

Thriving Through Menopause: Workplace Well-Being & Inclusion

Why facilitate a Menopause workshop?

Menopause is a natural stage of life, yet it remains one of the least discussed workplace challenges. Many women experience symptoms that impact their confidence, productivity, and well-being at work. By fostering an inclusive and supportive workplace, businesses can retain experienced talent, improve employee well-being, and create a culture of understanding.

By fostering an **inclusive, menopause-aware workplace**, Organisations can **retain experienced team members, enhance well-being, and create a compassionate, adaptable work environment**. This course provides **practical strategies** for managers, HR professionals, and team leaders to better support staff navigating menopause, reduce stigma, and implement flexible workplace adjustments—ensuring women feel **valued, heard, and empowered**.

Session Outline

Understanding Menopause and Work

- What is menopause? Myths vs. reality
- Common symptoms and their impact on work (hot flashes, fatigue, anxiety, brain fog, etc.)
- How menopause intersects with work-life balance and caregiving responsibilities

Creating a Menopause-Inclusive Workplace

- The importance of workplace culture and psychological safety
- Understanding gendered ageism and the stigma surrounding menopause
- Best practices for supporting open conversations and normalising menopause discussions

Practical Adjustments for Workplace Support

- Temperature control, ventilation, and ergonomic adjustments

- Flexible working policies: remote work, adjusted hours, and job redesign
- Menopause-friendly uniforms and physical workplace considerations

Mental Health and Well-Being

- Menopause, anxiety, and emotional well-being at work
- Managing stress, brain fog, and concentration challenges
- Building resilience and confidence through mindfulness and self-care
- Strategies and techniques to assist with many of the Menopause symptoms

Legal Responsibilities and HR Policies

- Employer obligations: duty of care and discrimination laws
- Integrating menopause into diversity, equity, and inclusion (DEI) policies
- Menopause leave and reasonable adjustments

Action Planning for Workplaces

- Conducting a workplace menopause health check
- Developing an inclusive workplace action plan: Practical steps for HR and leadership
- Empowering managers and teams: Ongoing training and menopause-friendly initiatives
- Engaging stakeholders: Advocating for menopause awareness in the wider community

Why This Course?

This course aligns with **Jo Surkitt's** holistic approach to well-being, focusing on **empowerment, inclusion, and self-care**. By addressing menopause with empathy and practical strategies, businesses can create a work environment where all employees feel **valued, supported, and able to thrive**.

Length of session

This session can be from 1-3 hours depending upon the content your organisations would like to include.

Contact Jo for further details

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