

dcm

dcm | Member  
Event

# Member Webinar

Menopause Awareness Day



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DCM Trainer



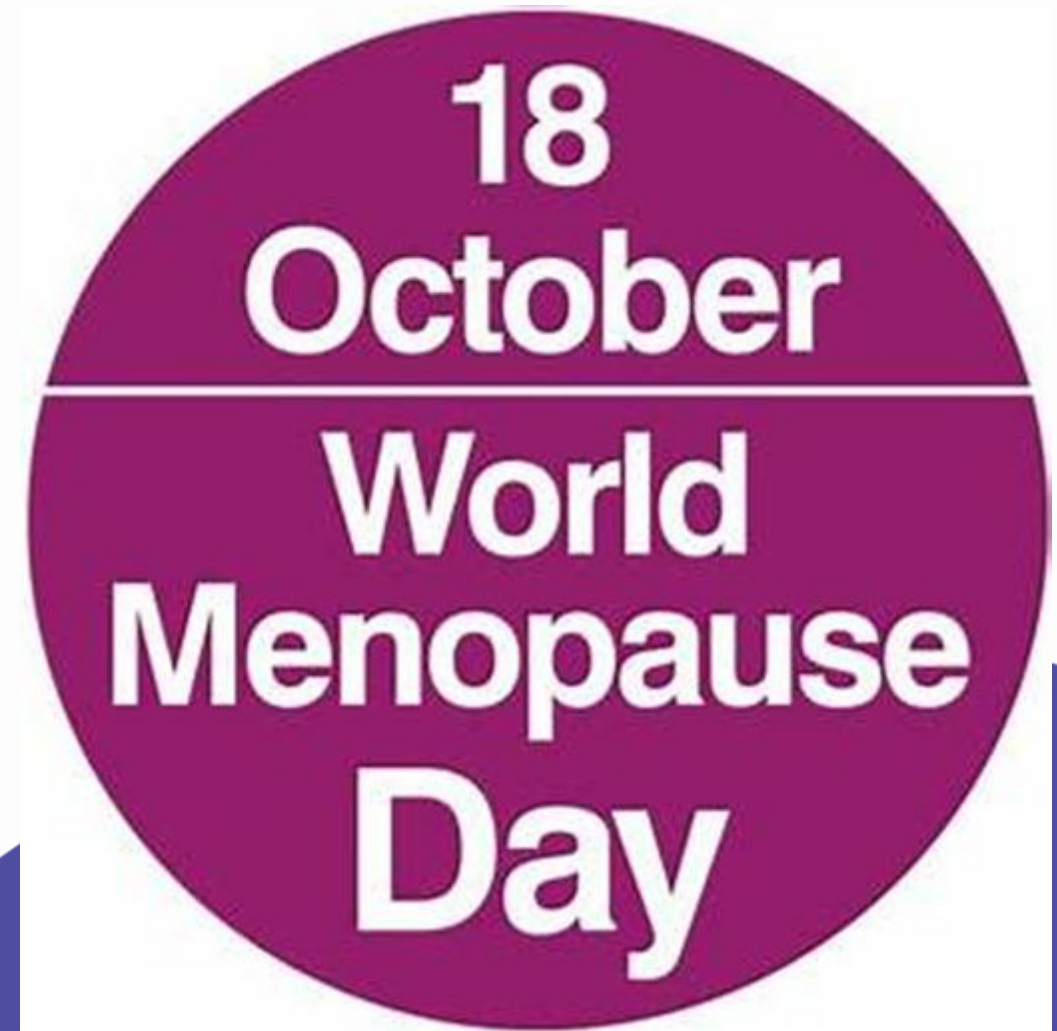
## About Me

Passionate about supporting individuals become more effective, fulfilled, happier and healthier in their personal and professional life.

# Webinar Session

## Outline

- Understand the physical, emotional, and cognitive symptoms of menopause.
- Recognise how menopause can affect confidence, performance, and wellbeing.
- Feel equipped to open up conversations sensitively and supportively.
- Take away practical workplace tips for managing menopause day-to-day.



