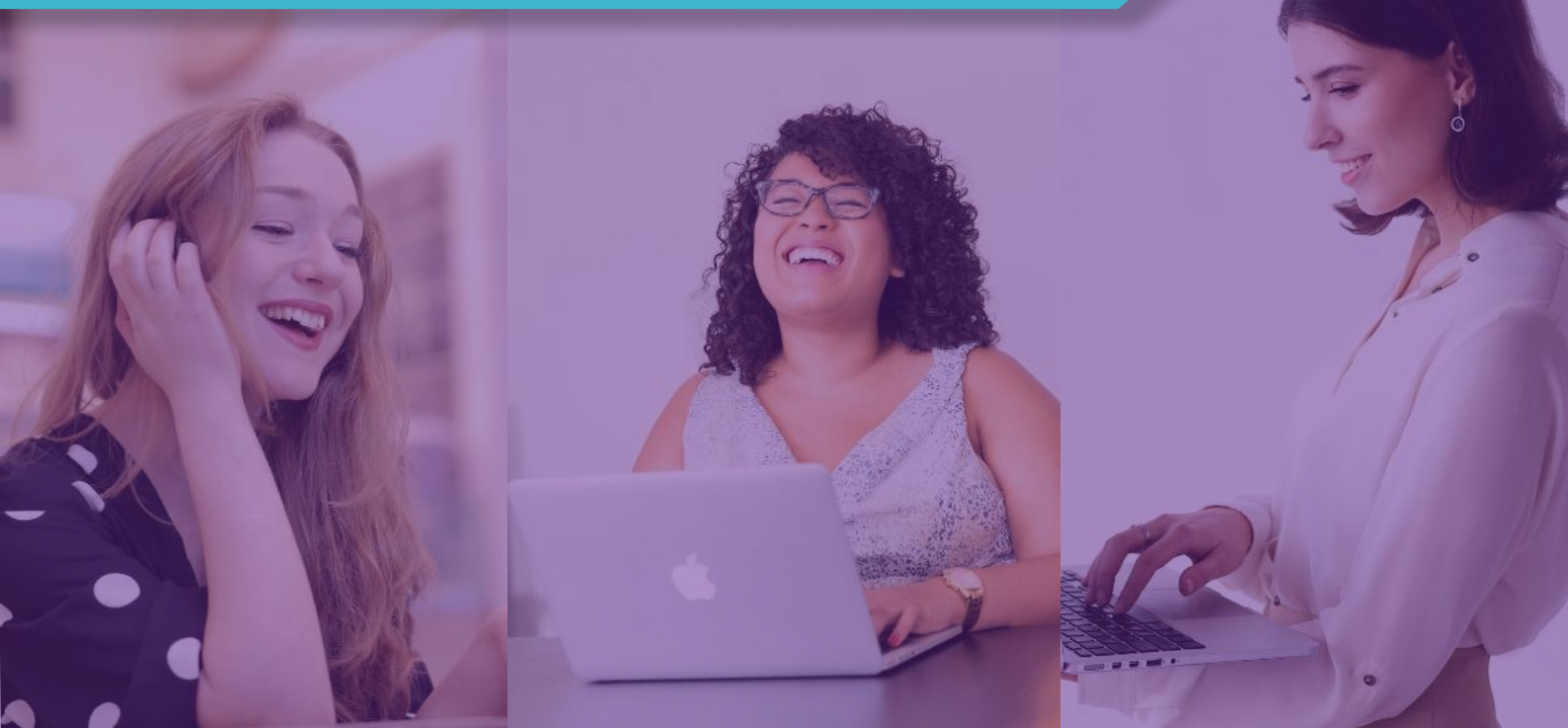
KATHRYN COLAS
Menopause Academy

Menopause Training for Every Workplace

Certified knowledge.
Confident individuals.
Stronger organisations.





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Menopause Training for Workplaces

Senior leaders are under increasing pressure to retain experienced talent, reduce absenteeism, and build inclusive, high-performing workplaces. **Yet a critical issue often goes unaddressed: perimenopause and menopause.**

For many organisations, the impact is already being felt. Employees in their most experienced years may be navigating the often-unpredictable symptoms of perimenopause (the transition before menopause) as well as menopause itself. Without the right understanding or support, many quietly step back from leadership opportunities, reduce their hours, or leave the workforce altogether.

At the Kathryn Colas Menopause Academy, we help organisations turn this challenge into an opportunity. Our CPD-accredited training gives leaders and teams the knowledge and practical tools they need, to support staff with confidence, understanding and empathy.

