



Kathryn Colas Academy

Menopause Management for Every Workplace

CPD-accredited
5 week training
programme

BRIDGING THE KNOWLEDGE GAP

“Such an amazing course, I have learnt so much! I would recommend this course to anyone who wants to gain a better understanding of the menopause and learn how to support each other.”

- Head of HR, Palletways

KATHRYN COLAS ACADEMY

Menopause Ambassador Coaching Course



Kathryn Colas Academy

Menopause Management for Every Workplace

Accredited 5-week training programme

Are you looking to enhance your knowledge and skills in menopause management? Look no further than the Menopause Ambassador Coaching Course, a professional, CPD-accredited training programme for key personnel line managers, HR teams and health champions in SMEs to multi-nationals.

WHAT DOES A MENOPAUSE AMBASSADOR LOOK LIKE?

As an HR manager or employer, you may be aware of the challenges faced by employees going through menopause but may not know how to support them effectively. Our training equips you with the knowledge and skills to provide practical support, raise awareness and break down the stigma surrounding menopause.

You'll also gain a better understanding of equality, diversity and inclusion and how menopause fits squarely into these important areas.

By taking this step, and training as a Menopause Ambassador, you will be demonstrating your commitment to your team's health and wellbeing and setting a standard for others to follow.



“ Early intervention around menopause is recommended. It's more efficient than hindsight. ”

- Kathryn Colas,
CEO of Kathryn Colas Academy & Author

ABOUT

Kathryn Colas

Kathryn Colas, a former hotel management executive, faced unexpected challenges when she experienced menopause. Despite her inner resilience, she found it difficult to accept the debilitating symptoms and the taboo surrounding it. However, Kathryn was determined to find answers to her questions and embarked on a journey of discovery, learning, passion, and commitment.

Today, Kathryn is a leading authority on menopause and has written a bestselling book, [How to Survive Menopause Without Losing Your Mind](#). Her book has been a beacon of hope for many women who are struggling to cope with menopause and its symptoms.

Her pioneering work has brought menopause into the business, government and education agendas. Kathryn's vision to take her research, training experience and knowledge to a wider audience has materialised in the form of the Kathryn Colas Academy.

The Academy offers CPD-accredited training and support, empowering employers to better understand menopause and its impact on their workforce. Kathryn's team of Executive Menopause Coaches work tirelessly to influence policy and practice, leading to a more supportive and inclusive workplace for women going through menopause.

Join the Kathryn Colas Academy to be part of a movement that is revolutionising the way we approach menopause in the workplace.



ABOUT

The Kathryn Colas Academy



At the Kathryn Colas Academy, we recognise that menopause can be a challenging time for many women, and that the workplace can be particularly difficult to navigate during this transition. That's why we offer a comprehensive range of menopause training programmes that are specifically tailored to the needs of working women and provide practical, evidence-based guidance on managing menopause symptoms, maintaining good health and wellbeing, and staying productive and engaged at work.

Our programmes have been accredited by CPD UK. This prestigious certification service is renowned for recognising only the highest standard of professional learning activities, making this achievement a testament to the quality of our programmes. Our team work diligently to ensure that our courses continue to meet the rigorous standards set by CPD UK.

We are leading the way in menopause management by partnering with organisations such as KPMG, the Society and College of Radiographers, and National Association of Head Teachers. With no enforceable employment laws providing support, more workplaces are now recognising the importance of addressing this subject.

Our professional and accredited programmes aim to raise awareness and build understanding of menopause for everyone and #LeaveNoOneBehind.



COMPREHENSIVE & INCLUSIVE SUPPORT

Our Ethos



We design comprehensive programmes delivered by experienced and professional facilitators.



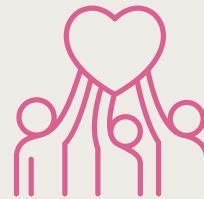
We continually measure and assess our learning, training and deliverables to the mutual benefit of all.



We ensure all information on all of our programmes remains confidential and will not be shared externally.



We design our programmes so that they will increase your knowledge and awareness so you may share it with your network, improving and developing an inclusive community.



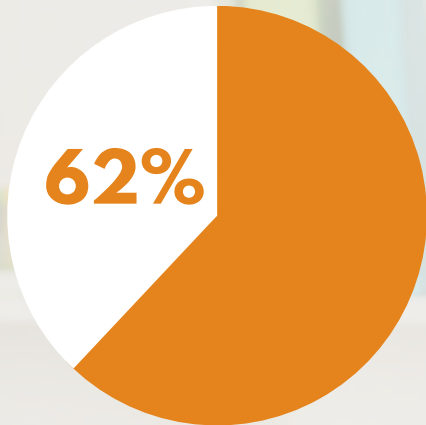
We design and produce external webinars and media campaigns to build engagement and develop awareness to a wider audience.

