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## FIFTH TRIMESTER CORPORATE SERVICES

### **FIFTH TRIMESTER WORKSHOPS**

Typically held quarterly, these facilitated 1-hour discussion groups support new parents through the first year surrounding the birth or adoption of a baby – the time period when 30% of moms leave their jobs. Drawing from the experiences of thousands of other new parents, Lauren Smith Brody guides attendees to advocate for their needs and build a community of caregiving colleagues. Each session starts with a 10-minute info-share rooted in current events (the childcare crisis, public policies for parents, maternal mental health) and then moves into personal Q&A.

### **EMPLOYEE RESOURCE GROUP ADVISING PROGRAM**

Too often, employee resource groups (ERGs) and affinity groups are echo chambers of fantastic ideas...and eventual frustration. The Fifth Trimester facilitates communication between ERG leadership and C-suite management to build truly inclusive policies based on evidence-based research. A typical program includes:

- 1-hour Zoom planning session with Lauren Smith Brody and ERG leaders
- 1-hour ERG presentation by ERG leaders to management, with Lauren attending to answer questions and help make the business case along the way
- 30-min. postmortem and next-steps meeting with Lauren and ERG leaders

### **CAREER PARENT SPEED COACHING**

A three-hour Zoom (or in-person event) to offer employee caregivers private, confidential 1:1 coaching sessions (10-20 mins each depending on attendance)

### **THE WORKING PARENT AUDIT**

Tailored very specifically to each client's needs and concerns, this is the most personal kind of consulting. Working confidentially with small groups, HR, 1:1 interviews, competitive analysis, and surveying tools, The Fifth Trimester assesses the support and potential of employees who are also caregivers. The goal: True inclusion and belonging, anti-discrimination protection, and gender equity at every level of the organization.

### **CAREER COACHING FOR LIFE TRANSITIONS**

Limited availability 1:1 phone coaching for high-potential (and high flight-risk) employees going through a life event like infertility, pregnancy, return to work after a



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paid family or medical leave, divorce, pregnancy loss, elder-care, and bereavement. Typically 5-6 hours per employee.

## **WEBINARS & SPEAKING ENGAGEMENTS**

With an audience of 10 mid-level managers, or 10,000 conference attendees, or anything in between, The Fifth Trimester's speaking engagements share up-to-the-minute research and evidence-based strategies to support employees with caregiving needs (and the managers who need them to succeed). Virtual, or in-person, these engagements can be internal or client-facing and are represented by Kim Thornton Ingenito of the Penguin Random House Speakers Bureau. Popular topics include:

### **THE RESET BUTTON**

How working parents and caregivers can recover from crisis and thrive in our new normal

### **THE POST-PANDEMIC MANAGER'S DILEMMA**

Using the pandemic's biggest lessons to design the future of work equitably for all caregiving employees

### **FROM PANIC TO PROGRESS**

How to handle personal discomfort and sensitive subjects at work

### **THE FIFTH TRIMESTER**

Setting yourself up for sustainable success as a new working parent back from family leave

### **YES, YOU CAN BEAT THE MOTHERHOOD PENALTY**

How to keep women in the pipeline to leadership, enact fair pay, and train against benevolent discrimination

### **HOW TO THRIVE BEFORE AND AFTER A LEAVE FROM WORK**

A three-part webinar series covering all kinds of family and medical leaves, including infant and elder care, spousal care, mental health leave, and caring for older children with special needs

**PART 1** Off-ramping: Planning a leave with personal sensitivity and team support

**PART 2** On-ramping: Supporting a successful return to work after a leave



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## PART 3 The big reframe on family leave: How life transitions can fuel long term growth

### ABOUT LAUREN SMITH BRODY

Lauren Smith Brody is the founder of The Fifth Trimester movement and consulting, which supports all working parents and caregivers to advance women's leadership and build gender equity in the workforce.

The Fifth Trimester has been featured in *The New York Times* and *The Wall Street Journal*, and on Good Morning America, and Brody has been a featured speaker at companies and organizations across the Fortune 500, with a focus on tech, finance, and big law. Brody's book, *The Fifth Trimester: The Working Mom's Guide to Style, Sanity, and Success After Baby* (Doubleday/Anchor), was a simultaneous triple best-seller in the Amazon categories of motherhood, women and business, and cultural anthropology.

As an entrepreneur who can't quit journalism, Brody writes regularly about the intersection of business and parenthood for, among others, *The New York Times*, Slate, and *Elle*, and pens (okay, types) monthly advice columns for Parade Media and the children's brand Maisonette.

And as a journalist who can't quit activism, she is also a co-founder and the SVP of Strategic Partnerships of the Chamber of Mothers, a national nonprofit movement focusing America's attention on mothers' rights. Grateful to call on her reporting skills, contacts, and messaging expertise, she is currently advising Health and Human Services and the White House Office of Management and Budget as they support family-rights issues and build immediate and long term solutions to the 2022 formula shortage

A longtime leader in the women's magazine industry, Brody was previously the executive editor of *Glamour* magazine where she ran the brand's Women of the Year Awards honoring such luminaries as Dr. Maya Angelou, Hillary Clinton, and Serena Williams. Raised in Ohio, Texas, and Georgia, she now lives in New York City with her husband, two sons, and a joyfully neurotic rescue dog.



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## SELECT CLIENT LIST

Abilitie	Girl Scouts of America	Parade Media
Accenture	GLG	Paycom
Amazon	Gotham Properties	Phreesia
BakerHostetler	Hamilton Lane	Playtex
BlackRock	Hatch	PwC
Blackstone	Hey Mama	Rackspace
Boies Schiller Flexner	IBM	Sailthru
Brennan Center for Justice	Latham & Watkins	SEI
Child Mind Institute	Liberty Mutual	Sony Universal
Condé Nast	LWR	Syracuse University
CozyKin	Maisonette	Tory Sport (Tory Burch)
Crowell & Moring	MD Anderson Cancer Center	Total Wireless
Ellevest	Meltwater	Toyota Research Institute
Facebook/Meta	Monica & Andy	UBS
Fanatics	Morgan Lewis & Bockius	U. of San Diego Law
Fried Frank	The Motherhood Center	Venable
Fisher Phillips	NY Presby/Weill Cornell	Vivvi Early Learning Work & Co.
FS Investments		