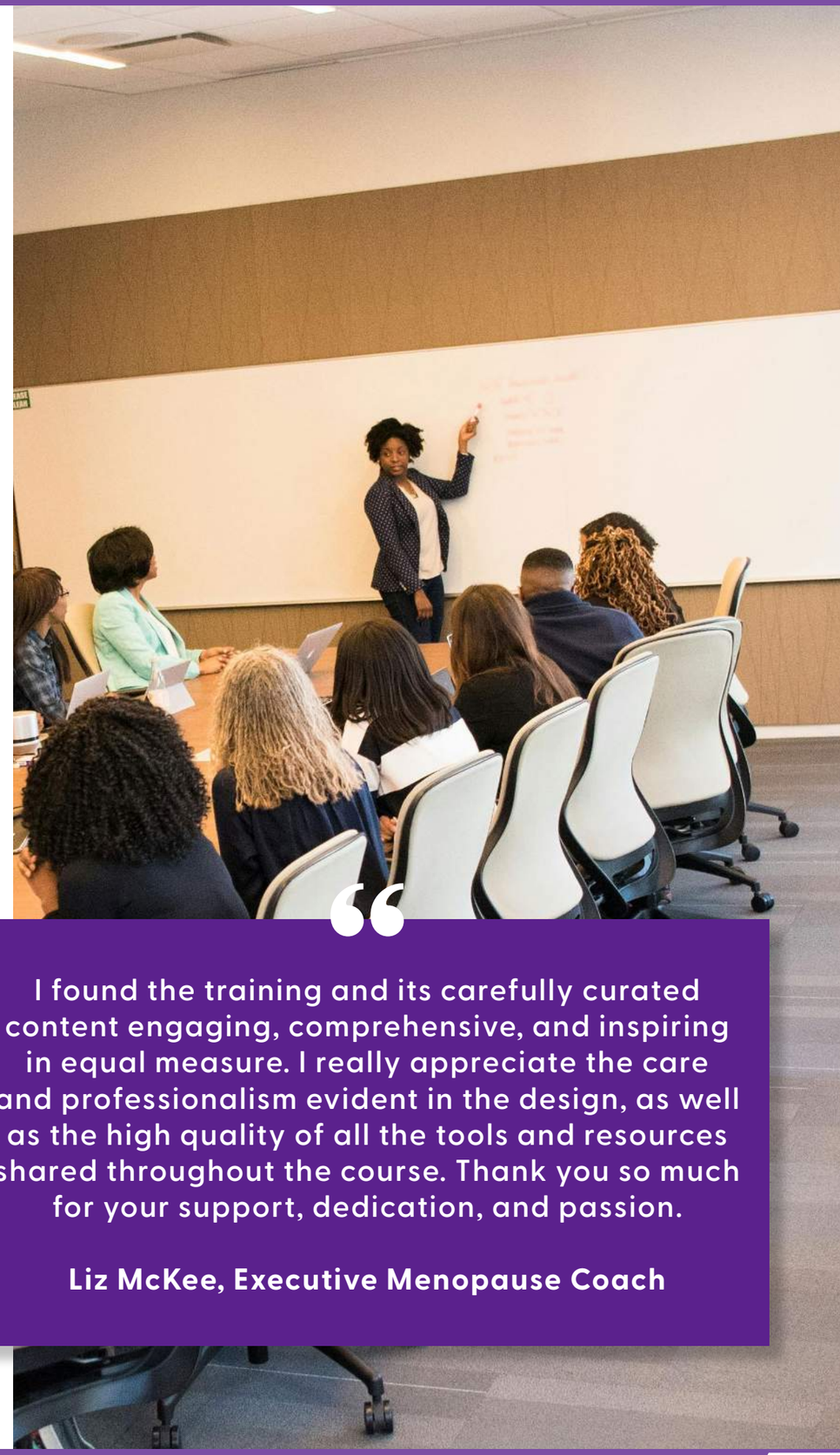
We offer a structured, tiered approach to workplace training, designed with flexibility in mind.

The **Menopause Ambassador** course equips senior leaders to drive strategy and lead organisational initiatives.

Menopause Champions then support this work by raising awareness and championing change across teams.

Complementing both the Ambassadors and the Champions, we also provide **interactive online and in-person workshops** to enrich learning across the wider workforce, building understanding and confidence at every level.

We have accessible pricing options for standalone courses, or tailored packages, allowing organisations to select a training approach that best fits their needs while still achieving meaningful, lasting impact.



> “I found the training and its carefully curated content engaging, comprehensive, and inspiring in equal measure. I really appreciate the care and professionalism evident in the design, as well as the high quality of all the tools and resources shared throughout the course. Thank you so much for your support, dedication, and passion.
>
> **Liz McKee, Executive Menopause Coach**

Why Menopause Training Matters

Menopause training matters because current workplace research consistently shows that lack of awareness and support is driving experienced employees out of organisations at their peak. Studies in the UK have found that a significant proportion of women experiencing perimenopause and menopause report negative impacts at work, yet many do not feel able to disclose symptoms or seek support.

On a human level, training matters because it determines whether someone feels seen, or silently struggles alone at a time when they are still capable, experienced and contributing at a high level.

When managers are untrained, they are less likely to recognise the signs or respond appropriately, which compounds the problem. In contrast, organisations that invest in education see improved retention, higher engagement, and stronger workplace culture.

Currently, many organisations lack structured menopause policies (with some research showing only about 45 % have any policy at all).

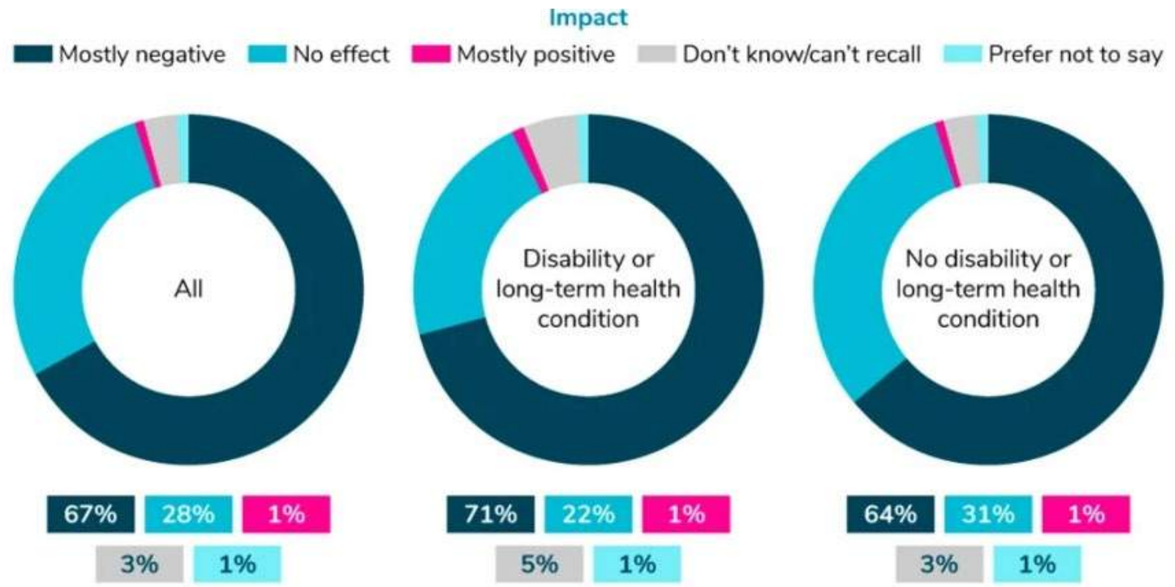
Government commissioned research suggests the UK economy loses roughly £1.5 billion a year because women leave work due to menopause symptoms. A sum that reflects lost skills, recruitment costs and reduced participation. Of that estimate, around £191 million is lost to presenteeism (working while unwell and less productive).

