



Menopause NI

Empowering Women
Together

Menopause ChangeMaker® Implementation Framework

Building menopause supportive workplaces through leadership, awareness and practical workplace support.



The CPD Certification
Service

Introduction

Menopause ChangeMaker® Implementation Framework

The Menopause ChangeMaker® Implementation Framework provides organisations with a structured and practical approach to developing effective menopause support at work.

Designed for organisations that want to move beyond awareness, the Framework brings together leadership engagement, manager development, Champion Development and workplace awareness to build the knowledge, confidence and practical capability needed to support employees experiencing menopause and perimenopause.

The Framework can be adapted to where your organisation is now, helping you build on existing work or develop your approach from the beginning.

Flexible delivery

The Framework can be tailored to reflect the size, structure, existing provision and priorities of your organisation.

It can be delivered as a complete package, or individual elements can be selected where the full Framework isn't required.

- In-house delivery
- Online delivery
- Hybrid options
- Tailored scheduling
- Individual elements or a wider organisational approach

Why Menopause Support Matters at Work

Menopause and perimenopause affect a significant proportion of the workforce, yet many employees continue to manage symptoms without appropriate workplace understanding or support.

Without appropriate workplace understanding and support, organisations may experience:

- Reduced confidence and wellbeing
- Increased absence and presenteeism
- Loss of experienced employees
- Reduced morale and engagement
- Difficult workplace conversations
- Increased risk of grievance or discrimination issues
- Potential legal and organisational risks where workplace needs are not appropriately understood or addressed

Organisations are increasingly recognising that menopause is a workplace issue, not simply an individual health matter. Creating a supportive workplace can help employees feel understood, valued and able to contribute fully at work.

The Menopause ChangeMaker® Implementation Framework helps organisations take a practical, organisation-wide approach – strengthening leadership understanding, manager confidence, workplace awareness and practical support while helping organisations identify and address potential gaps and risks.

What's included

Core Framework elements

Leadership Briefing

- A practical briefing for senior leaders to build understanding, explore organisational responsibilities and identify priorities for menopause support.

Leader & Manager Training

- A full-day interactive workshop helping managers build confidence in supportive workplace conversations and responding to practical workplace needs.

Champion Development

- Developing internal Champions who can provide trusted support, encourage conversations and help connect people, resources and good practice across the organisation.

Workplace Awareness

- An engaging awareness session designed to improve understanding, reduce stigma and encourage supportive workplace conversations.

Supporting Implementation

Resources to Support Learning

- Practical resources provided with each element of the Framework to reinforce learning and support workplace application.

Policy & Implementation Guidance

- Practical guidance to help organisations identify priorities and next steps.

Who is it suitable for

The Framework is particularly relevant to:

- HR and People & Culture Teams
- Senior Leadership Teams
- Managers and Supervisors
- Workplace Wellbeing Leads
- Equality, Diversity and Inclusion Teams
- Staff Networks and Employee Support Roles
- Health & Safety and Occupational Health Teams

The Framework brings together the people who influence workplace culture and support – from senior leadership and managers to Champions and the wider workforce.

Framework Investment

The complete Menopause ChangeMaker® Implementation Framework: £3,500

The complete Framework brings together four core training elements, along with practical resources to support learning and implementation guidance, to help your organisation develop a consistent and sustainable approach to menopause support.

The Framework includes two full days of facilitated training, alongside shorter leadership and workplace awareness sessions, with additional guidance to help your organisation put learning into practice.

The complete package includes:

- Leadership Briefing – 1 hour
- Leader & Manager Training – 1 day
- Champion Development – 1 day
- Workplace Awareness – 1.5 hours
- Resources to Support Learning
- Policy & Implementation Guidance – up to 4 hours

Policy & Implementation Guidance

- Up to four hours of structured guidance to help your organisation consider its existing menopause-related policies and workplace practices, identify priorities and agree practical next steps.

This may include:

- discussing existing menopause-related policies and workplace provision
- identifying gaps, priorities or areas for development
- discussing practical steps to strengthen your approach
- developing an initial action plan

The four hours are intended to provide focused guidance and a clear starting point for implementation. They do not include detailed policy development, extensive policy review or ongoing consultancy.

Additional Consultancy

- Where an organisation needs more detailed policy development, implementation support or consultancy beyond the Framework, this can be commissioned separately. Please visit the Consultancy page on our website to find out more.

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.

Before founding Menopause NI in 2020, Siobhan 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 helping organisations develop practical, supportive approaches to menopause and perimenopause at work - helping leaders, managers and teams build understanding, confidence and the ability to respond effectively to workplace needs.

At Menopause NI, we believe menopause should be recognised as an important workplace consideration, not a personal issue faced in silence.

Our work is practical, evidence-informed and focused on real workplace application.

Through the Menopause ChangeMaker® Implementation Framework and our wider consultancy services, we help organisations strengthen workplace conversations, develop supportive practices and build more inclusive and sustainable approaches to menopause support.

Ultimately, our aim is to help create workplaces where people feel supported, experience is valued and employees can continue to contribute and perform at their best.

Ready to take the next step?

Whether you're introducing menopause support for the first time or building on work already underway, we'd be happy to talk about what you need.

We'll help you look at where you are now, what you want to achieve and how the Menopause ChangeMaker® Implementation Framework could support your organisation.

Contact us

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Menopause NI

Empowering Women

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