

# MENOPAUSE & WELLBEING TRAINING & CONSULTANCY

TRUDI ROSCOUET

“It has been reported that due to lack of menopause training and awareness, plus the cost of rehiring and retraining staff, **the financial impact of the menopause on the UK economy is £10 Billion.**”

Newson Health



[www.vitality40plus.com](http://www.vitality40plus.com)



# WHY THESE SERVICES?

## Why do I need Menopause Services?

Here at **Vitality40Plus** our aim is to bring awareness, understanding and support for those that need it.



By supporting women and men, through the menopause, your organisation will benefit from increased engagement and loyalty, as well as lower sickness absence and employee turnover.



You have a legal duty to ensure working conditions don't exacerbate someone's symptoms - and to protect employees from discrimination.



Fostering an age - and gender-inclusive workplace will help you tap into the valuable skills and talent that men and women of all ages have to offer.



Removing barriers to progression for women could help you close your gender pay gap.



# WHAT DO WE OFFER?



Fun and informative workshops on women's health, menopause, men's mental and physical health and general wellbeing



Online learning courses on Menopause and Wellbeing



Wellbeing coaching for staff - either focussing on Employees wellbeing or by setting up peer groups and facilitating workshops



Assisting with Menopause Policy



Women's Wellbeing Health Check



Monthly membership, on-going menopause and wellbeing support for your female employees.



# RECOMMENDATIONS/COURSES

All courses are all **fully inclusive**

## Menopause Signs, Symptoms and Solutions

### MENOPAUSE SIGNS, SYMPTOMS & SOLUTIONS

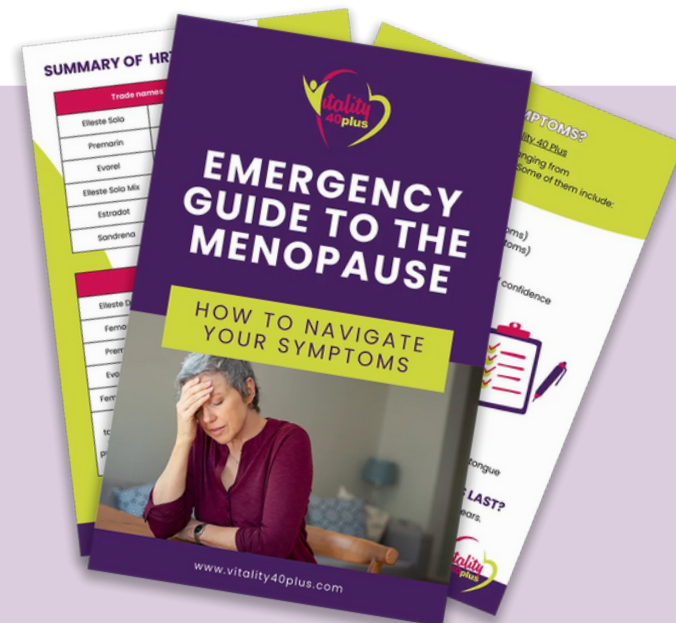
Length: 60 Minutes

**A general coaching session that is essential for all staff:**

- Understanding the menopause
- Defining symptoms
- Effects in the workplace
- Holistic overview of the solutions

**CLICK TO BOOK A FREE CALL**

**+ Symptoms  
bookmark**



**+ Menopause  
Guide**



# RECOMMENDATIONS / COURSES

All courses are all **fully inclusive**

Menopause for Managers and Menopause for Mental Health First Aiders

## MENOPAUSE 4 MANAGERS

Length: 60 Minutes

**Suitable for all managers, directors and people leaders:**

- Summarises the symptoms of menopause
- Understanding the Importance & review of the company's menopause policy
- Highlights the importance of being a good manager
- Tackling those sensitive conversations

## MENOPAUSE FOR MENTAL HEALTH FIRST AIDERS

Length: 60 Minutes

- Understanding Menopause
- Defining the psychological symptoms
- Looking at solutions
- Triage support and signposting



# RECOMMENDATIONS / COURSES

All courses are all **fully inclusive**

## HRT MEDICAL & NON-HORMONAL OPTIONS

Length: 60 Minutes

- Understanding HRT
- The facts and the myths
- Looking at different types of HRT
- Other non-hormonal alternatives
- Talking to your GP
- Understanding the importance of lifestyle

## LIFESTYLE APPROACH TO THE MENOPAUSE

Length: 60 Minutes

- Understanding the importance of the four pillars of health
- Reviewing nutrition guidelines
- Breaking habits
- Importance of sleep
- Exercise snacking