CIPD – Menopause in the Workplace: Employee Experiences (2023) survey

The CIPD surveyed over 2,000 working women in the UK, aged 40 to 60, to explore their experiences with menopause in the workplace.

Findings

- **73%** have experienced menopause symptoms at work.
- **67%** report mostly negative effects on them at work (e.g. concentration, stress).
- Only around **25%** say their organisation has a menopause policy or support
- **53%** have missed work due to symptoms.



Sources:

- https://www.gov.uk/government/publications/menopause-in-the-workplace-literature-review/menopause-in-the-workplace-literature-review.
- https://www.cipd.org/uk/knowledge/reports/menopause-workplace-experiences/

The Legal and Policy Landscape

The **Employment Rights Act 2025** introduces a statutory requirement for large employers to support employees experiencing menopause symptoms through formal **Menopause Action Plans.** From **April 2026**, organisations with 250 or more employees can **voluntarily publish** these plans via a government portal, while **mandatory publication begins in spring 2027**.

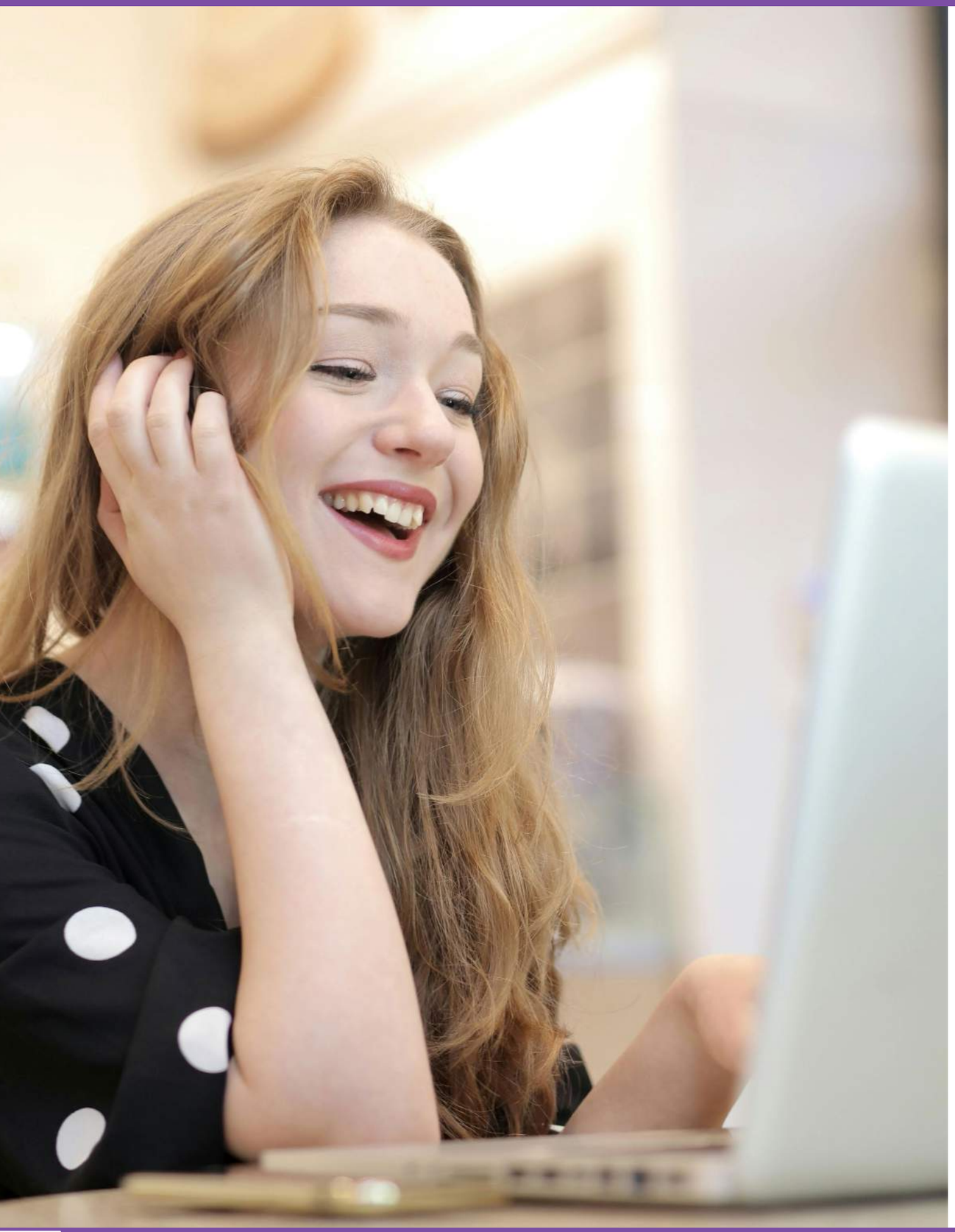
This aligns with existing gender pay gap reporting requirements and reflects a broader UK government commitment to workplace gender equality.

