

Menopause Experts Training

Menopause Course Outlines



Menopause at Work

This course is designed for HR, SMT and Line Managers. In this training session we examine What is the menopause? How it will impact employees? Performance Management and how to make your business more inclusive to improve Retention and Recruitment.

Course content:

- What is the menopause? Stages & Symptoms
- How can the menopause impact employees?
- Legal Framework: what legislation does this sit under?
- Policies & Procedures
- How to support employees? Risk Assessments, flexible working etc.
- How to have sensitive conversations about the menopause?
- Communication and the importance of SMT buy-in.

Learning Outcomes:

- Confidence in talking about the menopause
- To be able to provide support and relevant signposting to services.
- Understanding Menopause Policy and procedures
- Confidence in being able to provide support.
- Managers Menopause Toolkit.

Delivery Method

- Qualified Menopause Experts Facilitators x 2
- Online or In person
- Interactive - Role Play, Discussion etc.

Symptom Management Workshops

Menopause & Me

In this workshop we will look at What is the Menopause, separating fact from fiction. This can be an overwhelmingly time and it does not need to be. In this workshop we cover:

(continued)

- What is happening to me? The physical, psychological, and emotional impact of the menopause.
- What are the stages & symptoms of the menopause.
- Treatment plans for menopause including HRT vs Alternative
- Symptom Tracker a visual guide for tracking symptoms.
- Preparing for Doctor's visit what you need to know to say, etc.

Learning Outcomes

- Know what the menopause is.
- What stage are they in
- Understanding of Treatment options and how to access them
- Confidence in speaking with HCP.
- Empowering them to make decisions about how they manage their menopause and long term health.
- Menopause & Me Factsheet

Delivery Method

- Qualified Menopause Experts Facilitators x 2
- Online or In person
- Interactive - Role Play, Discussion etc.

Audience: all employees, female, trans and non-binary.

Menopause Mindset

The psychological impact of the menopause can come as shock as the psychological symptoms of the menopause can cause a lot of issues; depression and anxiety are very common. Going through the menopause can also cause cognitive issues such as 'brain fog'. In this session we cover:

- Psychological symptoms: low mood, anxiety, anger, depression, etc.
- Cognitive symptoms; memory, concentration, brain fog, etc
- Symptom management: CBT techniques; Mindfulness; Emotional Freedom Therapy/Tapping, Therapy and medication.
- Food and Mood
- Implementing a self-care regime and why it is important.

Learning Outcomes

- What are the psychological issues
- Understanding the different types of tools available to manage symptoms
- How to access this support
- Factsheet with practical tips and links to services.

Delivery Method

- Qualified Menopause Experts Facilitators x 2
- Online or In person
- Interactive - Role Play, Discussion etc.

(continued)

Audience: all employees, female, trans and non-binary.

Menopause & Nutrition

What we eat is really important especially in relation to the menopause. Having a healthy balance diet and some form of exercise will help with symptom management. It is also very important during the menopause to have a healthy gut. In this session we cover:

- Why we put on weight during the menopause
- Managing blood sugar levels for energy
- Phytoestrogens - what are they and why are they important
- Practical ways to improve your diet.
- Exercise - what are the best type of exercise for the menopause.

Learning Outcomes:

- Steps to improving diet
- Importance of food & mood
- Importance of exercise for weight management and mood.
- Factsheet with practical tips

Delivery Method

- Qualified Menopause Experts Facilitators x 2
- Online or In person
- Interactive - Role Play, Discussion etc.

All workshops and training are CPD

Menopause
Experts **Training**

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The CPD Certification
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