



# Menopause Awareness for Staff



**IMAW**<sup>TM</sup>

INVESTORS IN MENOPAUSE AT WORK



**Menopause NI**

Empowering Women Together

# Introduction



This workshop is designed for all staff and can be delivered as part of the Menopause ChangeMaker® Programme or as a standalone session.

Menopause is an increasingly important workplace conversation, yet many employees feel unsure how to discuss it or provide meaningful support. This interactive session builds knowledge, understanding, and confidence, helping workplaces move from silence to practical support.

## **Why This Matters**

Menopause is not just a “women’s issue” – it is a workplace issue.

### **Organisations that are informed and confident can benefit from:**

- Enhanced employee wellbeing and psychological safety
- Stronger retention of skilled, experienced staff
- Reduced misunderstanding, discomfort, and stigma
- A more inclusive and supportive workplace culture

## **Who It’s For**

- Employees at all levels
- Mixed-gender teams
- Organisations committed to inclusion, wellbeing, and effective people management

**No prior knowledge of menopause is required.**

# What the Workshop Covers



## What Participants Will Learn

**By the end of the workshop, participants will:**

- Understand menopause and perimenopause, including the wide range of physical, emotional, and cognitive changes that may be experienced by colleagues of all genders
- Recognise how menopause can affect work, wellbeing, and confidence, and learn how to respond supportively
- Gain practical, evidence-based strategies to manage symptoms and support others in the workplace
- Build confidence in having respectful, informed conversations about menopause with colleagues and managers
- Know how and where to access support, workplace adjustments, and relevant policies
- Understand how everyone – regardless of gender – can contribute to a positive, inclusive, and supportive workplace culture

## Cost & Duration

- **Cost:** £450 per session
- **Duration:** Two hours (flexible delivery over two shorter sessions if required to suit workplace schedules)

# 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 At One Wellbeing (2018) and Menopause NI (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.

At Menopause NI, we believe menopause belongs firmly on the workplace agenda. Through our Menopause ChangeMaker® Programme, we work in partnership with organisations to build awareness, leadership capability, and lasting confidence across the workforce.

Our approach is structured, practical, and evidence-based. We support leaders, managers, and teams to move beyond conversation and embed menopause into policy, culture, and everyday practice. The result is not just increased awareness, but measurable organisational change.

For organisations seeking formal recognition, completion of the full Menopause ChangeMaker® pathway provides eligibility for assessment against the Investors in Menopause at Work™ Workplace Accreditation Standard, creating a clear route towards external accreditation and independent validation of good practice.

Above all, our work is about creating workplaces where experience is valued, talent is retained, and menopause is recognised as a strategic workforce priority.

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



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**Empowering Women**

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

Company Number: NI725208