



CORPORATE  
TRAINING  
BROCHURE

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



# PERIMENO..WHAT?!

Perimeno..WHAT?! evolved in response to the gap in provision of services to women desperately seeking solutions to their healthcare needs during this phase of their life. Yet, most people are not even aware of what it is!

Our team of women's health experts deliver services to women and organisations to demystify what has traditionally been a confusing & largely misunderstood phase of women's life - perimenopause.

**Perimenopause is the time in a woman's life where her hormones change as she approaches menopause. Every woman will have a unique experience as symptoms range from none at all to mental, physical & emotional. This can last from months to around ten years.**

The impact of the symptoms can be hardly noticeable to debilitating, therefore each woman requires unique support. This in turn has a significant impact on their work life, as well as home life, however it is still largely a taboo subject.

As a team of women's health experts, our intention is to educate and empower women to take an evidence based proactive approach to their health, and thrive, rather than survive, this season of their life. In turn this provides organisations with solutions to addressing the impact perimenopause & menopause can have in the workplace.





# WHY NOW

We are witnessing a time where organisations are being proactive in their responsibility to ensure they make decisions to improve understanding & opportunities for women in this phase of their life, due to the many talents, skills & experience they have to offer the workforce.

Menopause is increasingly making mainstream headlines, so it essential that organisations are proactive in understanding this, removing the stigma & acknowledging the significant impact this natural phase of a woman's life can have on their career.

We believe that collectively we have a moral obligation to improve the quality of life for midlife women so that they can thrive in their careers during this chapter of their life, rather than pushing through feeling unsupported and misunderstanding their health needs.

**With an aging population and women spending at least a third of their life post menopause, it is no longer acceptable to hold the outdated view that women's health issues remain a taboo topic in the workplace. We are witnessing more older women stepping into their power and they are unwilling to remain unseen in relation to their health needs. Combined with employers' responsibility to look after their staff, taking a proactive approach to menopause makes great business sense.**





# WHAT WE KNOW

Studies have shown that menopause symptoms can have a significant impact on **attendance and performance** in the workplace. We believe that this is largely due to a lack of understanding of how hormonal fluctuations can be effectively managed in order to ensure minimal impact on performance outcomes.



A recent study revealed the shocking statistics that **99% of female employees had felt perimenopause significantly impacted their careers**, which not only has a detrimental impact on the individual women but on the workplace as a whole.



# WHAT WE KNOW

A recent UK study undertaken by Dr Louise Newson, a Menopause Specialist, found that:

- In a poll of 3,800 women, the majority felt menopause or the months and years leading up to it (perimenopause) had a huge impact on their careers.

- 9% of women felt their perimenopausal or menopausal symptoms led to a negative impact on their careers, with more than a third describing the impact as significant.

- **Around 59% took time off work due to symptoms and 18% were off for more than eight weeks.**

- Reasons for taking time off included reduced efficiency (45%), poor quality of work (26%) and poor concentration (7%).

- **Half of those who took at least eight weeks off work resigned or took early retirement.**

- One in five women passed on the chance to go for a promotion they would have otherwise considered, 19% reduced hours and 12% resigned.

- The majority of women surveyed (60%) said their workplace offered no menopause support.

- Of those who were given a sick note, only 5% said menopause was cited on their certificate, while more than a third had anxiety and stress documented (Stats taken directly from Sky News)





# WHO WE ARE



**Kristina is a Naturopathic Nutritional Therapist and long time Yoga and Barre teacher.** Tiny Fish Co is a wellness destination for approachable, sustainable and accessible advice and support when it comes to your vibrant natural health and movement. Kristina believes in using food, nutrition and lifestyle as your medicine. Kristina has also practised Yoga for 15+ years guiding students to their edge while remaining centred and self-aware.



**Adele is a Women's Health Practitioner and Cyclical Living Coach.** Founder of Harmonise You, she is passionate about sharing her wealth of knowledge on menstrual & hormonal health. Adele has an ability to ensure women are seen, heard, and held. Empowering women to demystify their menstrual cycle, whilst deep diving into the science of hormonal fluctuations and how to balance them.



**Vicki is a Women's Health & Movement Coach** and founder of Real.Strong.Women, using her knowledge to guide women at all stages of life to trust and love their bodies through movement and exercise and helps debunk myths on the way! Being 'strong' isn't just about being a certain size or lifting X amount of weight in the gym, it's about the daily struggles and successes, the highs and lows, and the journey we go on as women to reclaim our body and mind back, when life might throw a curve ball at us.