Who is Affected

- Employers with **250+ employees** are legally required to implement Menopause Action Plans.
- Smaller organisations are encouraged to adopt voluntary measures to demonstrate commitment to gender equality

Does your team have a plan in place? Is your organisation ready?





Our Training Pathways

We offer targeted training, helping organisations to build capability at every level.

- **HR Managers**
- **Wellbeing, People & DEI Leaders**
- **Managers**
- **Executives**
- **Employees and Allies**
- **Learning, talent, & leadership development professionals**

All training is grounded in lived experience, evidence based research, and workplace psychology.

Types of Training

We offer a structured, tiered approach to workplace training, designed with flexibility in mind.

The **Menopause Ambassador** course equips senior leaders to drive strategy and lead organisational initiatives.

Menopause Champions then support this work by raising awareness and championing change across teams.

Complementing both the Ambassadors and the Champions, we also provide **interactive online and in-person workshops** to enrich learning across the wider workforce, building understanding and confidence at every level.

We also provide resources for individuals navigating menopause, including a Menopause Reset Programme and Kathryn's acclaimed book 'How to Survive Menopause Without Losing Your Mind'.

Menopause Ambassador Course
Live or digital | CPD-accredited

Menopause Champions Course Live or digital | CPD-accredited

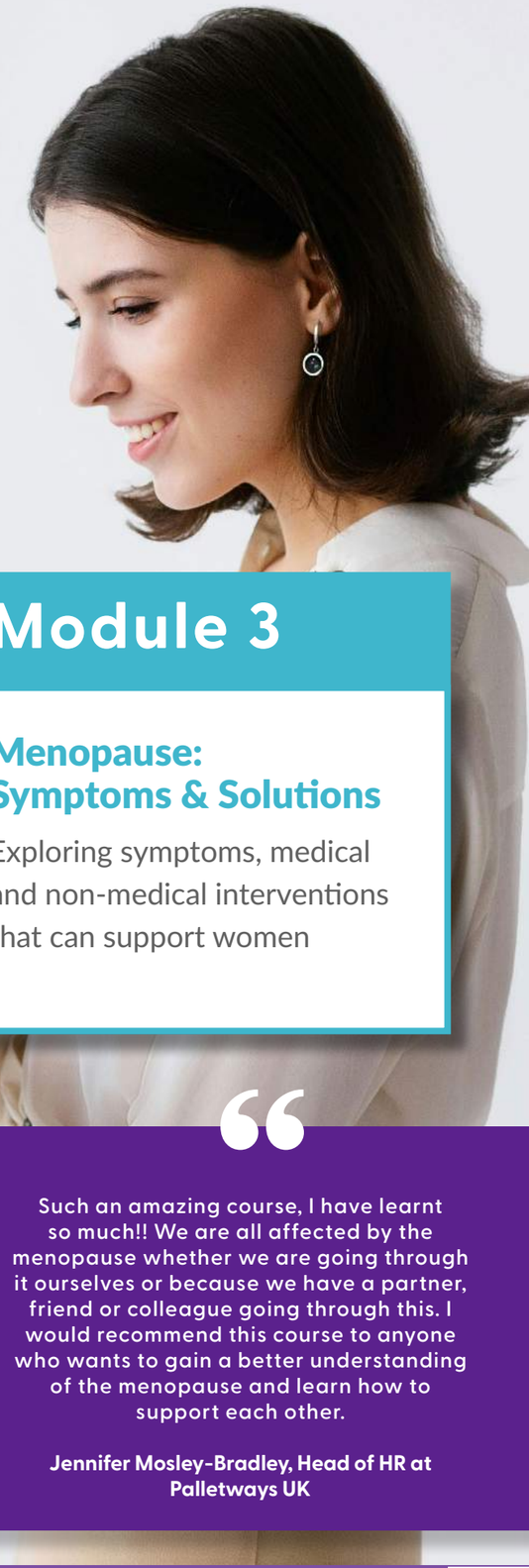
Online Workshops
Tailored or off-the-shelf sessions

Professional Speaking
Kathryn Colas | Keynotes, conferences, leadership events

Menopause Support for Individuals
A resource for individuals who may need support. Available as a book for staff or online programme. Kathryn's book: available here. Menopause Reset Programme: available here.

CPD CERTIFIED
The CPD Certification Service

About the Menopause
Ambassador Course



The Menopause Ambassador Course is designed for HR professionals, DE&I leaders, senior managers, and organisational leads responsible for strategy, policy, and culture.

By engaging in this course, you will play a pivotal role in shaping a more inclusive workplace culture. With a curriculum spanning 5 modules and 15 hours of immersive learning, you'll finish the course with a comprehensive understanding of current menopause best practice. Plus, we've catered for every learning style and you'll find traditional instruction methods including text to read, audio to listen to and videos to watch.

You can choose between a live learning format across 5-weekly Zoom sessions, or a digital option to go at your own pace. Upon successful completion you will benefit from CPD Certification and your own Workplace Menopause Portfolio.

