

Nest Workplace Menopause Training: What It Covers

Education and awareness are vital steps in menopause support at work. Peri/Menopause is often seen as a taboo topic which has resulted in lack of understanding and reluctance to ask for help or support. We also need to address potential barriers including Managers not having the language and understanding to invite or respond to conversation. If we provide knowledge and empower all people that are impacted by the menopausal transition (and that's everyone!), then we can foster an environment of understanding and support, which will enable people to bring their whole selves to work.

Nest offers a variety of training sessions to help you get the conversation started and provide awareness and education of menopause. Our two most popular sessions, and a good place to start are:

Awareness and Education Overview For all employees (1 hr)

Whether experiencing menopause personally, or supporting someone who is: a partner, wider whanau member, a friend or a colleague at work, this session will provide:

- The key points of what peri/menopause is, including relevant language and body literacy skills
- An understanding of potential symptoms and changes that occur during perimenopause and post-menopause
- Some practical tips and accommodations to manage symptoms during this transient time, including directions to healthcare if required
- How allies can be part of the solution in understanding and supporting

All with the goal to ensure anyone experiencing peri/menopause is supported working through this transient life stage.

OUTCOMES include:

- An evidence-based understanding of when peri/menopause is likely to occur, why it happens and its potential symptoms.
- Understanding how to recognise symptoms as peri/menopause and understanding how they can affect work and daily life.
- Signposting the available options in addressing symptoms whether it be via a GP, Specialist, workplace, reliable information sources

Menopause for Managers (1hr)

- Ensuring managers have the upskilling to enable them to be able to support their colleagues around peri/menopause in the workplace.
- The key points of what peri/menopause is
- An understanding of potential symptoms and changes that occur during perimenopause and post-menopause
- How the symptoms associated with peri/menopause may be affecting colleagues at work.
- Some practical tips and accommodations in order to find appropriate solutions, depending on the nature of the work in your organisation.
- Providing the language and body literacy skills required to be able to actively listen, understand and engage in approachable, meaningful conversation and outcomes.

OUTCOMES include:

- The comprehension of why it is critical for organisations to be an ally to those affected by menopause in the workplace
- Managers have an evidence-based understanding of when peri/menopause is likely to occur, why it happens and its potential symptoms to ensure they take appropriate responsibility for conversations, actions and outcomes
- Managers understand the impact symptoms may have on someone in the workplace, especially if unrecognised and unaddressed.
- Managers have the confidence and language to actively listen and support colleagues
- Managers feel equipped with reliable information sources to discuss suitable workplace adjustments and the signposting of supports both in and out of the workplace

Additional Programme Options:

- **HR, Occupational Health & Support Staff**
- **Allies, Advocates & Champions**

For details, content & outcomes, please do not hesitate to get in touch:

info@nestconsulting.nz
021 168 6313
www.nestconsulting.nz

Become a
Workplace Menopause Ally
with Nest Consulting

