



Menopause NI

Empowering Women
Together

Menopause ChangeMaker® Leader and Manager Training

Equipping leaders and managers with
the confidence and skills to support
menopause in the workplace

CPD
MEMBER

The CPD Certification
Service

Introduction



This training programme is designed to help leaders and managers build the knowledge, confidence and practical skills needed to support employees experiencing menopause and perimenopause in the workplace.

Delivered either as a standalone programme or as part of the wider Menopause ChangeMaker® Pathway Programme, the training supports leaders and managers to respond appropriately, hold supportive workplace conversations and better understand the impact menopause can have on wellbeing, attendance, confidence and work performance.

The programme helps leaders and managers develop a clearer understanding of menopause, recognise where employees may need support and identify practical workplace adjustments that can help employees remain well, engaged and supported at work.

Grounded in evidence-informed practice, the workshop focuses on practical workplace application and aims to help organisations create more informed, inclusive and psychologically safe workplace cultures.

Why It Matters



Leaders and managers play an important role in shaping workplace culture and employee experience. Yet many leaders and managers report feeling unsure how to approach menopause conversations or respond appropriately when employees are struggling.

Without understanding and support, menopause can contribute to:

- reduced wellbeing, confidence and work performance
- increased absence and presenteeism
- communication difficulties and workplace discomfort
- loss of skilled and experienced employees
- increased risk of grievance and discrimination concerns

Providing leaders and managers with the right knowledge helps organisations build confidence, improve workplace support and create a culture where employees feel understood and valued.

Who It's For

This workshop is suitable for:

- team leaders and line managers
- operational leaders and senior managers
- HR leaders and people managers
- organisations committed to inclusive and supportive workplace practices

What Participants Will Gain



By the end of the workshop, leaders and managers will have a greater understanding of menopause and the impact it can have on employees, teams and workplace wellbeing. Participants will gain the confidence and practical skills needed to respond appropriately, support employees effectively and contribute to a more inclusive and supportive workplace culture.

Leaders and managers will learn how to:

- recognise how menopause symptoms may affect wellbeing, confidence, attendance and work performance
- respond to employees with empathy, sensitivity and appropriate workplace support
- feel more confident approaching and managing menopause-related conversations
- identify when an employee may be struggling and understand how to respond appropriately
- understand practical workplace adjustments that may support employees more effectively at work
- promote a more open, supportive and inclusive team culture
- support consistency, awareness and good practice across the workplace

Cost and Duration



Cost

In-house Workplace Programme

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

Open Programme - Delivered online

£395 per person

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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