



Menopause NI
Empowering Women
Together

Menopause ChangeMaker® Leadership Briefing

Supporting leaders to understand the organisational
impact of menopause in the workplace



The CPD Certification
Service

About the Briefing

The Menopause ChangeMaker® Leadership Briefing is a one-hour session designed for senior leaders and decision-makers.

It provides a practical introduction to menopause as a workplace issue and explores the role leadership plays in creating supportive, inclusive and high-performing workplace cultures.

The briefing looks beyond awareness to consider the organisational impact of menopause, leadership responsibility, workforce needs and the importance of a consistent organisational approach.

It can be delivered as a standalone session or as part of the Menopause ChangeMaker® Implementation Framework.

Who Is It For?

The briefing is suitable for:

- Executive teams and senior leaders.
- Directors and board members.
- Operational and strategic leadership teams.
- Leaders with responsibility for people, culture, inclusion or workforce wellbeing.

It can be particularly valuable for organisations that are:

- Introducing menopause support for the first time.
- Reviewing or strengthening existing support.
- Looking to develop a more consistent organisational approach.
- Beginning implementation of the Menopause ChangeMaker® Implementation Framework.

A focused leadership session designed to help leaders understand the issue, consider their responsibilities and identify where action may be needed.

Why It Matters

Menopause can affect employees' wellbeing, confidence, communication, attendance and experience at work.

Without understanding and appropriate support, organisations may face inconsistent approaches across teams and risk losing experienced and valued employees.

For leaders, menopause is therefore not simply an individual wellbeing issue. It can also be a workforce, culture, retention, inclusion and organisational risk issue.

The briefing helps leaders consider how their organisation currently approaches menopause and where there may be opportunities to strengthen support.

The session explores:

- The organisational impact of menopause.
- The potential impact on performance, wellbeing, retention and workplace culture.
- Organisational and reputational considerations.
- The role of leadership in creating supportive workplace cultures. • Practical actions leaders can take.
- The importance of a structured, organisation-wide approach to menopause support.

What Leaders Will Gain

By the end of the briefing, leaders will have a clearer understanding of menopause as a workplace and leadership issue and the role organisations can play in supporting employees effectively.

- Greater confidence in understanding menopause in the workplace.
- Insight into the organisational impact of menopause.
- An understanding of the role leadership plays in shaping workplace culture.
- Greater awareness of the importance of consistent and practical support.
- Ideas for strengthening organisational practice.
- A clearer understanding of the value of taking a structured approach.

The aim is not to make leaders menopause experts. It is to help them understand the issue, recognise their organisational responsibilities and identify where action may be needed.

Practical Details

Duration	1 hour
Delivery	Online or in person
Cost	In-house: £300 Open programme: £50 per person

How It Fits Within the Framework

The briefing can be delivered as a standalone workplace session or as the leadership element of the Menopause ChangeMaker® Implementation Framework.

LEADERSHIP Build understanding and direction	MANAGERS Build confidence and capability
CHAMPIONS Develop trusted internal support	WORKFORCE Build wider understanding

Take the Next Step

Understanding is an important first step, but lasting workplace change requires action.

The Menopause ChangeMaker® Leadership Briefing can provide the starting point for wider organisational development through the Menopause ChangeMaker® Implementation Framework.

To discuss a Leadership Briefing for your organisation, get in touch:

hello@menopauseni.com

About Menopause NI



Siobhan Kearney, Founder of Menopause NI, served for almost seven years as CEO of AWARE in Northern Ireland, leading organisational growth, service development, stakeholder engagement and system-level change.

Her work now focuses on supporting organisations to build informed, inclusive and supportive workplace cultures through the Menopause ChangeMaker® Implementation Framework.

At Menopause NI, we believe menopause should be recognised as an important workplace issue, not something people should have to manage in silence.

Through the Menopause ChangeMaker® Implementation Framework, we work alongside organisations to build awareness, strengthen leadership and management confidence, and improve workplace support for employees experiencing menopause and perimenopause.

Our approach is practical, evidence-informed and focused on real workplace application. We support leaders, managers and teams to move beyond awareness and develop workplace policies, conversations and practices that help create more inclusive, supportive and psychologically safe workplaces.

Above all, our work is about helping organisations create workplaces where people feel supported, their experience is valued, and they can continue to work, contribute and feel confident in their role.