

MENOPAUSE AT WORK AND ITS BUSINESS IMPACT

Employer Education and Training Programmes:

The Oakridge Centre offers a range of education and training sessions that provide employers and their employees with an understanding of the menopause journey and its potential impact upon an organisation and those that work within it. There is a misconception that the impact of the menopause transition is only experienced by women themselves. However, the menopause can have wider repercussions for employers in terms of talent retention and recruitment, HR issues and even employer/employee disputes.

With employers increasingly focused on Diversity, Equality, and Inclusion (DEI) including employee wellness, it is important that menopause awareness and being a menopause “friendly” and supportive organisation should be a goal for all businesses aspiring to be “best in class”.

All sessions can be delivered either virtually or in person, and in collaboration with an existing HR function. They are usually delivered as ½ day or full day or can be broken down into bite-size sessions, tailored to your organisation’s requirements as below.

The Oakridge Centre Menopause Programmes:

UNDERSTANDING PERIMENOPAUSE & THE MENOPAUSE

Aimed at female employees and covering:

- **Perimenopause / Menopause – what’s going on?**
- **Symptoms**
- **Lifestyle Adjustments**
- **HRT or no HRT?**
- **Maximising conversations with your GP about the menopause**
- **Perimenopause / Menopause friendly workplaces**

UNDERSTANDING YOUR PARTNER'S MENOPAUSE TRANSITION

Aimed at: Employees whose partners are going through the menopause and covering:

- **What is the perimenopause / menopause?**
- **Definitions, age range, length of time etc**
- **Types of menopause**
- **Natural, early / premature (POI), medically induced etc**
- **Menopause symptoms**
- **Physical, psychological, tracking symptoms**
- **Options for managing the menopause**
- **Maximising time with the GP, HRT, Natural**
- **Impact of Menopause on you**
- **Stress at work, relationship strain etc**
- **Supporting your partner**
- **Practical, emotional suggestions**

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The Oakridge Centre Menopause Programmes:

WHY BEING A MENOPAUSE FRIENDLY EMPLOYER MATTERS

Aimed at: Busines Owners / Board Members / Senior Managers / Managers and covering:

- **Defining perimenopause / menopause**
- **Perimenopausal / Menopausal women within the UK workforce**
- **Symptoms**
- **Business impact of ignoring the menopause**
- **Steps employers can take**
- **Why menopause needn't be a difficult conversation in a business**

BECOMING A MENOPAUSE FRIENDLY EMPLOYER

Aimed at: Busines Owners / Board Members / Senior Managers / Managers and covering:

- **Educating employees about the menopause transition**
- **Symptoms and the implications for fellow employees**
- **Addressing assumptions and preconceived ideas**
- **Practical steps**
- **Adapting policies and procedures**
- **Supportive measures for employees**
- **Signposting appropriate resources**

DEALING WITH DIFFICULT CONVERSATIONS IN RESPECT OF THE MENOPAUSE IN THE WORKPLACE

Aimed at: Managers and covering:

- **Why should I need to talk about menopause at work?**
- **Understanding cultural issues around discussing the menopause**
- **How to prepare for a conversation about menopause**
- **How to handle the conversation**
- **Managing emotions during the conversation**
- **What to do after the conversation**

LIFESTYLE AND BEHAVIOURAL CHANGES AND THE IMPACT ON THE MENOPAUSE JOURNEY

Aimed at: Employees and covering:

- **Physiological changes associated with menopause**
- **Diet & Nutrition**
- **Activity & Exercise**
- **Stress**
- **Complimentary medicine for menopause symptoms**
- **HRT – myths v realities**

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