Start training here

Module 1

Exploding the Menopause Myths

Addressing the biggest menopause myths and breaking the stigma

Module 2

Changing Face of the Workplace

New working practices and how this affects women and menopause

Module 3

Menopause: Symptoms & Solutions

Exploring symptoms, medical and non-medical interventions that can support women

Module 4

Equity, Diversity & Inclusion

What is EDI? And how is it misunderstood? What is unconscious bias?

Module 5

Menopause Policies & Best Practices

How to create a best practice. What does a good policy or guideline look like?

> Such an amazing course, I have learnt so much!! We are all affected by the menopause whether we are going through it ourselves or because we have a partner, friend or colleague going through this. I would recommend this course to anyone who wants to gain a better understanding of the menopause and learn how to support each other.
>
> **Jennifer Mosley-Bradley, Head of HR at Palletways UK**

About the Menopause
Champions Course

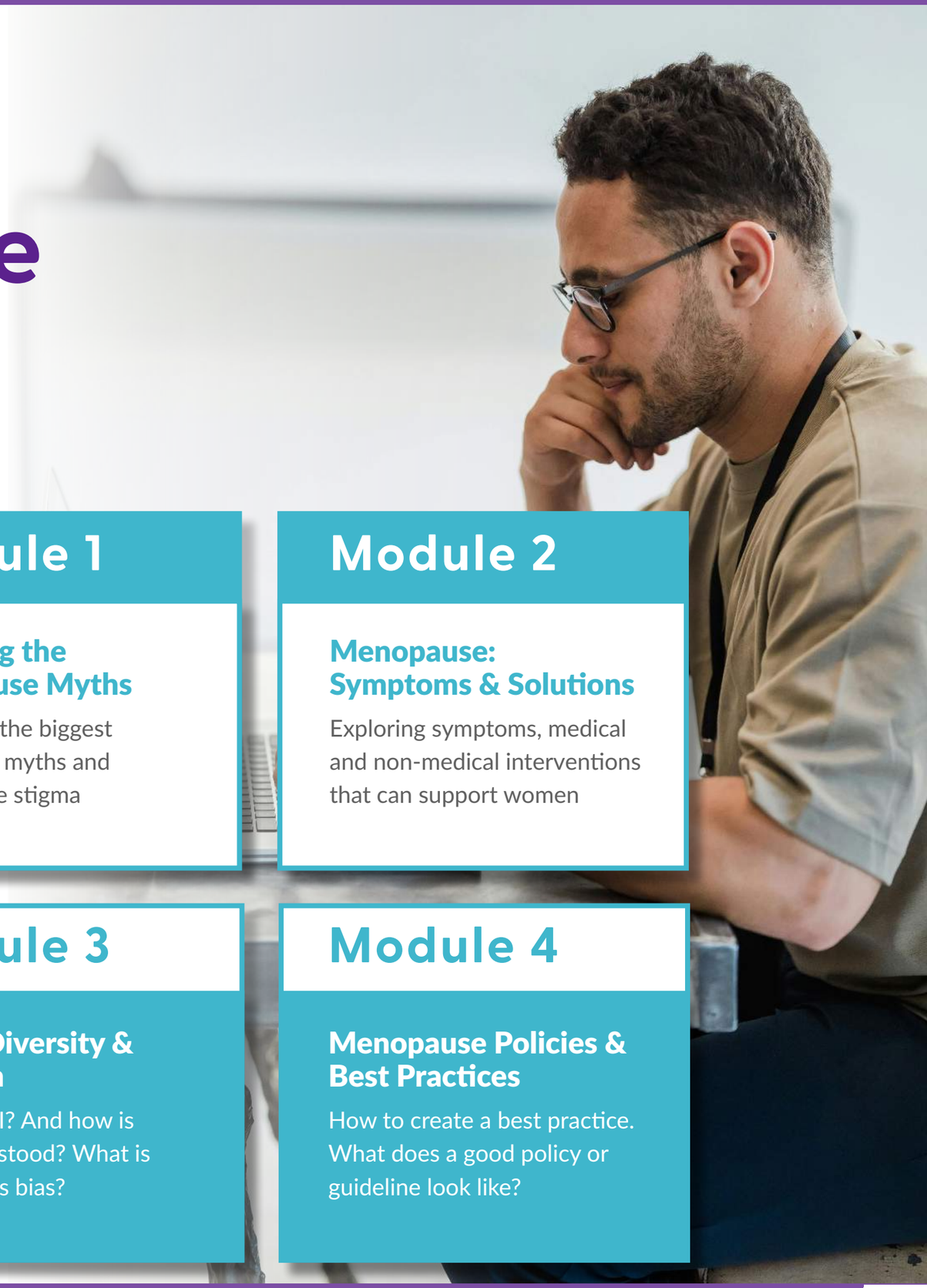
The Menopause Champions Course empowers individuals across the organisation to provide peer-level support and advocacy.

People dealing with menopause are on a quest for relief and understanding.

That's where you come in. Our course is filled with the latest advice and evidence-based practices to guide you in becoming a trusted source of support. You'll delve deep into the physical and emotional changes of menopause, emerging as the go-to person in your workplace, ready to empower individuals on their journey.

You can choose between a live 5-hour intensive 1-day training course via Zoom, or a digital option to go at your own pace. Upon successful completion you will benefit from CPD Certification and be ready to help champion inclusive, supportive, and compliant workplaces.

Start training here



Module 1

Exploding the Menopause Myths

Addressing the biggest menopause myths and breaking the stigma

Module 2

Menopause: Symptoms & Solutions

Exploring symptoms, medical and non-medical interventions that can support women

Module 3

Equity, Diversity & Inclusion

What is EDI? And how is it misunderstood? What is unconscious bias?

