



# Menopause In The Workplace: A Talent Issue, Not a Women's Issue

Executive Research Association - Webinar  
11<sup>th</sup> March 2026 (1pm to 2pm CET)

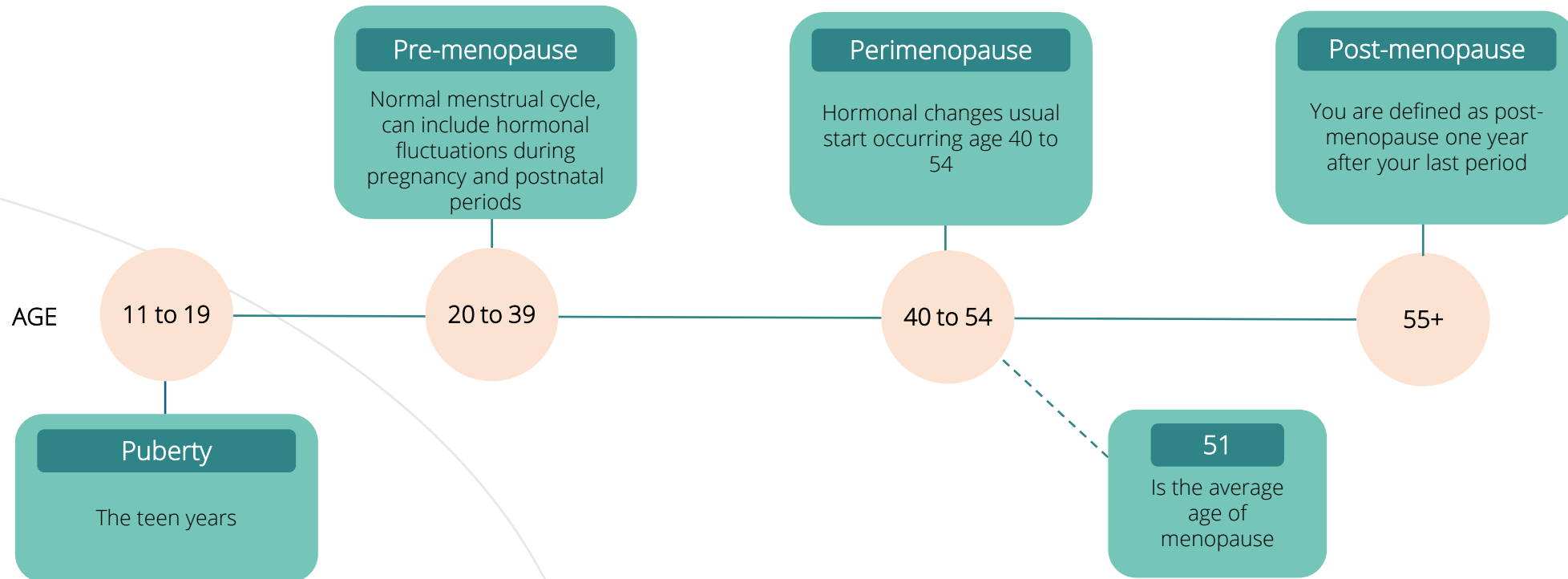


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# Menopause - Timelines

Natural life event, not an illness



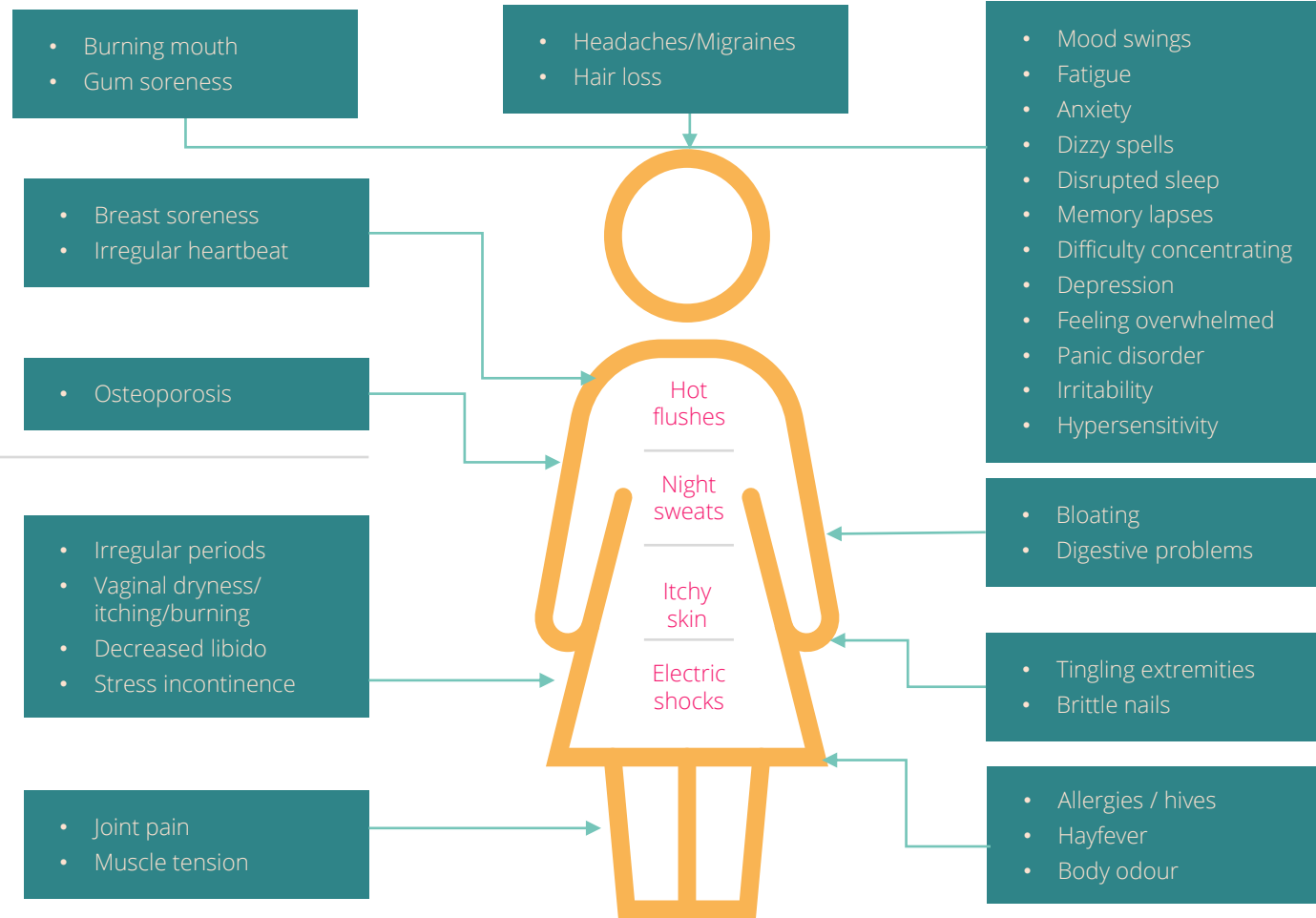
Menopause itself is 1 day

# Menopause - Symptoms

People think - there are only 3 symptoms!

“Families need to understand that being perimenopausal isn’t a choice! Saz

From Davina McCall book Menopausal



# Sally Higham

## Executive Menopause Coach



### Professional Bio

- Been in Employer Branding / Talent Attraction / Recruitment Marketing field for 25+ years
- Started working life in London
- Moved to Singapore 2011 to 2019
- Moved to Basel Jan 2020
- Husband Patrick is the stay at home parent, we have been married 20 years, have a 16-year-old son and 2 cats
- Attitude of “just get things done” - university of lifer
- Mindfulness, journaling, running, yoga, reading, general wellbeing & selfcare
- Neurodiversity Aware Certification - 2022
- Executive Menopause Coach - 2023

### Menopause Bio

- International menopause started in Singapore now in Switzerland
- Age 46 diagnosed with osteopenia from a bone density scan
- Fatigue like never before (Covid-ish) but on and off for good couple years and still now
- Teary just cry and not know why, still now
- Mood swings – not like menstrual ones, so up and down
- Forgetfulness – forget peoples names that I have known for 3 years
- Migraines – never had them before
