



## Still Leading

*Leadership coaching for senior women navigating menopause and redefining how they lead at this stage of their career*

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**Still Leading** is a high-touch, **one-to-one coaching programme** for senior leaders navigating the impact of midlife and menopause on their capacity, confidence, and leadership.

It supports leaders to recognise what has changed, adapt how they lead, and continue to perform at a high level - without relying on unsustainable ways of working.

Framed as a leadership and organisational consideration, this programme addresses the impact of menopause on performance, decision-making, visibility, and retention at senior level.

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### Why This Matters

She hasn't lost her capability, but her entire focus is on what it now takes to sustain it. Senior leaders often continue to deliver, but with increased effort and less headroom to absorb pressure.

This can lead to:

- Reduced clarity and increased cognitive load in high-stakes environments
- Fluctuating energy impacting consistency and pace
- Changes in confidence, visibility, and decision-making
- Overcompensation to maintain perceived performance
- Quiet withdrawal from progression or leadership opportunities

These shifts are rarely disclosed which adds to the pressure and leads to exhaustion.

Without the right support, organisations risk losing experienced leaders - not through lack of capability, but through unsustainable pressure.

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### What This Programme Does

This programme supports leaders to recalibrate how they lead in line with their current capacity - without stepping back from ambition or impact.

The focus is not on coping. It is on sustaining leadership effectiveness through a period of transition.

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## The Leadership Journey

1. **Recognition**  
Understanding what has changed and how it is affecting leadership capacity, performance, and experience.
  2. **Release**  
Letting go of outdated ways of working, leading, and coping that no longer serve.
  3. **Recalibration**  
Building a new, sustainable approach to leadership - aligned with current capacity and context.
  4. **Expansion**  
Reconnecting with ambition, visibility, and future direction - on terms that are both effective and sustainable.
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## What's Included

- 8 x 60-minute 1:1 coaching sessions
  - Ongoing support between sessions (email or voice note)
  - Structured reflection and decision-making frameworks
  - Tailored resources to support integration and application
  - Optional: organisational alignment conversation where appropriate
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## Outcomes for the Individual

- Increased clarity and confidence in navigating menopause within a leadership role
  - A more sustainable and effective approach to leadership
  - Reduced reliance on overcompensation and masking
  - Stronger decision-making aligned with current capacity
  - Reconnection to ambition, identity, and leadership presence
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## Outcomes for the Organisation

- Retention of experienced and high-performing leaders
  - Reduced risk of disengagement or silent withdrawal
  - Sustained leadership capacity during a critical career stage
  - More consistent and supported leadership performance
  - Stronger alignment between wellbeing, performance, and leadership expectations
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## Who It's For

Senior Leaders

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## Cost of Investment

Available on request - dependent on type and size of organisation

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