

# SHAPERS AND SHIFTERS

A LIFE ENHANCING INITIATIVE TO SUPPORT  
WOMEN EXPERIENCING MENOPAUSE



*“Women make up nearly half of the UK workforce, but around **900,000 have quit their jobs** because of the menopause.”*

Wellbeing of Women Charity

*“Negative impacts of symptoms on economic participation identified in the evidence base include lower productivity, reduced job satisfaction and problems with time management. Women leaving due to menopause resulting in **£7.3 million loss**”*

UK Government Equalities Commission, 2017

There is a strong business case for organisations to offer sophisticated and high impact solutions to unleash the potential of all talent so as to enhance employee & business well being whilst developing a robust leadership pipeline. The **‘Shapers and Shifters’** initiative has been specially designed to offer a unique solution to support experienced women leaders being impacted by menopause.

## What’s special about Shapers and Shifters initiative?

**Our timing, expertise and passion!** Menopause typically affects women between the ages of 45–55. This age bracket is a powerful inflection point for all genders; for women it often gets accentuated with various degrees of disruption due to menopause. It is frustrating as it is also a time when women are peaking in their career and are poised to lead larger work mandates and bigger roles. For some they might additionally be experiencing being an empty nest syndrome.

Our programmes are led by experienced coaches, experts and fellow role models who understand, are skilled and passionate about offering a supportive environment and space for a life changing by are pivotal as we use this disruptive inflection point to trigger, accelerate and sustain growth. Addressing deep seated barriers, shaking up default thinking patterns and unlocking hidden potential.

# SHAPERS AND SHIFTERS

## A LIFE CHANGING INITIATIVE TO SUPPORT WOMEN EXPERIENCING MENOPAUSE

- Nearly two-thirds (65%) said they were less able to concentrate
- More than half (58%) said they experience more stress
- More than half (52%) said they felt less patient with clients and colleagues

CIPD Report 2019 on Menopause at Work

- 40-48% of women reported that menopause had affected their mood/ mental well being.
- 70% did not inform their employers

BBC Survey 2018

*"If performance were affected by symptoms that could be attributed to a different medical condition, there would be far more acceptance and allowances"*

Baroness Ros Altmann, A new vision for older workers, 2015

With the UK workforce ageing, awareness around how employers can support their employees transitioning through the menopause is an opportunity to deepen trust and retain valuable talent. Shapers and Shifters initiative sits within the purview of the best practices that organisations can adopt.

### Organisation best practices

1. **Educate line managers about how the menopause symptoms can affect a person's work**
2. Record absence related to the menopause as a long-term health issue rather than as a series of absences which could trigger sickness absence policy.
3. **Offer safe spaces for women to connect and support each other.**
4. Encourage agile working – empower employees to best manage their symptoms
5. **Make menopause part of the 'health' communications – demystify how it impacts females and/ or family.**
6. Empanel medical specialists or access to medical treatments like HRT
7. **Timely coaching for women to accelerate personal growth and brand at this juncture and beyond**

# LEVERAGING ONLINE AND RESIDENTIAL OPTIONS

## Cohort Based Coaching

A great cost effective offer to help women integrate this experience with their ongoing routine or for those who can't travel for a residential. With a minimum of 6 participants and never more than 8, this safe energising space is facilitated by an experienced female coach who will infuse concepts from the world of Neuroscience, Neurobiology and Ayurveda. Key takeaways over 6 x 2 hour cohort based sessions include:-

1. Declutter the inner self narrative; master emotional spikes
2. Boost productivity; lead with purpose and authenticity
3. Leverage team and networks; grow circle of influence
4. Be impact players; create high velocity organisations
5. Leverage journaling, art and nutrition to expand capacity
6. Plan for sustainable career growth with advisory board

## 3 Day Residential Deep dive, Q1 2023 (UK)

Offer your employees to step away from their daily life and immerse themselves in an energising space to pause, reflect and infuse their life with new skills, insights and a robust action plan. reflect. An exclusive space at the the xxxxx known for its amazing spas and natural surrounding Included in this 3 nights and 3 days experience -

- Board and loading with spa package
- 1:1 and Group coaching sessions on all CBC topics
- Experience the science and impact of music / pottery
- Two coaches to facilitate rapid growth
- Daily breath-work, meditation, yoga and nature walks
- 25% 'Me-time' included in the design.
- Follow up 'Back at Work' group coaching in 4 weeks