- Brain fog – feels like it will explode if someone asks me another question, go into a room and forget for what!



Menopause Friendly Articles

### Menopause Action Plans: Risks Employers Can't Ignore

by Deborah Garlick on February 27, 2026. 0 comments

Menopause Action Plans form part of the wider requirement for **Action Plans on Gender Equality and Supporting Employees Through the Menopause**. But for many employers, it is the menopause element that feels most immediate and most pressing.

And rightly so.

Menopause Action Plans are moving fast from "good practice" to public accountability and that changes everything.

A strong Menopause Action Plan is one where organisational reality, it protects your people and your organisation.

**Why this matters now: transparency and accountability**

The big shift isn't just that action plans are coming. It's that your plan is published and can be read by current employees and the media then the question stops being "have you done it or not?"

**Have you done it right and are you prepared for the next steps?**

Menopause Leave Named Most Wanted Work Perk in 2023

A study has revealed that mental health, personal care and 4-day work weeks are high on most workers lists of demands.

Written by Abby Ward | Updated on June 29, 2023

Most Recent

- Apple Urges iPhone Users to Update Due to Security Flaw - Here's How
- Apple Stock Plummets After China's Government-wide iPhone Ban
- Report: AI Will Replace 2.4 Million US Jobs by 2030
- 1 Billion 900,000 Social Media Followers But Can't Show You How
- How to Talk About Your Menopause

How Does Menopause Affect Women in the Workplace?