Module 4

Menopause Policies & Best Practices

How to create a best practice. What does a good policy or guideline look like?

Workshop and Awareness Sessions

Gain valuable insights and strategies to effectively support menopause in your workplace.

Led by our expert menopause coaches, our workshops can be tailored to your organisation's specific needs, covering topics that are relevant to your entire organisation or gender-specific issues.

Choose from face-to-face sessions or convenient webinars, all customised to fit seamlessly into your organisation's schedule.

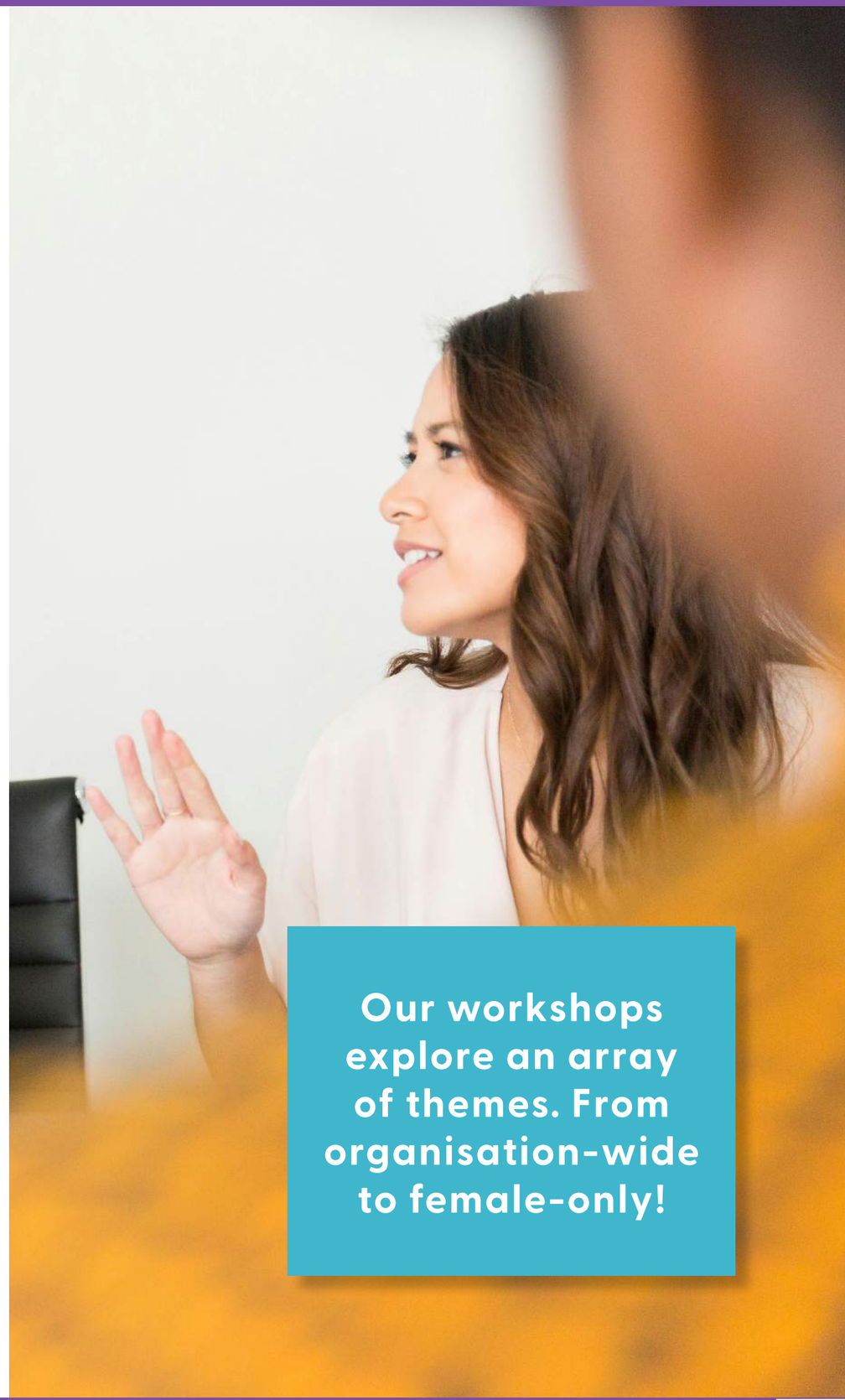
Our CPD accredited content has been trusted by many leading employers, ensuring that you're getting the most relevant and effective information available.

Workshops can be delivered as:

- One-off awareness events
- Part of a longer-term menopause strategy
- Stand-alone or alongside Ambassador and Champion training

Workshop types include:

- Menopause awareness for all employees
- Conversation frameworks for managers
- Menopause and leadership
- Neurodiversity and menopause
- Tailored sessions for specific teams or sectors



Our workshops explore an array of themes. From organisation-wide to female-only!

How Our Training Works Together

Our approach is designed to be **joined-up and sustainable:**

Menopause Ambassadors

lead strategy, policy, and support organisational change

Menopause Champions

provide visible, day-to-day peer support

Managers

are equipped through targeted training and frameworks

Workshops & Awareness Sessions

reinforce learning and reach the wider workforce

Together, this creates a menopause-confident workplace ecosystem.



simplyhormones
making sense of menopause

SimplyHormones & Women's Health

in partnership with the Kathryn Colas Academy

SimplyHormones is a dedicated women's advisory service and sister company to the Kathryn Colas Academy, created to bring support to the conversation around women's health at work and home.