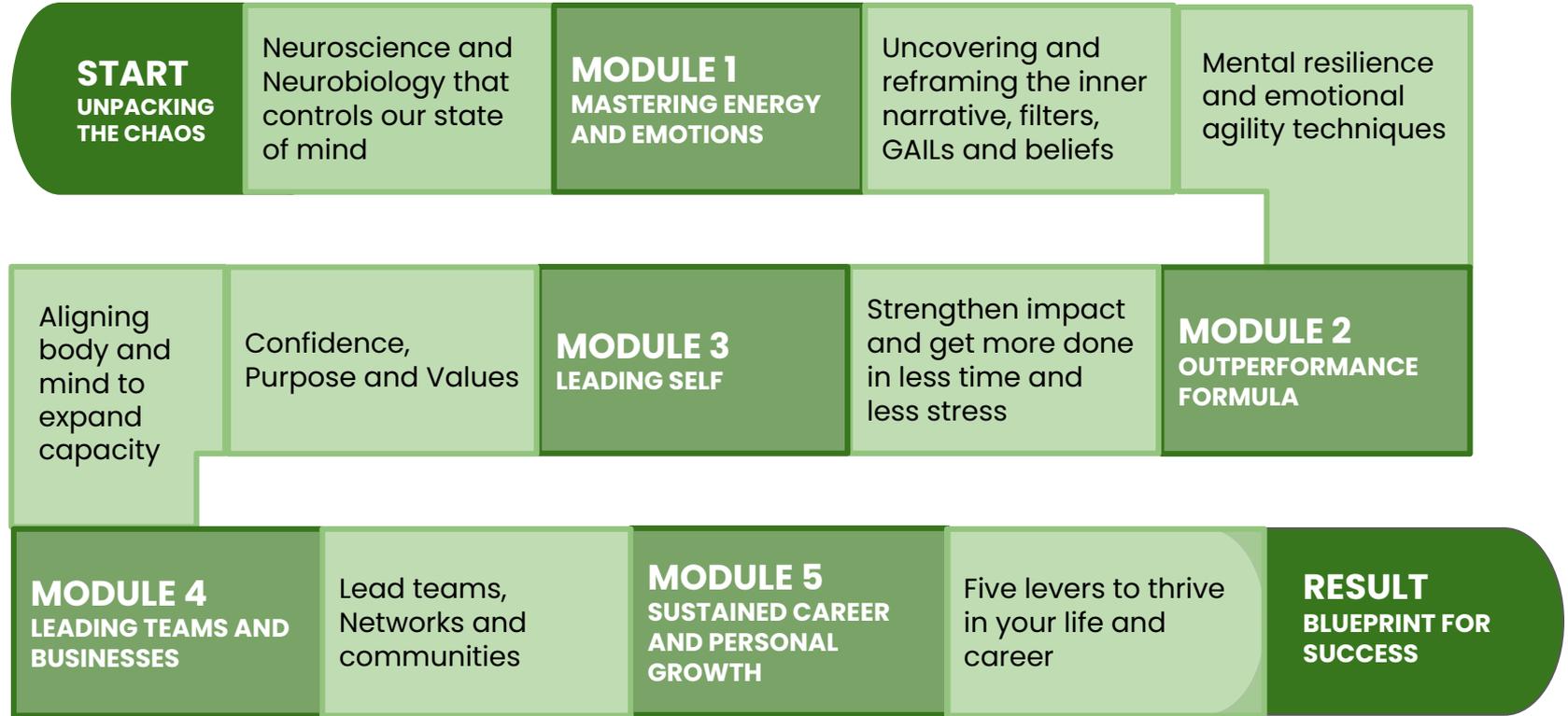
We also offer Awareness and Sensitisation sessions for line managers, HR and Comms + 1:1 sessions for women are also on offer

## ABOUT US

The Collaborators UK Ltd has been in operation since 2013 pushing the boundaries and redefining leadership excellence. Our mission along with our select collaborators is to **future proof companies** who recognise that sustained business growth is dependent on how well leadership acumen and talent development solutions match the velocity of change we are experiencing. Our **specialty crafted coaching programmes underpinned by science** triggers, accelerates and sustains exponential growth in individuals and teams that has a ripple effect across the organisation. In a nutshell, we enable businesses to be more agile and, thrive in chaos whilst amplifying efforts to enhance employee well being, D.E.I agenda, future leadership pipeline and sustainable growth.



# OUR LIFE SUCCESS MODEL IS SEAMLESSLY WOVEN IN OUR DESIGN



**Women In Menopause**  
Contact us here for details

**Organisations keen to support**  
Contact us here for a chat