Full Time Reading

The workplace can be rough for menopausal women. Employers are starting to step up

By Jennifer O'Connell | Published 21 May 2023, Sun August 22, 2023

menopause

### Menopause at Work: The Silent Career Killer Employers Can't Ignore

Jaqueline O. | Thought Leader in US & Global Health, Employee Benefits, and Wellbeing | 10 articles | Following

March 22, 2023

Open Immersive Reader

Sarah & Jaqueline were introduced recently and immediately formed a connection through a shared interest in how Menopause affects women leaders in the workplace. They have a passion for promoting awareness, education, and the best support and care related to this stage in a women's life.

Here are some of the key questions Sarah & Jaqueline address:

*“As a female CEO in male-dominated industries for most of my career, I can almost see the eye-rolling”*

Terry Weber CEO of Biote

## In the press

- Some hard-hitting headline
- It is not going away

# Where do employers start to become menopause friendly



We need menopausal warriors in the workplace



Create awareness



Create a safe space for people to be able to share or want to speak up



Listen and be able to share resources that help individuals



Discovery:

- Understand your absenteeism
- Who is your audience – what population of your workforce will this effect
- What is the appetite within an organisation
- Ask questions



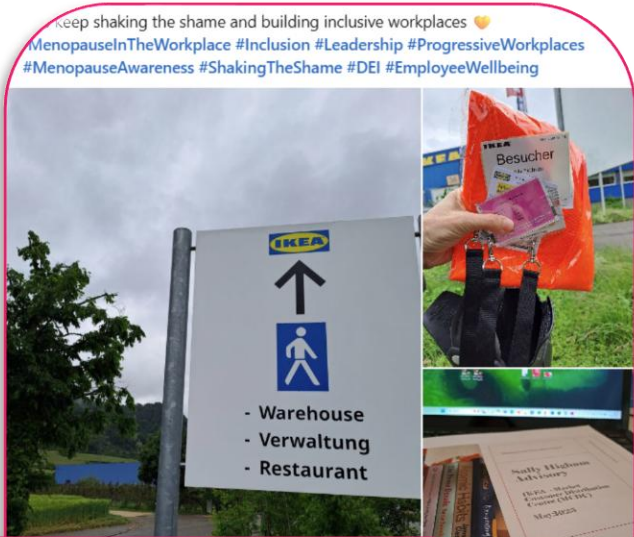
Ideas:

- Start an ERG
- Host inclusive workshops
  - what are the symptoms
  - when it effect individuals
  - medical and non-medical options
- Lunch and Learns
- Menopause Cafes
- World Menopause Day – 18<sup>th</sup> October
- EAP providers or healthcare experts hosting webinars
- Teams channels with resources and sharing information
- Menopause Policy – flexible working, menopause leave, workplace adjustments, “employee passport”
- Manager Training
- Menopause Coaching/Ambassadors



# Case Study - IKEA

## Global Menopause Guidelines, Symptoms Checker, Manager Guide and Co-Worker Guide



Ina Rhöös (she/her) • 1st  
Equality, Diversity & Inclusion and Health and Wellbeing Leader at IKEA Gr...  
9mo

Thank you, Sally, for your wonderful collaboration and insightful training session! It was a pleasure working with you to create a menopause-inclusive culture at IKEA Switzerland.  
Let's continue to shake the shame and build inclusive workplaces together!

Love • 1 | Reply • 1 reply

Sally Higham • Author  
Global Talent Attraction Leader | RPO & Workforce Solutions Expert | ...  
8mo

Ina Rhöös (she/her) and thank you for the opportunity and such a progressive employer you are lucky, look forward to hearing how it evolves

Like | Reply | 30 impressions

Tania Al Hosseini • 1st  
HR Business Partner @IKEA Switzerland / HR Specialist, Federal Diplo...  
4mo

I'm proud that today we hosted an inspiring session with our external partner [Sally Higham](#) on how we can better understand and support colleagues experiencing menopause.

Did you know many women describe menopause as a second puberty? It makes sense – your body changes completely, emotions fluctuate, energy shifts, and sleep becomes unpredictable. But this time, you're an adult. You decide how to embrace this transition.

That's why World Menopause Day (October 18) matters — it reminds us to talk about it openly, honestly, and without shame. Menopause isn't a weakness, it's a new chapter of rediscovery and strength.