Together, this partnership bridges education and lived experience with practical, expert-led guidance. While the Kathryn Colas Academy focuses on raising awareness, training leaders, and shaping workplace strategy around peri menopause, menopause and midlife health, SimplyHormones extends that work into tailored advisory support for individuals and organisations navigating the wider hormonal health landscape.

Hormonal health plays a critical role across every stage of a woman's life not just during menopause. From early career through to midlife and beyond, fluctuations in hormones can significantly influence physical health, emotional wellbeing, and cognitive performance. Symptoms such as fatigue, mood changes, anxiety, and difficulty concentrating can be further intensified by conditions like endometriosis, PCOS, or neurodiverse challenges often impacting confidence, productivity, and career progression.

This is why SimplyHormones and the Kathryn Colas Academy work in partnership: to ensure that hormonal health is understood not as a standalone issue, but as part of a broader, more inclusive approach to workplace wellbeing.

Our integrated approach supports:

- **A deeper understanding of hormonal health across all life stages**
- **Open, informed conversations around women's health at work**
- **Inclusive wellbeing strategies that reflect the complexity and diversity of women's experiences**



Who We Work With

The Kathryn Colas Menopause Academy is a leading provider of menopause education, training, and workplace consultancy.

We combine:

- Evidence-based knowledge
- Lived experience
- Clinical insight
- Workplace psychology

Our mission is to normalise menopause at work and empower organisations to lead with confidence and compassion.

We partner with organisations committed to inclusive workplaces, supporting leaders, HR and employees. We are recognised as one of the most prestigious and highly regarded menopause training providers in the UK, with our courses having been successfully accredited by CPDUK and partnering with esteemed organisations including KPMG, the Society and College of Radiographers, and the National Association of Head Teachers.

Our courses are CPD-certified, demonstrating our quality, credibility, and commitment to ongoing professional development. Completion of our courses contribute to your CPD training record.

Introducing the KCMA Advisory Board

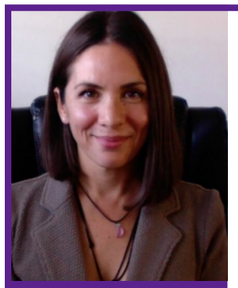
Our work is guided by an expert Advisory Board, bringing together leaders in: Workplace psychology, Gynaecology, DE&I, Organisational leadership
This ensures our training remains credible, current, and impactful.

Small voices, shared wisely, become a chorus of change.



Clinical Women's Health & Menopause Specialist Dr Vikram Talaulikar

Dr. Vikram Talaulikar, MBBS, MD, FRCOG, PhD, is a beacon of expertise in women's hormonal health. As Associate Specialist at UCLH's Reproductive Medicine Unit and Honorary Associate Professor at UCL, he specialises in menopause, HRT, PCOS, fertility, and premature ovarian insufficiency, core to our evidence-based mission. He demystifies myths through extensive publications (e.g., on HRT efficacy in Post Reproductive Health) and national/international lectures. His community advocacy, multilingual outreach (Hindi, Marathi, Konkani), and inclusive approach align seamlessly with our commitment to empowering diverse women, reducing stigma.



Mental Health Expert Corinna Clamp

Corinna Clamp, ICF ACC-credentialed Mental Health Coach and founder of Cory.J Balance, brings an evidence based lens to emotional wellbeing, pursuing a BSc (Hons) in Psychology and certified as a Mental Health First Aider (MHFA England), she guides clients with non-intrusive, client-centred coaching rooted in positive psychology. Her unique strength lies in specialising in men's mental health, offering a vital perspective on the ripple effects of women's hormonal changes, supporting partners, family, friends, and colleagues with empathy and insight. This widens our reach, building understanding and reducing stigma across families and communities. Corinna's collaborative style, multilingual capability (Spanish), and warm presence will enrich our board, helping us build kinder, more connected support networks for all touched by menopause and hormonal health.



Business Psychologist and Neurodiversity Specialist Liz Mulhall

Liz Mulhall, a Business Psychologist and Neurodiversity Coach, offers a research-driven perspective on ADHD and women's mental health. Diagnosed with ADHD herself, her Master's research illuminates the often-overlooked diagnostic journeys of women, revealing intersections with menopause symptoms like brain fog, mood shifts, and fatigue. Specialising in multiply neurodivergent clients, Liz empowers women to weave ADHD into fulfilling identities, crafting sustainable routines and neuronormative-challenging careers.



Women's Health Fitness & Performance Educator Sarah Janes

Sarah Janes, principal teacher at the Classical Pilates Academy, and founder of VIPilates, brings body-aware expertise and understanding about movement and the mind, body connection. Her Very Individual Person philosophy mirrors our inclusive ethos, tailoring movement to diverse bodies and life stages. She creates empowering spaces where women rebuild confidence, mobility, and energy. Sarah's knowledge and expertise in health and fitness would enrich our resources, helping women move more freely, reduce stigma around ageing bodies, and thrive through hormonal change.

About Kathryn Colas

Founder & Professional Speaker

Kathryn Colas is a leading menopause advocate, educator, and speaker, with extensive experience working with organisations across sectors.

Kathryn Colas is a celebrated author, and founder of women's advice and support service SimplyHormones, and the Kathryn Colas Menopause Academy - a leading health education training provider dedicated to menopause workplace education and training globally.

Her impact extends beyond education, as she influences policy and practices in the workplace, working with NGOs, public and private sector organisations. Kathryn's ground breaking work in menopause has garnered her the title of the first and only lay person appointed to the medical advisory committee of the British Menopause Society.

Professional speaking topics include:

- Menopause and leadership
- Building menopause-friendly workplaces
- Culture change and inclusion
- Lived experience and organisational impact

Available for keynotes, panels, and corporate events.



