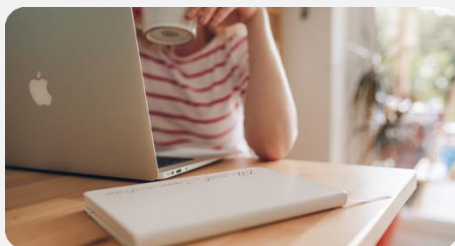
Now

Immediate 1:1 sessions available for employees

Innovate

Early input into how the programme is shaped for your organisation

About Ella St Mentoring



Ella St Mentoring is directed by Laura Smith, a business mentor and psychotherapist in advanced training. After more than a decade mentoring ambitious professionals alongside her communications consultancy, Laura trained in foundational listening and transactional analysis to address what corporate skills alone cannot reach: emotional resilience, psychological blocks and acknowledging the pressures from personal lives and responsibilities.

Now, we're taking this success to workplaces. We know that in some cases, sick leave can be avoided when employees feel supported. We know that staff retention is higher when people are understood. We know that progression and innovation happens when whole teams feel seen and valued.

Ella St Mentoring delivers 1:1 therapeutic mentoring and cohesive team workshops for organisations, bringing the same whole-person approach to teams as it does to individuals for shared goals and a person-centered workplace culture.

"When we work on the psychological wiring that underpins our thoughts and approaches, we bring 100% of our capacity and emotional resilience to our roles."

— Laura Smith, Ella St Mentoring

10+ years

Mentoring ambitious professionals

UKCP registered

Foundational listening & psychotherapy in transactional analysis

Neuro-inclusive

Inclusive and informed person-centered work

How the programme works

Tailored 1:1 sessions

Bespoke for each returning employee, not a one-size-fits-all course.

Mentoring + therapeutic practice

A whole circle approach addressing both skills and mindset.

Confidence and role-fit focus

Helping employees understand how their role fits who they are now.

Trauma-informed delivery

Care and consideration, not a wellbeing add-on.

Supports DEI commitments

A concrete, measurable action for parental-leave equity and inclusion.

Progress that lasts

Built for development at work without compromising family life.

Neuro-inclusive

Mentors with lived experience and training in autism, ADHD, dyslexia and dyspraxia.

LGBTQIA+

Inclusivity, lived experience and understanding that goes beyond equal opportunities.

Supports CPD

Progression at an individual level that meets the requirements of employees and organisations.



Is this a fit for your organisation?

- ✓ You have employees due or returning from **maternity, paternity leave, care responsibilities, bereavement leave, long term illness** or are **neurodiverse**
- ✓ Retention and progression of experienced employees after leave is a live priority
- ✓ You want a concrete, evidenced action to support existing DEI and wellbeing commitments
- ✓ You'd value early input into shaping a new programme, at a founding-partner rate

Your investment

- Identify 1–10 individuals in your organisation who would benefit from return to work support
- Commit to a three month pilot programme, with each individual to attend a minimum of four sessions

£375

per employee — 50% off launch fees

Founding 50 pilot rate, secured for the full pilot term.



Built around real family life. Return to Work with Confidence is designed for the parents actually juggling nursery pickups, sick days and school runs alongside a return to full capacity at work — not an idealised version of either.

Platinum Supporter — help us to help others

If your organisation is in the fortunate position to be able to support the work of others, you could consider pledging support to enable growing businesses and charities to access the programme. By funding places for others, your business would gain:

- Lifetime access to the Return to Work with Confidence programme
- Speaking opportunities at industry events and team days
- The Platinum Supporter asset package to display in your communications and named supporter in press and media
- The ability to shape the programme's development

To discuss becoming a Platinum Supporter, email laura@ellastcommunications.com

Complementary services

Mentoring for neurodiversity and inclusivity

For employees and leaders motivated to support their teams, who can acknowledge different starting points for everyone.

Cohesive team workshops

Ideal for teams of 3–12, covering:

- Key messaging
- Internal communications and active listening
- Cohesive working for mutual understanding

Get in touch

To secure one of the Founding 50 places, or to ask questions before you commit, contact us directly. Start now with a place in 2026, or join the 2027 waiting list.

Email
laura@ellastcommunications.com

Website
www.ellastmentoring.com

LinkedIn
linkedin.com/in/ellastcommunications