At [IKEA](#), we're proud to create space for these conversations and to build a culture of care, inclusion, and understanding. ❤️

[#WorldMenopauseDay](#) [#Inclusion](#) [#Wellbeing](#) [#IngkaPeople](#) [#MenopauseAwareness](#)



IKEA St Gallen Store  
St Gallen, Switzerland,  
November 2025



IKEA Customer Support  
Centre, Store and Service  
Office - Spreitenbach,  
Switzerland, October 2025



IKEA Market Customer  
Distribution Centre (MCDC) -  
Ittingen, Switzerland, May  
2025

# Case Study – More Sharing



## Bring Women Back to Work

- 12-month reskilling journey with 160+ hours of content
- Wellbeing Pillar – Content Partner




- ICF - Switzerland
- Menopause Uncovered: Empowering Coaches & HR to Build Supportive Workplaces
- Online webinar

## VF Corporation

- WOVEN their women's network
- Online guest speaker for Allyship around Menopause
- EMEA region – 180 attendees



# Case Study - Abbott




Riya, 60 – Kolkata, India

"I feel like menopause is something only women who have gone through it truly understand."

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Beatriz, 54 – Fortaleza, Brazil

"There's so much prejudice around menopause, that we come to see it as something negative rather than what it is: an essential life phase like any other. I've tried to live well and embrace it"

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Li Jing, 52 – Beijing, China

"I wish I'd known what to expect, but menopause isn't something that people talk about. I will definitely make sure my daughter is prepared when the time comes – and I'll be there to help her through it"

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Jessica, 51 – Mexico City, Mexico

"If 51% of the world's population goes through menopause, why is it such a taboo? I think about this more and more. Who decided that it was uncomfortable to talk about a process that all women go through? Hopefully, this silence will soon end"

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## Changing the Menopause Conversation, One Story At a Time



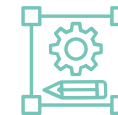
The Next Chapter -  
Womenfirst



Discrete book to be shared from mother to daughter



Printed in English, Spanish, Chinese and Portuguese



Different artwork for each country



Launched on World Menopause Day 2022

# Top 5 Menopositivity Tips for You



## Input Impacts Output

- Watch your diet
- Power up on protein
- Curious Sobriety



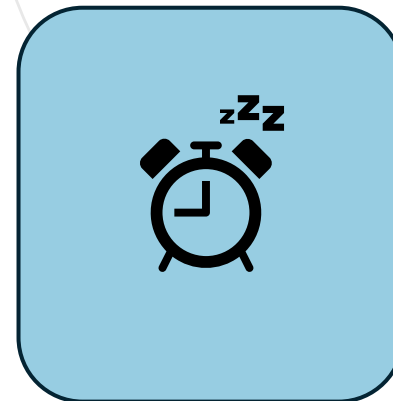
## Movement is Medicine

- Get up and out
- Sitting is the new smoking
- Find what works



## Seek Qualified Help

- Medical or Non-Medical
- HRT
- Supplements



## Self-Care is Essential

- Prioritise Sleep
- Educate yourself
- Laugh often



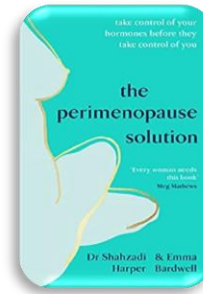
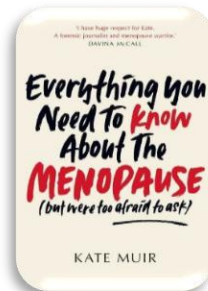
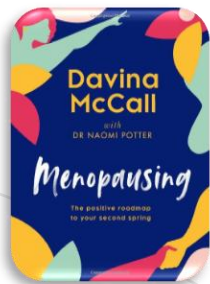
## You are not Alone

- Talk about it
- At home
- At work

# Takeaways - Resources

#leaveneonebehind

#MakeMenopauseMatter



## Resources

- > [The Menopause Charity](#)
- > [The Latte Lounge](#)
- > [Newson Health Menopause Society](#)
- > [Kathryn Colas Academy](#)



## My Podcasts

- > [Starting a Conversation Around Menopause - Sally Higham | EMEA Recruitment](#)
- > <https://podcasters.spotify.com/pod/show/ca3/episodes/Approaching-menopause-in-the-workplace-e2ebrni/a-aar9jeg>

# Final Thoughts

#leavenoonebehind

#MakeMenopauseMatter



Aging workforce



It will affect all females in all workforces at some point



Some females may leave due to it

## Why not

- > Raise the awareness in the workforce
- > Support the retention of females
- > Become a menopause-friendly workplace



Menopause is not a women’s issue; it is a human rights issue. Whilst the majority of those directly affected are women, it can also directly affect transgender and non-binary people too. It can indirectly affect anybody who know or loves the person going through it – partners, families, friends and colleagues



- Email – [hello@highamsallyadvisory.com](mailto:hello@highamsallyadvisory.com)
- Mobile +41 76 690 8499



[LinkedIn](#)

- [Sally Higham Advisory - Website](#)
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