



The Invisible Shift

Menopause, leadership, and what's quietly changing at the top

The Invisible Shift is a strategic session for senior leadership teams to understand how menopause is already shaping the way leadership is experienced and delivered inside their organisation.

Framed as a leadership and organisational consideration, this session explores the impact of menopause on performance, capacity, and retention, and supports a more informed and effective response at senior level.

Why This Matters

Leaders experiencing menopause are often continuing to perform at a high level, but with increased effort and reduced consistency in capacity.

This can present as:

- Reduced cognitive clarity during key moments
- Fluctuating energy levels impacting pace and output
- Changes in confidence and decision-making
- Withdrawal from visibility or progression opportunities
- Increased reliance on coping strategies to maintain performance

These shifts are rarely disclosed and are often managed individually.

Without awareness at leadership level, the impact may surface indirectly through reduced engagement, loss of experienced talent, or changes in leadership effectiveness.

What We Explore

This session provides a structured overview of how menopause presents within a leadership context and the implications for organisations.

Key areas include:

- Understanding menopause beyond symptoms, in a workplace context
- How it can influence leadership behaviour, communication, and performance
- The relationship between capacity, expectations, and organisational culture
- Common but unspoken adaptations made by leaders
- Considerations for senior leadership teams in responding appropriately



- Practical approaches to increasing awareness and support
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Session Format

- One 90-minute strategic session
 - Facilitated discussion with supporting insight and reflection
 - Delivered in person or online
 - Optional follow-on support available to develop internal approach and leadership alignment
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Outcomes for Your Organisation

- Improved awareness of menopause as a leadership and organisational factor
 - Increased confidence in responding to related challenges at senior level
 - Strengthened retention of experienced and high-performing leaders
 - Reduced risk of disengagement or withdrawal at leadership level
 - More informed and consistent leadership approach across the organisation
 - Enhanced organisational culture through increased understanding and inclusion
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Who It's For

Senior Leadership Teams

Cost of Investment

Available on request - dependent on type and size of organisation