# Menopause Facts



# What Is Menopause?

- + A natural stage in the ageing process for women
- + Defined as 12 consecutive months without menstruation
- + Caused by a decline in oestrogen levels, usually between ages 45 and 55
- + Affects each person differently – symptoms can range from mild to severe



Can occur earlier due to medical treatment or surgery



Affects each person differently – symptoms can range from mild to severe



May bring physical, emotional, and psychological changes lasting several years





# Hormonal Changes During Menopause



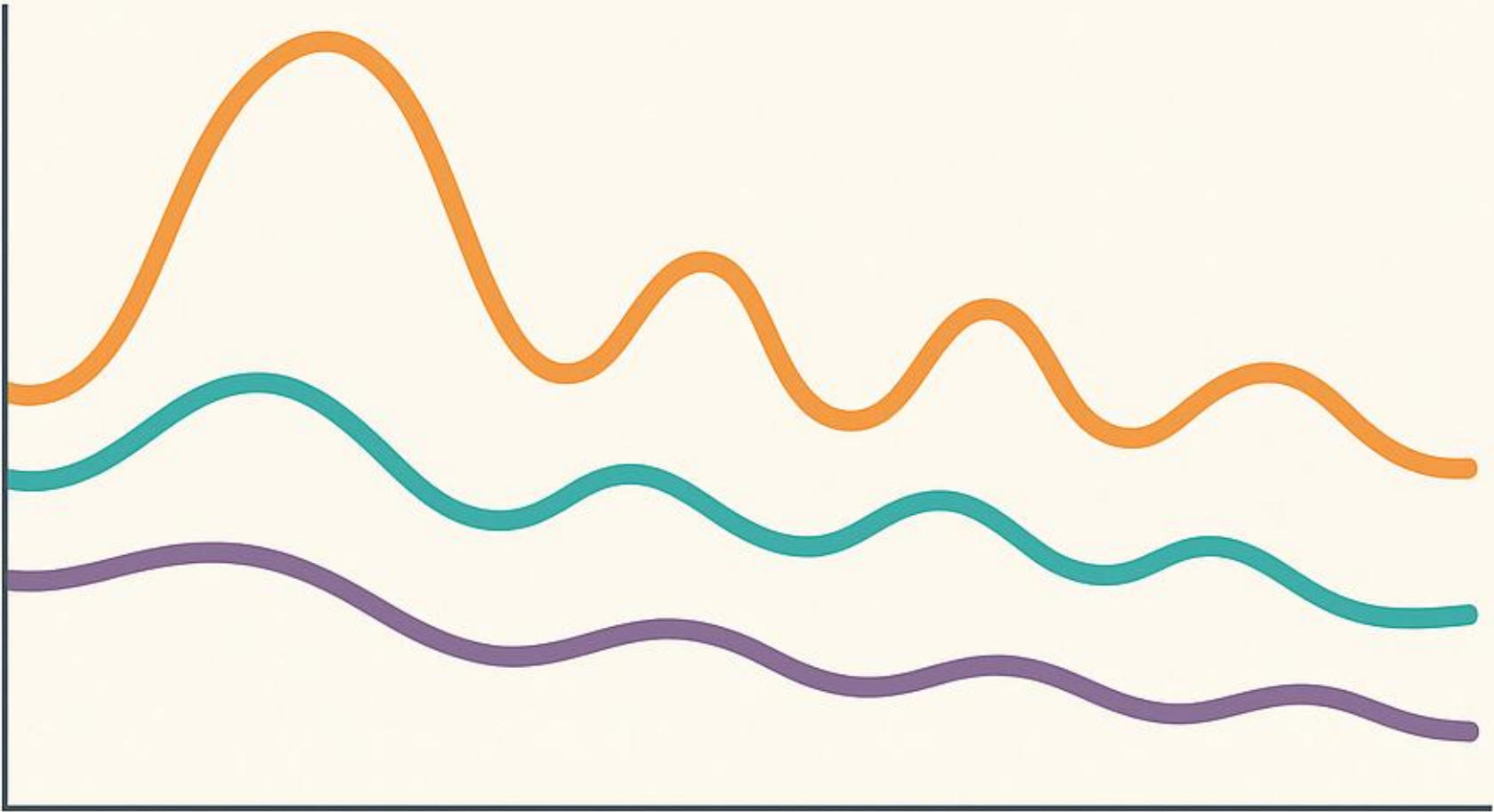
Estrogen



Progesterone

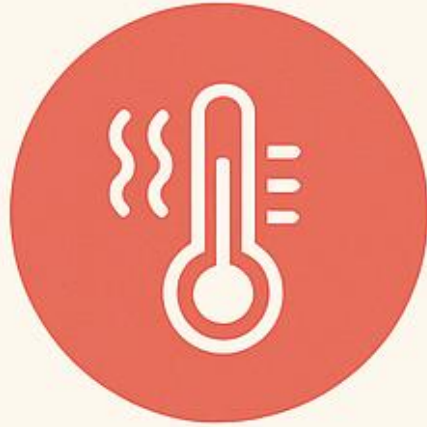


Testosterone



# Symptoms Of Menopause

# THE SYMPTOMS



## PHYSICAL

- Hot flushes
- Fatigue
- Night sweats
- Joint pain
- Irregular periods
- Weight gain



