

EMPATHETIC LEADERSHIP IN ACTION: USING MENSTRUAL CYCLE AWARENESS TO BUILD STRONGER, MORE INCLUSIVE TEAMS

Empowered Flow Consulting





TALK *Descripción*

When leaders understand how women work best, everyone wins. This eye-opening session equips managers and teams with the tools to lead with empathy, reduce turnover, and create inclusive cultures rooted in trust and support. Menstrual cycle awareness becomes the unexpected key to stronger, more connected leadership.



The cost of *ignoring* this conversation:

Lack of empathy in leadership directly affects retention, engagement, and trust. Catalyst reports that **76% of employees who feel empathy from their leaders are more engaged**, yet the majority of women say menstrual-related symptoms impact their work—and they don't feel safe or supported enough to speak up.

The financial impact?

Gallup estimates that **actively disengaged employees cost U.S. companies \$450–\$550 billion per year** in lost productivity. Even on a smaller scale, turnover costs are steep—**\$100K+ per lost team member** is a conservative estimate when factoring in recruitment, onboarding, and productivity loss.

By failing to acknowledge and support how women work best, companies are quietly leaking profits.

Cycle-informed, empathetic leadership isn't just inclusive—it's a strategic advantage.

KEY *Takeaways*

- Lead with empathy through cycle awareness
 - Build trust and psychological safety
 - Improve team retention and satisfaction
 - Create inclusive, collaborative workplace cultures
 - Understand hormonal shifts that impact leadership and communication
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About ME

Ms. Tonya is a Certified Women's Hormonal Health Practitioner through the Institute of Menstrual Health. She is an industry authority in menstrual cycle planning, productivity, and women's empowerment, with a powerful speaking presence featured at events such as the **Women Building Wealth Summit, ROC Excellence Conference, and School of Life Conference**. She has also been **featured in Female Entrepreneurs Magazine**, sharing her expertise on optimizing productivity and leadership through cycle-synced strategies.

As the author of *The Menstrual Cycle Syncing Menu: Foods for Every Phase*, Ms. Tonya brings evidence-based insights to her talks, empowering women to optimize productivity, wellness, and leadership. She collaborates with businesses and event planners to lead impactful sessions on topics including **menstrual cycle planning for productivity, wellness and leadership workshops, diversity, equity, inclusion, and women's empowerment**.



Ready TO BOOK THIS TALK?

Let's build a workplace where every team member thrives.

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