



Menopause NI

Empowering Women
Together

Menopause ChangeMaker® Champion Training

Training workplace Menopause
Champions to build awareness,
confidence and support across your
organisation



The CPD Certification
Service

Introduction



The Menopause ChangeMaker® Champion Programme is designed to help organisations build internal confidence, awareness and practical support around menopause in the workplace.

Through a structured, evidence-informed approach, the programme equips workplace Champions with the knowledge, communication skills and practical tools needed to support colleagues, encourage positive conversations and help create a more inclusive and supportive workplace culture.

The programme is suitable for staff working across HR, Health & Safety, Wellbeing, People & Culture, leadership, staff engagement and employee support roles. It can be delivered as a standalone training workshop or as part of the wider Menopause ChangeMaker® Pathway Programme.

Participants develop a clear understanding of menopause, the potential impact on employees and workplace wellbeing and the practical steps organisations can take to improve support, confidence and retention across the workforce.

The training is CPD Certified, providing 7 CPD learning hours and is grounded in evidence-informed practice that combines awareness with practical workplace application.

Why It Matters



Menopause affects a significant proportion of the workforce, yet many employees continue to navigate symptoms and challenges without adequate support. When menopause is not understood or recognised within workplace culture, the impact can include:

- reduced confidence, wellbeing and work performance
- increased absence and presenteeism
- loss of skilled and experienced employees
- workplace tension and communication difficulties
- increased risk of grievance, discrimination and employment tribunal cases

The Menopause ChangeMaker® Pathway Programme helps organisations move beyond awareness alone and towards meaningful, practical action – supporting managers, strengthening workplace culture and helping employees feel valued, supported and able to thrive at work.

No prior knowledge of menopause is required.

What Participants Will Gain



By the end of the workshop, participants will have a greater understanding of menopause and the impact it can have within the workplace. They will gain the knowledge, confidence and practical skills needed to support colleagues appropriately and contribute to a more informed and supportive workplace culture.

Participants will learn how to:

- recognise how menopause symptoms may affect wellbeing, confidence and work performance
- respond to colleagues with empathy, sensitivity and appropriate support
- feel more confident having supportive workplace conversations about menopause
- understand practical workplace adjustments that may help employees manage symptoms at work
- identify when additional support or signposting may be helpful
- help promote greater awareness and understanding of menopause across teams and the wider organisation
- contribute to a more inclusive and supportive workplace culture

Cost and Duration



Cost

In-house Workplace Programme

£1,200 per programme (up to 15 participants)

Open Programme

£395 per person - Delivered online

Duration

Full-day workshop

(Flexible delivery options available 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 Menopause NI in 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.

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

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

Through the Menopause ChangeMaker® Pathway Programme, we work alongside organisations to build awareness, strengthen leadership 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 alone and develop workplace policies, conversations and practices that help create more inclusive, supportive and psychologically safe workplace cultures.

Above all, our work is about helping organisations create workplaces where people feel supported, experience is valued and talented employees are able to remain, contribute and thrive at work.

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



Menopause NI

Empowering Women

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

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