## EMOTIONAL

- Mood swings
- Anxiety
- Low mood
- Loss of confidence



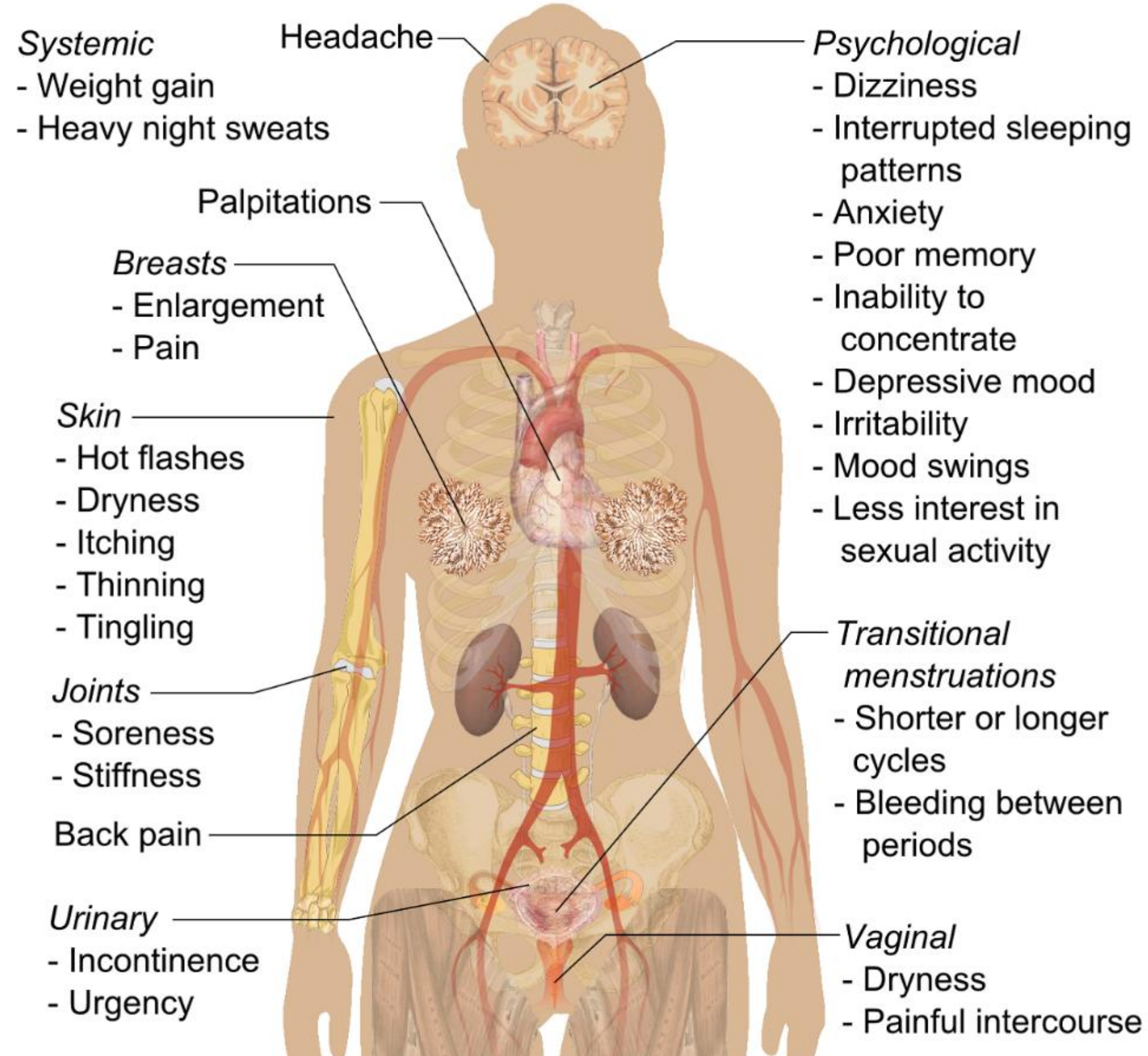
## COGNITIVE

- Brain fog
- Memory lapses
- Poor concentration
- Slower decision-making

(University of Galway & Menopause Hub, 2024)



