



These 3 expert-led talks form a structured menopause training programme. Each session builds on the last - moving from awareness and understanding, to practical symptom management, and finally to confident, supportive workplace conversations.

Talk 1. How to Cope with Menopause in the Workplace — and How to Support Those Going Through It

A practical introduction to menopause for all staff members

This talk provides essential menopause awareness and workplace guidance, covering:

- Why menopause is being talked about more now
- What happens during menopause and common symptoms
- Why modern menopause can feel more challenging
- Improving symptoms through lifestyle, nutrition, and HRT education
- How managers and colleagues can offer meaningful support
- Language, behaviours, and actions to be aware of
- How and when to refer or signpost for further support

Designed for all staff

Talk 2. Improving Menopause: A Roadmap to Management

Actionable strategies for symptom management for all staff interested in menopause management tools

This talk focuses on practical solutions, including:

- The impact of hormone fluctuations



- Common physical, cognitive, and emotional symptoms
- Nutrition strategies for hormone balance
- Fitness and movement recommendations
- Mental wellbeing support
- Natural remedies and supplements
- HRT options and signposting
- Stress management tools
- Empowering, actionable next steps

Designed for all staff

Talk 3. Coaching for Managers: Developing Confident Conversations Around Menopause

Equipping managers with the confidence to have supportive, meaningful conversations around menopause

Designed to build real-world confidence and coaching skills, this talk covers:

- Identifying sensitive subjects and how to approach them
- Encouraging staff to raise menopause concerns
- Understanding different learning and communication styles
- Developing talking, listening, and coaching skills
- Creating an open-door, psychologically safe environment
- Supporting staff fairly and sensitively
- Creating confident conversation frameworks
- Guidance on speaking with GPs and healthcare professionals
- Where and how to signpost menopause-related support

Designed for managers