Turning Pain into Purpose

Kathryn Colas, a former hotel management executive, faced unexpected challenges when she experienced menopause. Despite her inner resilience, she found it difficult to accept the debilitating symptoms and the taboo surrounding it. However, Kathryn was determined to find answers to her questions and embarked on a journey of discovery, learning, passion, and commitment. Kathryn turned her pain into purpose, becoming a leading authority on menopause.

Hear From Our Alumni & Making Impact

Our alumni include professionals from a wide range of industries who are now: leading menopause initiatives, supporting colleagues confidently, driving meaningful workplace change.



Vonayi Nyamazana
Founder of
Ketura Woman

Vonayi has made it her life's mission to shed light on the nuances of menopause among Black, Asian, and Minority Ethnic (BAME) women.

Vonayi's menopause journey strained her 30-year relationship and eroded her high-achieving professional identity, shrouded in forgetfulness. In her African upbringing, she despaired, wondering if it was witchcraft. A casual colleague chat revealed the truth, sparking her dive into hormonal health research.

This led her to the KCMA, where she enrolled for knowledge and emerged transformed. Graduating ignited her calling: founding Ketura Woman, a platform empowering Black African women and men to navigate menopause with confidence and understanding.

As an Executive Menopause Coach, Vonayi is a trailblazer, hosting webinars, speaking at churches, NHS Trusts, and women's organizations to shatter silence in ethnic minority communities. She's further certified as a Menopause Wellness Practitioner and Naturopathic/ Functional Healthy Lifestyle Ambassador and has just published her first book 'More Thank My Menopause'.

Her grassroots efforts deliver accessible education through support lines, pamphlets, and virtual meetups, free from jargon. Vonayi connects women with validation and hope, urging: "You're not alone. Seek help. Tell your story. Don't let shame or stigma silence you."

See more of Voni's work here.



Aisling Prendergast
Counselling
Psychologist

"It's an honour to witness and ally in your journey."

Aisling Prendergast, a Counselling Psychologist, draws from her Irish roots and extensive UK experience in the NHS and private sectors to support adults and adolescents through addictions, personality disorders, trauma, and general mental health challenges. Since relocating to the Middle East in 2017, she has specialised in perinatal and infant mental health, alongside perimenopausal and menopausal wellbeing for individuals and organisations.

Certified as an Executive Menopause Coach through the Kathryn Colas Academy, Aisling advocates for women's mental health, addressing pre/post-natal issues, traumatic births, infertility, PCOS, PMDD, and mid-life transitions. She guides clients with evidence-based therapies like DBT and Schema Therapy, supporting healing in grief, loss, and relationships.

Through The Free Spirit Collective Aisling creates safe spaces for authentic exploration, turning vulnerabilities into strengths. "It's an honour to witness and ally in your journey," she shares.

See more of Aisling's work here.

Hear From Our Alumni & Making Impact



Katharina Engelhardt
Career Coach for Women

"Ask questions. Never let yourself be silenced."

From feeling defeated by menopause to becoming a certified coach and advocate, Katharina Engelhardt exemplifies the transformative power of education and community. Her journey began with the overwhelming symptoms that left her questioning her strength and capabilities. Seeking answers, she immersed herself in learning about hormonal changes, discovering that menopause wasn't a defeat but a phase ripe for empowerment.

Katharina is not only transforming individual lives but also rewriting the cultural narrative around menopause. Her programmes focus on building confidence, encouraging open dialogue, and building professional growth amid physical and emotional shifts.

Katharina empowers women to show up authentically in their personal and professional spheres, speak up confidently about their experiences, and level up in their careers despite societal stigmas. She facilitates workshops, one-on-one sessions, and online resources that demystify menopause, turning it from a taboo into a topic of strength.

In building this legacy of connection, strength, and celebration, Katharina invites everyone - women, allies, and communities, to embrace menopause as a shared journey worth championing. Her work inspires resilience, proving that with knowledge and support, women can thrive through change, emerging stronger and more empowered.

See more of Katharina's work here.



Helen Tomlinson, Talent Leader at The Adecco Group (UK & Ireland)

England's first Menopause Employment Champion, appointed by the UK Government.

Helen Tomlinson, talent leader at The Adecco Group (UK & Ireland), is England's first Menopause Employment Champion, appointed by the UK Government. Driven by her 2015 hysterectomy and dismissed perimenopause symptoms—like brain fog mid-meeting—she completed the Executive Menopause Coach training at Kathryn Colas Academy. Remaining a powerhouse in the alumni community, she fuels change through initiatives like "No Time to Step Back" and "Shattering Silence."

Lobbying since 2021, Helen influenced the Employment Rights Bill, introducing voluntary Menopause Action Plans in April 2026, mandatory for large employers by 2027.

Her "four pillars of cultural change" Education for All, Advocacy in Action (cafes, champions), Sharing Lived Experiences, and Leadership from the Top, normalise discussions, boost retention, and combat stigma. "It's not a women's issue; it's a business issue," she says.

Helen advocates weaving menopause into upskilling to fight ageism, urging mandatory training post-2027. Lifestyle shifts, like running, transformed her: "Turn personal pain into collective gain." In 2025, with 4.4 million women in menopause, her work builds resilient, inclusive workplaces.

See more of Helen's work here.

KATHRYN COLAS
Menopause Academy

Ready to build a menopause confident workplace?

Book a consultation with our team to discuss:

- Your organisation's needs
- Training pathways
- Next steps for 2026-7

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#LeaveNoOneBehind

www.kathryncolasacademy.com