## Symptoms of Menopause



# Impact



## How It Affects Work

84%

report symptoms affecting work performance

report symptoms affecting work

34%

considered leaving work



### Top 3 workplace impacts:



took time off



Fatigue



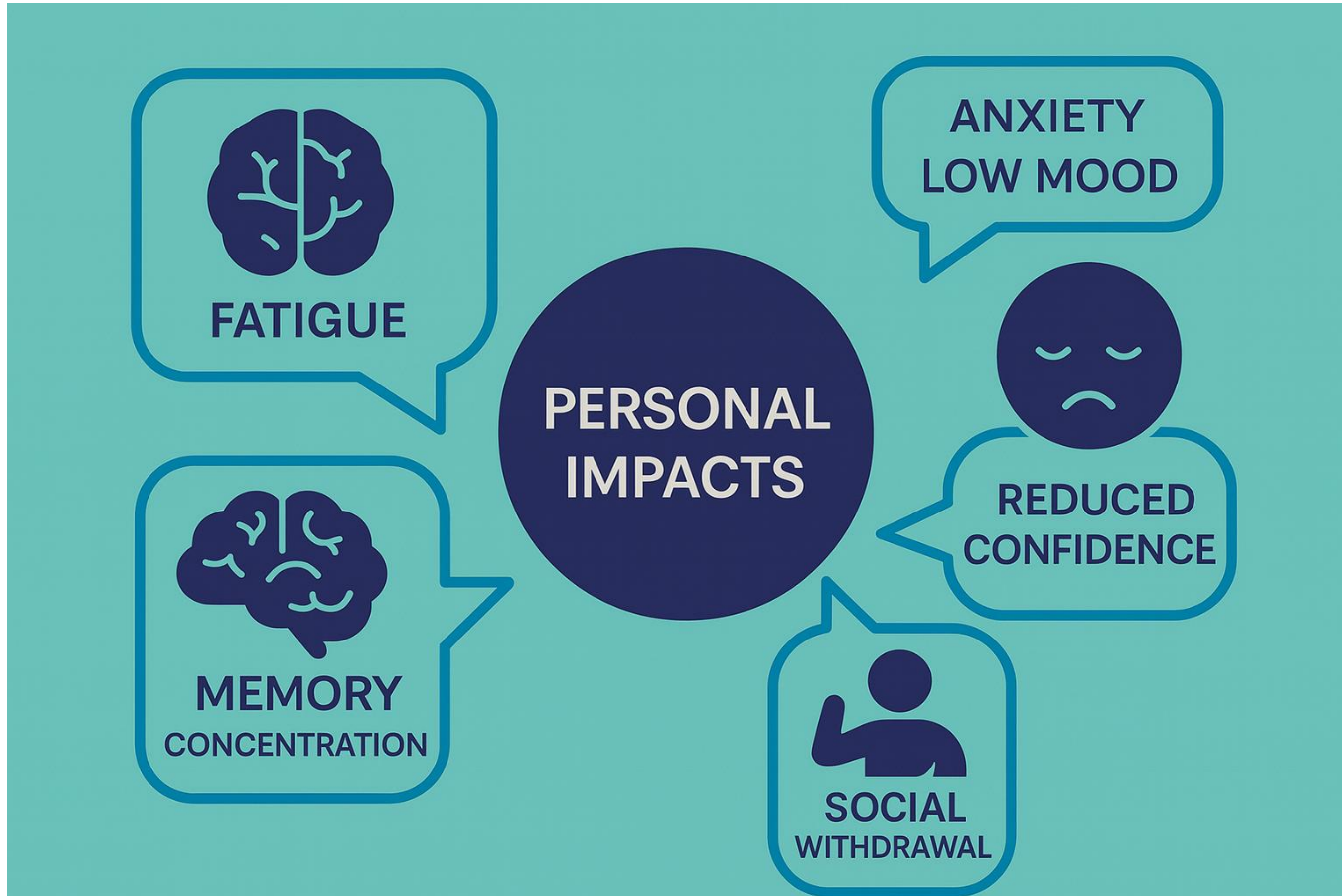
Anxiety



Many feel embarrassed to discuss symptoms —  
taboo remains strong.

(Menopause Hub, 2023 | IBEC, 2024)





**How confident do you feel  
talking about menopause at  
work?**





A significant number of women experience moderate to severe symptoms, yet few seek medical help due to stigma or lack of awareness

The Royal College of Surgeons in Ireland (RCSI)





# Breaking the Stigma



Only 12% of Irish women spoke to their manager about menopause



29% of line managers feel unequipped to support colleagues

**Let's normalise the conversation:**

*“It's a shared wellbeing issue—not a personal weakness.”*

# Supporting Colleagues

Under **Irish employment law**, employers must provide reasonable accommodations to support employees with menopause symptoms.

Employment Equality Acts 1998–2021.

These accommodations might include flexible working, adaptations to workstations, or additional breaks.



# REASONABLE ACCOMMODATIONS FOR MENOPAUSE

## HOT FLUSHES



- Provision of fan
- Access to fresh water
- Access to a quiet area

## HEAVY PERIODS



- Toilet/changing facilities
- Flexibility to use facilities
- Adjust duties when needed

## ISOLATION OR LOW SELF ESTEEM



- Breaks with colleagues
- Team engagement
- Adjust duties and feedback

## LOW MOOD OR ANXIETY



- Talk to GP
- Speak to EAP
- Ask about managing work

# Opening Conversations

Frequent general work & wellbeing check ins.

Choose a private setting.