# WHAT WE DO

*We have a vision of a world where women are empowered, through education and support, to understand the fluctuating nature of their bodies. Once women understand how to harness the power of their hormones, they can take a proactive, dynamic approach to thriving through menopause, as opposed to surviving it.*



As a collaboration of **female focused practitioners**, our intention is to **break taboos** around Menopause (and especially the perimeno period up to 10 years beforehand), putting women's health on the table; **so no woman suffers alone.**

By pooling our expertise in women's health, we provide a **one stop shop** to support women through this phase. We work alongside and complement conventional treatment of symptoms and also offer alternative options for women to explore.



# HOW WE CAN HELP

As a collaborative we recognise that the wants and needs of every organisation will differ in terms of how you choose to meet your staff's needs in relation to menopause.

For this reason we have created a tiered approach of our offerings to businesses, ensuring all staff will be empowered to have open, informed conversations, developing an inclusive culture and having a company wide understanding of the impact if this is not effectively supported.

## **TIER 1- MASTERCLASS**

This 1.5 hour workshop introduces all staff to a basic understanding of this phase of a woman's life and some of the ways in which they can begin to navigate this time. It is designed to empower women to take a proactive approach to adapting their lifestyle whilst also offering guidance to employers about the impact of menopause on colleagues and staff in their workplace.

This includes a symptom checker for all women to understand in relation to hormonal fluctuations.

## TIER 2- 6 WEEK PROGRAMME

A 6 session Online Peri-Menopause nutritional, physical and emotional support plan for your hormonal health; taking an empowered lifestyle approach to managing the pieces of the peri puzzle.

### ***How does the programme work?***

The intention is for women to end the programme feeling empowered to make the right choices for their body by having begun to learn how to navigate the landscape of this new phase of their lives. It ensures they don't hit menopause tired, burnt out, depressed, sleep deprived....and generally out of balance.

This programme includes:

- Ongoing access to a complete health care package, including exercise, diet, nutrition, mental health and expert health advice.
- Live workshops with the experts of specific relevant topics.
- A stress management programme for women



## TIER 2- 6 WEEK PROGRAMME

### **-Live Sessions**

At time intervals decided by your business, there will be a live Zoom discussion and presentation with one of the team and each session will have a different topic. These will also be recorded so you can watch in your own time.

**Session 1:** Introduction & Orientation, Meet the team, Cyclical Living

**Session 2:** Hormones 101, Biology of Menopause, Linking Science with Symptoms

**Session 3:** Exercise & Movement- why, what and when

**Session 4:** Nutrition & Gut Health

**Session 5:** The Psyche & Soul of Menopause, Stress, Self Care & Sex

**Session 6:** Endings and Plans!

Guest Speakers include a Womens Health Physiotherapist and a Women's Menopause & HRT specialist GP.

### **-Online Portal**

Within a private online portal on MyEventCafe, you will find all the information and guidance you need that week to help you implement the PeriMeno plan of action! Within there is a 6 week strength training programme, 6 weeks of Yoga practice, Breathwork opportunities, recipes, pleasure practices- everything you need to support you along the way.



## TIER 3- COMBINED PACKAGE

**Combine the Masterclass for all staff with the comprehensive 6 week PeriMeno programme for those that would benefit, to ensure you have all angles covered. Benefit from a 10% discount when booking both services together.**



# WHAT DO PEOPLE SAY ABOUT US?

*"Enjoyed every minute of this course, made changes to my lifestyle and routine and have seen some improvements in my energy and mood. I have learnt a lot and will refer back to the content time and time again, no doubt. You three ladies are just awesome. Thank you so much for the support and guidance"*

***"Thanks to all of you for just being on that journey. I'll be far more open about what I am feeling and when I need help from now on. I don't feel alone in facing this phase of my life anymore"***

*I think you're all wonderful. An amazing balance of skills and knowledge and such generosity and warmth in sharing it all. I feel quite transformed by what I know now. And I wasn't even starting from zero! It's like being able to connect the dots and see the picture! Instead of just knowing the isolated dots I should be doing"*





FOR A DISCUSSION WITH ONE OF  
THE TEAM ABOUT THE NEEDS OF  
YOUR ORGANISATION, PLEASE  
GET IN TOUCH

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