

WELLFEMME RESOURCE:

# Top 5 Ways Leaders Can Support Women in Perimenopause & Menopause

Simple, practical strategies that don't cost a thing.



**WELLFEMME**  
YOUR JOURNEY. YOUR CHOICE.



## The transition from perimenopause to menopause can start in a woman's 40s and unfold over many years.

As hormones fluctuate, women may experience fatigue, mood changes, brain fog, and disrupted sleep - all of which can influence how they feel day to day and how they show up at work and in life.



**Did you know:** 69% of Australian women report that menopausal symptoms significantly disrupt their work performance.  
(HRD Australia / LiveCareer poll, 2025)\*

Leaders play a key role in creating a supportive, inclusive workplace that helps women thrive during this life stage and small, intentional actions can make a big difference.



# 1. Encourage **Open** Conversations



Create a culture where employees feel comfortable discussing health, workload, or wellbeing challenges.



Use team check-ins or 1:1s to ask how people are feeling, without stigma.



Normalising menopause discussions removes fear and builds trust.



**71% OF AUSTRALIAN WOMEN AGED 45+ FEEL UNPREPARED OR POORLY INFORMED ABOUT MENOPAUSE,**

with many worried discussing it at work could be seen negatively. (HCF Survey, 2023)\*

# 2. Offer **Flexible** Work Options



Allow flexible start/finish times or occasional remote work.



Be understanding around energy levels, sleep disruption, or medical appointments.



Small adjustments show empathy and improve productivity.



**AROUND 70% OF WOMEN EXPERIENCE MENOPAUSE WHILE EMPLOYED,**

and lack of workplace support is linked to reduced engagement and career impact. (Macquarie University Research)\*

## 3. Provide **Education & Resources**



Share reliable information about perimenopause and menopause.



Offer webinars, lunch-and-learn sessions, or curated articles.



Educated teams are more understanding and inclusive.



Education and awareness programs are highly valued: **AUSTRALIAN WORKPLACES REPORT A STRONG DESIRE FOR MENOPAUSE EDUCATION TO BETTER SUPPORT STAFF AND LEADERS.** ([HCF Survey, 2023](#))\*

## 4. Support Employee **Wellbeing**



Encourage micro-breaks, hydration, and movement throughout the day.



Promote access to mental health or Employee Assistance Programs (EAP).



Simple wellness initiatives signal that the organisation values health.



Menopause-related absenteeism and productivity impacts cost Australian workplaces **MILLIONS OF DOLLARS ANNUALLY.** ([HRD Australia / LiveCareer poll, 2025](#))\*

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## 5. Lead with **Empathy**



Recognise that symptoms vary greatly and impact each individual differently.



Listen actively, avoid assumptions, and adjust expectations when needed.



Empathetic leadership fosters loyalty, engagement, and retention.



Organisations that actively support menopause show **HIGHER RETENTION OF MIDLIFE WOMEN AND IMPROVED EMPLOYEE ENGAGEMENT** ([Macquarie University Research](#))\*




### TAKE ACTION:

#### SUPPORT YOUR TEAM THROUGH MENOPAUSE

Supporting women through the menopause transition isn't just good for people, it's **good for business**.

By putting these five strategies into practice, leaders can create a workplace where midlife women feel **seen**, **understood**, and **empowered**, while improving engagement, retention, and overall team wellbeing.



## WELLFEMME CORPORATE SUPPORT PROGRAM

Our dedicated programs help organisations implement menopause-positive strategies with ease, including:

- ✓ **Tailored Workshops & Webinars** for leaders and teams
- ✓ **Digital & Printed Resources** for internal communications
- ✓ **Practical Tools & Guides** to support & educate employees
- ✓ **Online Education** women's self-paced lifestyle programs
- ✓ **Licensed educational content** available on demand via your wellbeing portal



**Our material is evidence-based and delivered by midlife women's health experts.**

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# Get Started Today

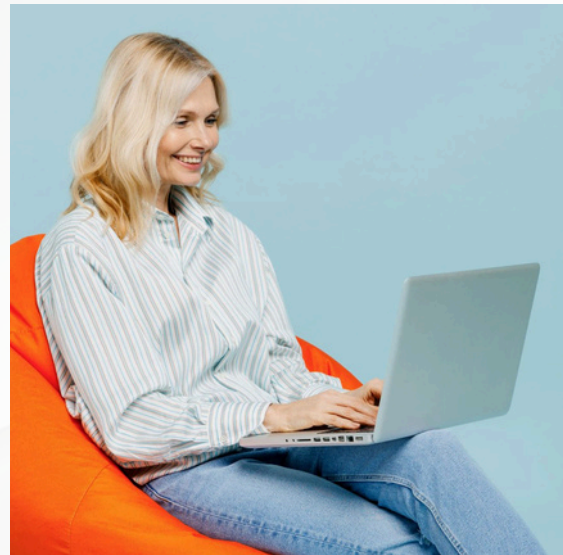
**Protect critical talent and future-proof your workforce.** Speak with us about implementing a Corporate Support Program, practical manager training, and evidence-based menopause resources within your organisation.

## CONTACT US

[corporate.support@wellfemme.com.au](mailto:corporate.support@wellfemme.com.au)

## LEARN MORE

[hello.wellfemme.com.au/wellfemme-offerings](https://hello.wellfemme.com.au/wellfemme-offerings)



## FREE RESOURCE

Encourage employees to take the free Menopause Assessment to better understand their health and wellbeing.

<https://wellfemme.com.au/free-assessment/>

\*<https://www.hcamag.com/au/news/general/workplace-silence-97-of-women-hide-menopause-symptoms-new-poll/554487>

\*<https://www.hcf.com.au/about-us/media-centre/media-releases/2023/hcf-report-women-feel-unprepared-for-menopause>

\*<https://www.mq.edu.au/macquarie-business-school/our-research/impact-stories/driving-workplace-and-societal-change-for-menopausal-women>

\*<https://www.hcf.com.au/about-us/media-centre/media-releases/2023/hcf-report-women-feel-unprepared-for-menopause>

\*<https://www.hcamag.com/au/news/general/workplace-silence-97-of-women-hide-menopause-symptoms-new-poll/554487>

\*<https://www.mq.edu.au/macquarie-business-school/our-research/impact-stories/driving-workplace-and-societal-change-for-menopausal-women>

The logo for Wellfemme, featuring a stylized white 'W' and 'F' intertwined on a dark teal background.

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