

Women of a Certain Stage ©

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The Case for Being Menopause Savvy

It's a vital component of HR, Diversity, Wellbeing, Inclusion and Belonging

- 51% of the population will transition through menopause for circa 2 - 15 years of their life
- 100% of the population - their partners, colleagues, family & friends - will be impacted
- Currently over 86% of women are unaware of what menopause truly is, nor how it will impact them, simply through lack of available education

Being menopause aware makes reputational sense

- There were more employment tribunals citing menopause in the first half of 2021, than all of 2020 in the UK
- The UK government is running a [parliamentary inquiry](#) into workplace treatment of women going through the menopause to examine if legislation goes far enough to address discrimination
- Women aged 50+ are the fastest growing economically active demographic in the UK. Providing a culture where they are set up for success is vital to meet the growing aspirations of 50% roles being held by women

Facts to consider

- There is a spike in women leaving work in the UK aged 45 - 55 through lack of support
- Spike in women attempting to take their own life, aged 51
- There is a spike in divorce aged 45 - 55
- Average age of women becoming menopausal is 43 - 57 globally (excluding the peri menopausal years which occur before)
- Menopause has become a workplace topic as women now work longer and later into life, and are increasingly holding more senior roles

As an employer, without **menopause awareness** training, you may notice flagging productivity, higher absence levels and low morale or motivation. Possibly, women seeking demotion, sideways moves or even being performance managed for the first time in their career.

47% consider leaving their jobs & over 12% simply leave, leading to increased retention issues, costs, time to recruit and retrain talented colleagues, plus lost skills, knowledge and experience.

The benefits of being a menopause savvy workplace include:

- Attract and retain female talent increasing your opportunity to attain gender parity
- Improve wellbeing and morale, in turn boosting performance and productivity
- Introduce reasonable adjustments and flexibility to support female employees
- Provide accessible information and develop a policy or guidance materials for menopause
- Support managers to empathise and signpost appropriate help
- Increase employee engagement and satisfaction
- Boost skills, knowledge and experience of valuable employees
- Ensure employees of all ages are informed and able to discuss menopause sensitively and practically
- Inform leaders of their obligations regarding employee welfare, helping you avoid costly and damaging reputational issues
- Promote inclusivity and belonging to help make your company a great place to work
- Helping the gender pay gap



Consultancy Services

STRATEGY

Support with

- Reviewing impacts of menopause on employee journey from job design to exit
- Mapping likely direct and indirect impacts of menopause on different role types
- Understanding key metrics to monitor impacts of menopause across the business and ROI on training
- Identifying appropriate signposting and introductions to key partners to run relevant support services, health and wellbeing, medical and non-medical testing
- Designing, delivering and embedding policies, training and signposting
- Management Information

DOCUMENTATION

Support to

- Review existing company policies and procedures eg company handbook, performance management systems, attendance management
- Create culturally sensitive menopause guidance and policy documents, including local regulations and legislation
- Occupational Health risk assessment criteria
- Line Manager, Occupational Health, HR, Wellbeing, Mental Health and Menopause Champion Toolkits
- Local legal support where requested

Consultancy Support available

- Stress & Anxiety
- Menstruation
- Pregnancy
- Colleague Wellbeing
- Fertility
- Miscarriage



Workplace Training and Support

Awareness Sessions

- Sharing the business, legal, demographic and social responsibility cases on why being menopause supportive is business savvy
- Sharing real experiences through story telling to open the conversation on menopause and highlight
 - Facts, ages, stages and definitions
 - Symptoms and how they may manifest
- How to access help and support for self and others
- Can be gender specific or open to all

Menopause for Line Managers | Train the Trainer

- Spotting symptoms
- Supporting your team and colleagues
- Effective signposting internally & externally
- Five steps to a confidential conversations
- Allyship

Menopause socials

- How to normalise & sustain the menopause transition through regular women only conversations, to share experiences and what works

Become a Menopause Champion (click for more info)

- Half day certification to learn the key facts on menopause, how to listen effectively, understand boundaries and responsibilities as a Champion and raise awareness of menopause in the workplace; public & in house courses available

Flexibility & bespoke support for your organisation

Women of a Certain Stage is committed to working *with* you and meeting you where you are currently in your journey, to becoming a menopause supportive and savvy organisation.

We will listen, to understand your objectives, recommend best practice and collaborate to design, deliver and help embed each step along the way.

Delivery may be live, recorded or a mixture of the two. Via podcasts, online or in person.



Executive Health Coaching & Mentoring

The Menopause Plan Workshop

(a workshop version of The Menopause Plan - below)

An live, interactive half day session for people preparing for and transitioning through menopause to learn key facts & build a personal plan to successfully navigate menopause

The Menopause Plan

(click link to learn more)

A powerhouse live 29 day group experience to prepare and support women to successfully navigate menopause; live coaching, email and WhatsApp support throughout

Spark The Change VIP

(click link to learn more)

Women of a Certain Stage's signature 90 day 1:2:1 coaching & mentoring programme for leaders to boost their vitality, increase their influence and step fully into their personal power

Become a Menopause Coach

(click link to learn more)

6 month coaching qualification to learn how to deliver an in house coaching programme to support colleagues to successfully navigate menopause 60 - 90 mins/week time commitment

Bespoke executive coaching available on request.

The main focus of all sessions is to boost clients **vitality**, increase their **influence** at home, work and beyond and support them to step fully into their **personal power**. **The full VIP experience.**

Workplace Wellbeing Packages & Coaching and Mentoring

- Menstruation
- Fertility Issues
- Pregnancy
- Miscarriage
- Autoimmune Conditions
- Menopause
- Emotional Eating
- Stress Management
- Adrenal Health
- Brain and Mood Health
- Healthy Weight Management
- Digestive disorders
- Diabetes & Prediabetes
- Heart Disease

Click the links (underlined) for more information

Lauren Chiren

CEO, Women of a Certain Stage



Lauren is a keynote speaker, trainer & coach on executive women's wellbeing and an authority on menstruation & menopause at work.

