



Menopause NI

Empowering Women
Together

Menopause ChangeMaker® Staff Awareness

Building workplace awareness,
confidence and understanding
around menopause

CPD
MEMBER

The CPD Certification
Service

Introduction



This workshop is designed to help employees build a greater understanding of menopause and the impact it can have within the workplace.

Delivered as either a standalone session or as part of the wider Menopause ChangeMaker® Pathway Programme, the workshop supports organisations to create a more informed, inclusive and supportive workplace culture through practical learning, open conversation and increased awareness.

Participants gain a clearer understanding of menopause, common symptoms and the ways colleagues may be affected at work.

The session also helps build confidence in how to respond supportively and contribute to a workplace where menopause can be discussed with greater understanding and less stigma.

The training is grounded in evidence-informed practice.

Why It Matters



Menopause is not simply a personal issue – it is an important workplace issue that can affect wellbeing, confidence, communication, attendance and work performance.

Without understanding and support, many employees continue to manage symptoms in silence, often feeling unsure how to ask for help or discuss their experiences at work.

Organisations that take a proactive and informed approach can benefit from:

- improved employee wellbeing and psychological safety
- greater understanding and reduced stigma across teams
- stronger retention of skilled and experienced employees
- increased confidence in workplace conversations and support
- a more inclusive and supportive workplace culture

Who It's For

This workshop is suitable for:

- employees at all levels of the organisation
- mixed-gender teams
- organisations committed to wellbeing, inclusion and supportive workplace practices

What Participants Will Gain



By the end of the workshop, participants will have a greater understanding of menopause and perimenopause, including the ways symptoms can affect wellbeing, confidence and work.

Participants will learn how to:

- recognise how menopause may affect colleagues and workplace experiences
- respond with greater understanding, empathy and support
- build confidence in having respectful and informed workplace conversations
- understand practical strategies and workplace support options that may help employees manage symptoms more effectively
- know where to access additional support, workplace adjustments and relevant policies
- contribute to a more positive, inclusive and supportive workplace culture for everyone

Cost and Duration



Cost

In-house Workplace Session

£400 per session

Open Programme - Delivered online

£75 per person

Duration

1.5 -hour workshop

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.

Company Number: NI725208