



# Menopause ChangeMaker® Training

Training Menopause  
Champions across your  
workforce to build a support  
network for Leaders,  
Managers and Staff



**Menopause NI**

Empowering Women Together

# Introduction



## Menopause ChangeMaker® Training

This full-day workshop is designed for nominated workplace Champions – often drawn from HR, Health & Safety, or Wellbeing teams – equipping them with the knowledge, confidence, and practical tools to lead menopause awareness and implementation within their organisation. It can be delivered as a core component of the Menopause ChangeMaker® Programme or as a standalone session.

The session builds understanding of menopause symptoms, their impact in the workplace, and practical ways colleagues can offer meaningful support. It is CPD Certified and provides evidence-informed learning to help teams thrive.

### Why It Matters

Menopause is a workplace issue affecting around half the workforce at some stage. Without awareness and support:

- Employees may experience reduced wellbeing, confidence, and performance
- Organisations risk losing skilled, experienced staff
- Tribunals and legal claims related to menopause and age discrimination are on the rise

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

# What the Programme Covers



## By the end of the workshop, participants will be able to:

- Recognise Menopause Challenges at Work – identify common symptoms and understand how they may affect colleagues' performance and wellbeing
- Provide Practical Support – offer informed, solutions-focused guidance while maintaining professional boundaries
- Spot Early Signs – detect potential menopause-related issues early to prevent escalation and support retention
- Hold Constructive Conversations – develop skills to approach sensitive discussions confidently and empathetically
- Identify Simple Adjustments – know practical, cost-effective strategies to help colleagues manage symptoms at work
- Act as a Trusted Bridge – serve as a reliable point of contact between employees and managers to ensure consistent support
- Promote Awareness in Teams – share knowledge and resources to improve understanding across the workplace

## Cost & Duration

- **Cost: Business** - £1200 per programme (up to 15 people)
- **Cost: Open Programme** - £175 per person
- **Duration:** Full-day (flexible delivery over 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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