Our Mission

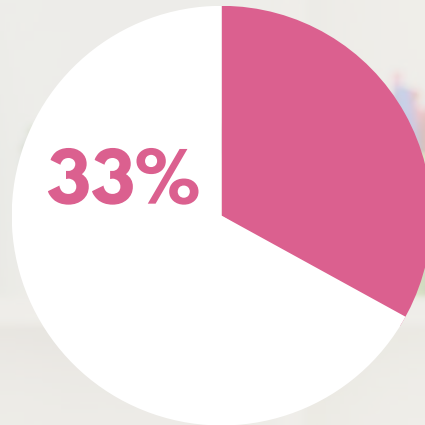
To enable certified professional menopause training for every workplace. Our passion is to make this a reality. Menopause is a natural phase of life for women, but it is often not discussed openly, leading to confusion and discomfort. By providing education and training, we can create a more supportive and understanding workplace culture.

MENOPAUSE IN THE WORKPLACE

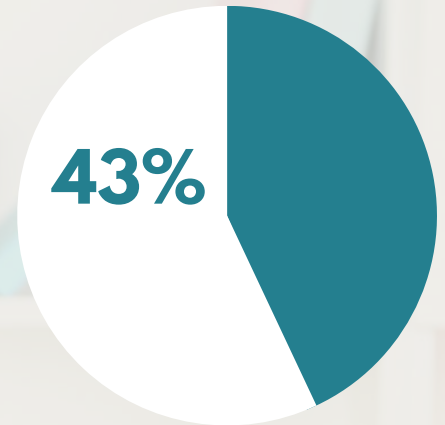
What do women say?*



"MENOPAUSE IMPACTS MY WORK"



"I DON'T TALK ABOUT MY SYMPTOMS"



"I'M TOO EMBARRASSED TO ASK FOR SUPPORT"

*A 2022 survey of 2,000 women by the Guardian

TUC interviewed 500 reps & found:

80%

Said no information about menopause was available

49%

Didn't have risk assessments dealing with menopause

45%

Said managers didn't recognise menopause & lacked information

70%

Didn't have a policy for handling absence linked to menopause

22%

Said no occupational health/welfare support available

53%

Of women are negatively affected by menopause symptoms (Doe, 2017)

So, how does the Kathryn Colas Academy support your organisation?

We provide three types of menopause strategies to support the workplace:

Accredited In-House Menopause Ambassador Programme

This is a live and online, comprehensive 5-week training programme for managers and HR leaders looking to increase knowledge and skills in menopause management and support in the workplace.

Accredited Menopause Champion Course

This is a live and online 1-day training course for anyone looking to increase knowledge and skills in menopause awareness. It is a lighter version of our Menopause Ambassador Programme and often used as a first step towards supporting colleagues in the workplace.

Webinars and Podcasts

We offer introductory webinars and podcasts to increase knowledge, understanding and skills of menopause management in the workplace. These sessions can be female only, male only or open to your entire organisation.



BENEFITS OF MENOPAUSE TRAINING

with the Kathryn Colas Academy

- You can develop your own in-house menopause ambassadors (or individuals), to create a supportive workplace culture that values diversity and inclusion.
- We prioritise long-term engagement and measurable outcomes that directly impact your business. We know that retention, absenteeism, and productivity are key factors in achieving success, and we work tirelessly to ensure that our strategies and solutions are tailored to meet your specific needs.
- Our programmes are designed to provide a balanced and informative approach and are delivered by experienced and certified Executive Menopause Coaches.
- With weekly module deliveries online, and bespoke timetables available, we ensure that our programmes are flexible and convenient for all.
- Upon completion and certification, participants become a significant asset to any organisation.



IN-HOUSE MENOPAUSE AMBASSADOR PROGRAMME FORMAT AND STRUCTURE

Who: Managers and those employees looking to increase their knowledge and skills in workplace menopause management

How: Individual modules presented in an inclusive learning environment delivered by certified, experienced Executive Menopause Coaches via live, interactive workshops, one-on-one assessments and assignment assessments for CPD certification

Time: A five-part programme in an interactive community environment, which equates to 12 1/2 training and learning hours

Results: External accreditation and presentation of certificates delivered via email and postal service

The Modules

Onboarding & Module 1	Exploding Menopause Myths What are the biggest menopause myths and how do we address these? What elements of those myths help us to understand menopause better?
Module 2	The Changing Face of the Workplace and Menopause Management What is hybrid working practices and how will this affect women transitioning menopause? How do we ensure a unified team and how can we support managers?
Module 3	Menopause Symptoms and Solutions Getting to grips with symptoms and solutions is a big ask. What would be most useful for your own place of work? What would your plan look like?
Module 4	Workplace Culture, EDI, Menopause Policy and How to Create Best Practice What is EDI? What is Cultural Engagement? How is it so misunderstood? What is unconscious bias? How can you help overcome it? What does a good menopause policy look like? Would guidelines be preferable?
Individual 1:1	Conversation via Zoom: How are you getting on?
Final Assignment Submission	The final assignment is submitted and the CPD certificate is presented

Let's recap...

- Our training programmes are externally accredited by CPD UK
- Each programme can be delivered to between 10 and 30 participants
- The five-part programme equates to 12 1/2 training and learning hours
- The programme fee, open-source for individual participants, is £1595 pp + VAT
- Bespoke courses or webinars on application
- Apply at www.kathryncolasacademy.com

LEARN FROM OUR TEAM OF **Menopause experts**

Click each picture to find out more about our coaches!



Ready for the next step?



GET IN TOUCH WITH NATASHA!

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COMPANIES WE WORK WITH:

