



Menopause NI

Empowering Women
Together

Menopause ChangeMaker®

INTRODUCTION TO MENOPAUSE FOR LEADERSHIP TEAMS

Supporting leaders to understand
the organisational impact of
menopause in the workplace



The CPD Certification
Service

About the Programme



This one-hour leadership briefing is designed to help senior leaders and decision-makers understand the organisational impact of menopause and the role leadership plays in creating supportive, inclusive and high-performing workplace cultures.

Delivered as either a standalone session or as part of the wider Menopause ChangeMaker® Pathway Programme, the briefing provides a practical overview of menopause in the workplace, including workforce impact, organisational risk, leadership responsibility and the importance of a structured organisational approach.

The session supports leaders to move beyond awareness and consider menopause as a workforce, culture, retention and inclusion issue that requires strategic leadership attention.

The training is grounded in evidence-informed practice.

Why It Matters



Menopause is already affecting workplaces across every sector.

Many employees continue to manage symptoms in silence, often affecting confidence, wellbeing, communication, attendance and day-to-day performance at work.

Without awareness and support, organisations risk losing experienced staff and creating inconsistent experiences for employees across teams.

Organisations that respond positively can benefit from:

- improved staff retention
- stronger workplace culture and inclusion
- better employee wellbeing and engagement
- reduced legal and reputational risk
- increased confidence across leadership and management teams

Who It's For

This session is suitable for:

- senior leaders and executives
- directors and board members
- operational and strategic leadership teams
- organisations committed to inclusion, retention and workforce wellbeing

What Participants Will Gain



By the end of the session, participants will have a clearer understanding of menopause as a workplace and leadership issue and the role organisations play in supporting employees effectively.

Leaders will gain insight into:

- the organisational impact of menopause on performance, retention, wellbeing and culture
- the legal, reputational and workforce risks associated with inaction
- how menopause symptoms may present within workplace settings
- the role leadership plays in shaping psychologically safe and supportive workplace cultures
- practical leadership actions that can strengthen support and improve employee experience
- the importance of taking a structured and organisation-wide approach to menopause support

Cost and Duration



Cost

In-house Workplace Session

£300 per session

Open Programme - Delivered online

£50 per person

Duration

One-hour

(Flexible online or in-person delivery available)

About Menopause NI



Siobhan Kearney brings over 25 years of senior leadership experience across the community, voluntary and cross-sector landscape, with extensive expertise in organisational development, strategic planning, governance and workforce wellbeing.

Prior to founding Menopause NI in 2020, she served for almost seven years as CEO of AWARE in Northern Ireland, leading organisational growth, service development, stakeholder engagement and system-level change.

Her work now focuses on supporting organisations to build informed, inclusive and supportive workplace cultures through the Menopause ChangeMaker® Pathway Programme.

At Menopause NI, we believe menopause should be recognised as an important workplace issue, not a personal issue faced in silence.

Through the Menopause ChangeMaker® Pathway Programme, we work alongside organisations to build awareness, strengthen leadership confidence and improve workplace support for employees experiencing menopause and perimenopause.

Our approach is practical, evidence-informed and focused on real workplace application. We support leaders, managers and teams to move beyond awareness alone and develop workplace policies, conversations and practices that help create more inclusive, supportive and psychologically safe workplace cultures.

Above all, our work is about helping organisations create workplaces where people feel supported, experience is valued and talented employees are able to remain, contribute and thrive at work.

**For inquiries about our
suite of Workplace
Programmes, contact
us.**



Menopause NI

Empowering Women

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Menopause NI is a trading name of Menopause ChangeMaker Training Ltd.

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