She left her senior role in financial services, in her early 40's believing that she was suffering from early-onset dementia. Imagine her surprise when her doctor informed her she had 'just' been through menopause?!

Today she educates employers on why being menopause supportive, is business savvy and supports high performing women to navigate the changes and challenges of all things hormonal, from monthly cycle to menopause.

As a trusted coach, mentor and keynote speaker, Lauren has helped thousands of executives, celebrities and athletes globally. She is qualified in psychology, mental health, nutrition, coaching, personal training and more.

Lauren shares her knowledge and stimulates the debate on what being well means, at all stages of life, with insightful directness, commercial pragmatism and absolute passion for ensuring optimum wellbeing and resilience.

Lauren's goal is to transform global attitudes to menopause, helping organisations to support their teams through this transformation successfully and to empower women to retain their vitality and presence through their hormonal changes specifically, menopause.

SEVEN KEYNOTE TOPICS

Demystifying Menopause and normalising women's life stages

- Why being menopause savvy boosts the bottom line
- Let's talk menopause: the basics for everyone
- Leading through menopause
- Brain's, boobs and bums | menstruation, motherhood and menopause: we've got it all™

Empowering

- The spark within: ignite your vitality, influence and personal power™
- Be, do and have what you desire
- Passion planning for life

CORE QUALIFICATIONS

- BSc HONS Psychology
- Mental Health First Aid
- Menopause: BMJ & Newson Health
- Personal Trainer & Sports Therapist
- DISC™ Communications Styles, Trainer
- Diplomas in Health / Life / Mastery / Transformational Coaching

Click [HERE](#) for a two minute video

Click [HERE](#) for headshot, [HERE](#) for logo



Health Coach Institute
Spark The Change Conference, Tucson, Arizona

CLIENT FEEDBACK

"... ability to create positive contagion in most distressed environments"

"... encourages an environment of innovative thinking and challenge"

"... hugely adept at identifying the root of any anxiety or feelings of inadequacy, quickly facilitating achievable change, getting you back to 'you on a good day'"

Click [HERE](#) to read more on LinkedIn

SOCIAL LINKS

<https://twitter.com/LaurenChiren>

<https://www.linkedin.com/in/laurenychiren/>

<https://www.instagram.com/themenopausecoach/>

<https://www.facebook.com/WomenOfACertainStage>





Client comments before training

Confidence in my abilities, especially at work. Unable to concentrate and retain information, which impacted confidence and felt I would not be able to continue in my role. Colleagues were a few years away from the menopause, so I was unable to speak to anyone

Things I could have done to prepare myself on my fitness levels, weight and diet management, **mental health**

I felt I was **going mad, alone**

I thought the menopause was hot flushes and mood swings. I didn't count on **struggling with confidence** (had always been a confident person), lots of **self doubt** and feeling as though I was no longer adding any value

"I was fired due to my reduced ability to perform at top level, given the strong and highly frequent migraines I have had"

Brain fog. Some days I have no idea what is happening around me. I **can't concentrate**, I forget how to do things I've done a hundred times before, and I can't find / forget **words**

"I've been desperate for help and support - I have a senior role and my brain isn't what it used to be!

I find myself barely able to remember the most basic words (ginger, was one very ordinary word that left me mute!) when I have always been very articulate.

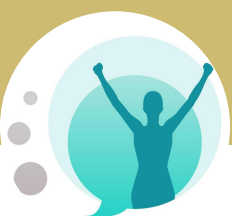
I mentioned to my boss that I was worried about presenting to our CEO because of it, and he said not to worry, that he'd do it instead. Not exactly the support I'd hoped for!"

I wish I'd been more aware of the **mental and emotional** symptoms rather than expecting it to be a purely physical experience

The impact it has on your **emotional and intellectual well being**. My confidence and energy were rocked, and I just thought I had lost my edge

"How do I start a conversation about menopause in the work-place in a culture that actually makes fun or is dismissive of menopausal women?"

What Women of a Certain Stage clients comment after training



"I haven't found the old me, I've discovered the **new and improved me**"

"I didn't get the old me back, I got an upgraded version 2.0! Worth every moment and every penny"

"I managed to **remove the mental chains** that were holding me back"

"I finally applied for that promotion.
Guess what?
I got it!"

"If you are feeling out of sorts ... then, **without ANY doubt**, this is for you"

"This has unlocked me in amazing ways - gone is the woman who stays quiet in a meeting, gone is the woman who stumbled doing presentations and gone is the woman who finds no downtime for herself and her family.

The tools and techniques that Lauren has shared with me will be lifelong tools.

People at work have noticed my confidence levels have increased and they are sitting up and noticing me again.

The biggest thing for me that I am winning life, I feel good, the stars are aligning and I'm smashing it on all levels.

I highly recommend Lauren.

She is kind, supportive and always speaks with candour. Her knowledge of menopause and mental health is impressive."

"I started the new year feeling down, lethargic, sad, eating chocolate, marzipan and marrons glacés instead of fruit and veggies, doing zero exercise.

I slipped off my priority list altogether, I knew I had to change something: what I can control in a world where so much is out of our control at the moment.

Learning from other women like me with our ups and downs, progress large or small, the sharing of our successes, my photo journal documenting my small steps towards creating new habits, the gentle nudge and challenge from Lauren.

I am enjoying finding (in an otherwise packed day) a little bit of time for a walk along the beach, doing some stretches, preparing something new, enjoying a bath, speaking to a friend.

The energy and sparkle have come back and it feels great to be me again"

