

HR Brief Bites for Line Managers

Menopause Awareness for Line Managers

Aim

At least 8 out of 10 of the menopausal women in the UK are at work, according to the Faculty of Occupational Medicine. Women, on average, go through the menopause between the age of 45 and 54 but symptoms can start earlier, during what is called perimenopause and last up to 10 years

Not all women experience symptoms, but it is estimated that 3 in 4 do, and 1 in 4 experience quite severe symptoms. Unfortunately, until recently, the menopause has been a topic that many people have felt uncomfortable to talk about for a variety of reasons, so women did not seek help. This means that up to a quarter of women going through the menopause consider leaving their jobs, as they cannot adjust.

The aim of this workshop is to help raise awareness of menopause issues in the workplace and how to deal with team members who need support.

Learning Outcomes

At the end of the workshop participants should be able to:

- Understand what the menopause is and how it can affect women's lives
- Outline why it is important to raise awareness of the menopause in the workplace
- Identify ways to support women at work who go through the menopause

Who Should Attend the Workshop:

Line managers and supervisors.

Workshop Format

The format will be informal and participative – everyone has an important contribution to make to the discussions.

A typical workshop will cover:

- ❖ Management theory and research input from the trainer
- ❖ Learning from our shared experiences
- ❖ Small group work to discuss and share ideas

Zoom joining instructions will be sent as part of the meeting invitations unless the organisation prefers to use its own video conferencing facility. Copies of the slides will be sent out after each workshop.



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Time	2 hours
Venue	Zoom or Teams **all participants need access to a laptop or PC
Availability	Up to 12 participants Maximum number of participants on each workshop is 12 people to enable everyone to fully take part; have their questions answered and to gain the maximum learning from the interactive workshops.
Fees	£750.00 plus vat (£63.00 plus vat per participant)

More Information:

For an informal chat about the workshop, please contact:

Tracy Madgwick:

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07899 665506

About the Trainer:

Tracy Madgwick has delivered management development, supervisory, team facilitation, interpersonal skills and HR training for line managers for a wide variety of organisations in the private, public and not for profit sector. She also advises organisations on how to manage challenging staffing situations as well as providing mentoring and coaching for other HR professionals.

For the last 10 years she has run her own HR Consultancy company and works with a small team of Associates.

Tracy is a fully qualified member of the CIPD (Chartered Institute of Personnel and Development) and licensed to deliver MBTI (Myers Briggs Type Indicator), C-me and DiSC.

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