



## Still Showing Up

### *Menopause, leadership, and the invisible load at work*

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**Still Showing Up** is a one-off, interactive session designed for leaders and aspiring leaders navigating the mental, physical, and emotional realities of menopause at work.

They are continuing to perform, make decisions, and lead others - while managing changes that are often invisible and rarely acknowledged.

This session creates space to recognise that experience, understand its impact on leadership, and explore more sustainable ways of working without stepping back or stepping down.

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### **Why This Matters**

Menopause shows up at work in ways that directly affect leadership - clarity, decision-making, emotional regulation, confidence, and visibility.

Leaders often continue to operate at a high level, but with increased effort and reduced margin.

This can lead to:

- Holding back in high-stakes conversations
- Over-preparing to compensate for reduced cognitive sharpness
- Avoiding visibility or progression opportunities
- Increased self-doubt despite continued performance
- Quiet consideration of stepping back from leadership roles

These experiences are rarely spoken about.

Without space to acknowledge them, leaders continue to carry the load alone - often at a personal and organisational cost.

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### **Outcomes for Your Organisation**

- Increased self-awareness of how menopause is impacting leadership style and capacity
- Greater confidence in continuing to lead without masking or overcompensating
- Reduced sense of isolation among leaders experiencing similar challenges
- Practical ways to manage energy, visibility, and decision-making more sustainably
- Retention of experienced leaders who might otherwise consider stepping back



- Stronger leadership presence built on honesty rather than endurance
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### **Session Format**

- One 90-minute live session (online or in person)
  - Maximum group size 15
  - Interactive session including practical tools, guided reflection, and non-pressured conversation
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### **Who It's For**

Leaders and aspiring leaders navigating menopause-related changes - particularly those who are continuing to perform at a high level, while privately questioning their capacity, confidence, or sustainability.

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### **Cost of Investment**

Available on request - dependent on type and size of organisation