## COPING MECHANISMS FOR MENOPAUSE

Length: 45 Minutes

- Understanding stress and pressure
- Skills to help with stressful situations
- Improved emotional regulation, confidence and well-being
- Skills to support yourself and others



# RECOMMENDATIONS / COURSES

All courses are all **fully inclusive**

## SUPPORTING PARTNERS

Length: 45 Minutes

- Defining the menopause
- Understanding the symptoms
- Learning skills to help support a partner
- Opening up sensitive conversations

## MENOPAUSE CHAMPIONS

Length: 45 Minutes

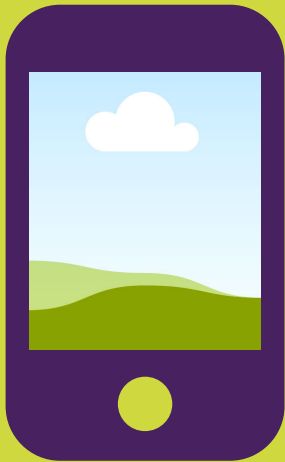
- What is a menopause champion
- Defining the menopause
- Learning to triage and signpost
- Defining boundaries
- Suggestions for support groups



# ONLINE LEARNING

## Menopause In The Workplace

A 10-minute course designed to give everyone the skills to support team members and to deliver business benefits.



### KEY BENEFITS

- Higher staff retention
- Boost team morale
- Effective leadership
- Reduce absenteeism
- Decrease gender pay gap

UpSkill  
people

**Cost: As little as £2.50 per employee!**

**Volume Discount Available**





# ONLINE WELLBEING COURSES

All courses are all **fully inclusive**

## MANAGING PEOPLE SERIES

- Quick skills check
- Preparation
- Wellbeing
- Recruitment
- Induction
- Coaching and performance management
- Appraisals
- Managing talent

## MIND COURSES

- What is mental health?
- Your wellbeing
- Understanding depression
- Anxiety and anxiety disorders
- Let's talk about stress
- Tackling burnout
- Managing mental health

UpSkill  
people



# OTHER COURSES FOR ALL STAFF

## HORMONAL HEALTH

Length: 60 Minutes

- Reviewing the role of hormones in the body from puberty to menopause and andropause
- Aimed at men and women of all ages
- Understanding various women's health conditions for the workplace

## HOW TO GET A GOOD NIGHTS SLEEP

Length: 60 Minutes

- Understanding the circadian rhythm
- The science of sleep
- Blue light
- Structuring a good bed routine
- Eating for sleep

## NUTRITION 4 LIFE

Length: 60 Minutes

- Understanding the basics
- What is BMI?
- Calories in vs Calories Out
- Macro vs Micro
- What does a good day look like?
- IF and Keto

## UNDERSTANDING STRESS & OVERLOAD

Length: 60 Minutes

- Stress vs pressure
- Understanding different stress
- Reframing
- Tools for resilience
- How to cope at work



# EMPLOYERS TRUDI HAS WORKED WITH

Companies worked with



# TESTIMONIALS

## What others say

”

I attended your Menopause and Wellness presentation a little while ago at Sovereign, may I say I thoroughly enjoyed (is that the right word) the session and it certainly got the point across.

Having gone through the menopause with my wife a few years ago whereby she could be the wicked witch of the west and east all on the same day (she could probably say the same thing about me), I wish I had been able to attend an awareness presentation and had the knowledge that you shared as I got pretty close to jumping on a plane back to the UK at one point. I would advise everyone to attend.

I hope that I have expressed myself in the right way and as a 'bloke' thank you.

**Kirby Taylor | Head of HR - Sovereign Group**



# TESTIMONIALS

## What others say

”

Thank you very motivating and interesting.  
Brilliant session lots of useful information. *Clare*

Thanks for a fab session. Increasing understanding for those that will, are, or have already gone through this and better awareness for friends and family is such a good and impactful thing. *Dave*

Thanks Trudi, I recognised probably 60% of the symptoms, but learnt so much more. I must get my wife to read the presentation, I have been texting her while watching it. *Bob*

# TESTIMONIALS

## What others say

”

The whole session was so useful. I was completely clueless.  
Hatifa

So informative and I loved to see how much the team valued it!  
Elly, HR Manager

I really was surprised at the Information that I did not know, and that Trudi is working hard to make sure all companies have this workshop. I feel it's imperative. Kerrie, Womens Refuge

# CONTACT

Reach out to us

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**CLICK TO BOOK A FREE CALL**

