

Media Overview



**MENOPAUSE
IN BUSINESS**

Summary of Menopause in Business

I work with organisations and individuals to create modern menopause conversations and supportive cultures. To ensure women and those experiencing menopause can access support and discuss their experience without it impacting their career and ambitions. This benefits women, their families, relationships, employers and society as a whole.

I deliver this through talks, training, coaching and consultancy. I work with the more complex and exciting areas of change, addressing issues around, perceptions, bias, culture, behaviours and relationships.

Biography of Kate Usher

Menopause

I have been in menopause for nearly 14 years. When it started I had a one and a three year old. Nobody was talking about menopause. For the first four years of my perimenopause, I was unaware of what could be causing my crushing anxiety and increasing insomnia. Once I had had my first night sweat, I knew what it was. Unfortunately the medical profession were not as informed as they are now and I was told to go and get some vitamins.

I spent the next four years struggling with over 30 symptoms. Over that time I had four solid nights sleep, the rest were obliterated by repeated night sweats and insomnia. I hoped that when I became post menopausal it would all die down, sadly it escalated. In desperation I paid to see a specialist who prescribed me HRT within an hour. For me it was a magic potion, not every woman is so lucky.

Career

I have been working in menopause for over eight years and as a coach for nearly 20 years. Over that time I've worked with women focussed on menopause, careers, relationships and self-confidence.

Prior to that I was a global project and change manager for FTSE 100 organisations, implementing organisational and IT projects. I also managed diverse teams across four continents.

Today I work in menopause bringing together my menopause and corporate experience, to ensure that women can pursue their careers and organisations can benefit from a more gender balanced and inclusive working environment.

My career and personal history gives me a unique understanding of the demands of a career, and the impact of organisational culture on people's career choices and productivity.

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Menopause in the workplace FAQs

Q – Why is menopause such a tricky issue in the workplace?

A – We have only been discussing menopause for a relatively short period of time. Historically it has been a taboo subject and those sensitivities are still evident in our places of work.

Q – Isn't everybody talking about menopause?

A – The short answer is no. A recent survey by Deloitte found that over 40% of women are still not speaking up about menopause for fear of a negative impact on their career. Women say that colleagues have been badly treated, been subject to negative banter or had opportunities removed. For many these are evidenced based decisions.

Q – What can women do if they are struggling with their symptoms?

A – First thing is to be clear with themselves about which symptoms they are experiencing, whether they are any triggers – stress, temperature, food, drinks. Next, identify whether their employer has a menopause, women's health or/and wellbeing policy. If they do read it and see what support is available and how best to access it. With proposed changes in employment law, everyone will have the right to ask for flexible work hours from day one. If this will help, and it won't for all symptoms, request it.

Q – What is the one thing employers can do to support those going through menopause?

A – Train their managers in how to support those going through it, how to talk about it and how to role model behaviours.

Q – Why should an organisation invest in menopause support?

A – Menopause will directly affect every person with ovaries and everyone else indirectly. We are all involved, this is not just a 'woman's issue'. In addition to this 10% of women leave the workforce altogether and 17% consider it, often stepping back from their potential. Potentially losing 27% of an organisation's female employees, is financially catastrophic. Just one woman choosing to stay, would pay for the investment in menopause support, many times over.