

Roundtable : Plugging the second big talent leak in organisations

Facilitators : Nadia Lalout-Landemaine and Reena Dayal

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1) Normalise and elevate the Menopause conversation in the Workplace

- Open conversations about menopause / Awareness sessions delivered to both women and men
- Education sessions for Women of all ages to understand menopause, symptoms and taking care,
- Menopause Policy that does not treat this as a 'sickness' but a natural life phase
- Leaflet with information on the subject with the facts about menopause, the latest clinical thinking and the company's "Menopause Friendly" info

2) Support women to mitigate disruption

- Infrastructure ideas - Water Fountain on the premises, table fans for women who need them, dedicated space for women who want to refresh themselves and wardrobes to keep clean change of clothes and toiletries.
- Benefits - Uniforms in cotton (and not synthetic) for women wearing uniforms (supermarkets, shops, airline companies ...), Flexible working hours / Hybrid & remote work for women struggling with menopause, Menopause Leave rather than being asked to take 'sick' leave
- Supportive helpline - Line Manager education and training, "Menopause Support Group" or a Menopause Champion, safe communities for women in menopause to share, learn and support each other

3) Reframe Menopause

- Talent Management Best practices for women over 50 such as attracting women over 50 (empty nesters), offering high impact leadership development opportunities, exit interviews of women leaving over 50, Flexible career paths and career advancing sponsorships
- Well-being programmes offered to women to develop new life style, habits and redefine their femininity.
- More intentional Leadership programmes for women over 50, to transition to other roles within the company with the clear objective to retain these talents and harness their experience to occupy future leadership roles (to become Practice Leaders, Knowledge Managers, Head of Training ...)