Ask open questions.

Listen without judgment.

Focus on wellbeing and work support.





# Supporting Colleagues

Menopause awareness training

Promote EAP or Occupational Health.

Adjust environment (fans, cooler spaces, uniforms).-

Build a buddy system or menopause champion network.

Show empathy — not sympathy.

(HSA, 2024 | CIPD Ireland)





# Benefits To Workplace

Managers, HR and teams are aware and supported

Reduced absenteeism & presenteeism

Better retention of senior female talent

Improved employee trust and morale





# Supporting Yourself



# Supporting Yourself

Stay hydrated and limit caffeine/alcohol.

Plan key tasks around energy peaks.

Try mindfulness or relaxation techniques

Assess sleep hygiene

Cardiovascular health

Brain, bone & gut health

Use lists or reminders for focus.

Speak up early about adjustments needed.



# Medications and Therapies

Visit female health professional

Hormone Replacement Therapy (HRT)

Non HRT therapies

Herbal remedies

Vitamins & minerals

Eat calcium- and vitamin D-rich foods.

Exercise & rest







# Resources

[www.gov.ie/menopause](http://www.gov.ie/menopause)

<https://www.hse.ie/eng/health/az/m/menopause>

<https://www.hse.ie/eng/health/az/h/hormone-replacement-therapy-hrt->  
[www.themenopausehub.ie](http://www.themenopausehub.ie)

[www.ifpa.ie](http://www.ifpa.ie) <https://wellwomancentre.ie/health-matters/menopause/>

[www.womenshealthclinic.ie](http://www.womenshealthclinic.ie)

[www.wellnesswarrior.ie](http://www.wellnesswarrior.ie)

[www.mysecondspring.ie](http://www.mysecondspring.ie) [www.IMSociety.or](http://www.IMSociety.or)



# Personal Action Plan



# QUESTIONS & ANSWERS?

*Ask Away.*

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