

Why have Lady Talk in your workplace?

Why Menopause and Chronic Disease Must Be Addressed in the Workplace

Menopause is not just a personal health issue — it's a workplace issue. Up to **1 in 10 women leave their jobs** due to unmanaged menopause symptoms, and many more avoid promotions or take frequent leave due to brain fog, sleep disruption, anxiety, and fatigue (UK Parliament, 2022).

Nearly **40% of women decline promotion opportunities** due to symptoms (CIPD, 2023), and **presenteeism**—being at work but underperforming—is common and costly. Left unaddressed, menopause symptoms impact staff retention, productivity, and gender equity.

Beyond symptoms, menopause marks the **onset of elevated risk** for chronic illnesses like **heart disease, osteoporosis, type 2 diabetes**, and depression. Preventive education and workplace support during this life stage can delay or reduce chronic disease, keeping women well and contributing longer to the workforce (The Guardian, 2024, IFE Benefits, 2025).

I'm Lynda Lovatt, a Menopause Specialist Nurse, Lifestyle Medicine Practitioner, and author of *Lady Talk*. With over 30 years in health and fitness, I combine clinical knowledge, real-world insight, and lived experience to help women—and employers—navigate menopause with confidence. I offer practical, evidence-based strategies to retain talent, reduce health-related costs, and create workplaces where women thrive through midlife and beyond.

Benefits For Managers and the Organisation as a Whole

1. Keep your staff and their team members feeling well during their perimenopause years.
2. Prevent absenteeism and staff leaving their positions due to not managing perimenopausal symptoms.
3. Understand heart health, how to protect this and how to spot a heart attack in the workplace.
4. Understand menopause to increase your confidence in helping women to manage this 4-8 years' transition to aid retention and productivity in the workplace.

5. You'll learn how to help and what to do when female staff experience a hot flush in the workplace.
6. My presentations are thoughtfully presented to cater to different cultures and they promote inclusivity.
7. Time to ask the personal questions with 30 mins Q and A.
8. Have the opportunity to purchase a signed copy of my recently launched book.

Benefits For Female Staff

1. Discover ways to manage symptoms or feel prepared for perimenopause when it arrives for you at work.
2. Create an environment with resources that promote better understanding, care and support as they navigate the challenging life stage of perimenopause.
3. Continue to achieve your career goals without bothersome symptoms getting in the way of career progression or daily wellbeing.
4. Protect your future health by knowing how to look after your lifestyle and stay at work for longer by preventing disease onset.

Menopause in the Workplace (PowerPoint and Practical Presentation)

Key topics include:

- Background about me, my book and what lead me to be a menopause Specialist Nurse
- Menopause navigation education
- Hormones and the menstrual cycle
- Stages of the menopause transition
- Hormone changes through perimenopause
- Menopause and the workplace
- Menopause Statistics re Symptom management
- Typical cases at 35 years, 49 years, 63 years
- Perimenopause symptoms – what are they?
- Practical - How to handle a hot flush in the office!
- Where to access credible information
- HRT and other treatment modalities
- Why 50 is a time to check your health status and make lifestyle changes
- Infectious disease vs Chronic disease
- Can you spot a heart attack in a woman?
- What causes heart disease - An opportunity to improve your health.

- Key Lifestyle pillars – including why they are important, guidelines and tips to optimise these in Menopause – Sleep, Stress reduction, physical activity, substance reduction, social connection, and nutrition.
- Pelvic health
- Vulval anatomy
- Genitourinary Symptoms
- Things that impact your pelvic floor over the lifespan
- Pelvic floor exercises – A practical session
- Nu Balm – vaginal moisturiser – the benefits.
- Opportunity to purchase a signed copy of my book hot off the press!

For women attending the workshop:

- Free Nu Balm vaginal moisturiser with the purchase of any of the Lady Talk services. Offer valid for a limited time.

What are Other People Saying?

💬 “Lynda didn’t just speak about women’s health—she held the room with grace and humour, reminding us that our wellbeing is not a side note. It’s the strategy.”

*Lorraine - Co-Ordinator, 🦋Chrysalis For Women
Supporting Women Through Their Business Journey*

Your Investment

Understanding all this makes for happier, healthier, more productive staff that feel understood and supported. It also reduces things like bad team dynamics, absenteeism, and helps retain those long term valued employees.

This first workshop would provide an overview of the topics listed above and would require an investment of \$599 from you for everything mentioned there. I would allow 2 hours with time for the presentation, exercises, and questions.

If you were to run the same thing again, the price would then drop to \$499 for every iteration we do after that.

If there is any further customisation required I would quote for any additional effort associated with that.

NB: Due to the personal nature of the topics I would recommend smaller groups, where the ‘public’ nature of these discussions is minimised. Because I am a nurse I

am trained to assess and individualise my responses to the women in front of me for best health outcomes.

Next Steps

- Confirm date.
- Finalise offering.
- Start marketing design graphics.
- Set a target for attendance.

Contact Details

Contact me at hello@lyndalovattladytalk.co.nz or on mobile 021 336 901.

Lynda Lovatt

MENOPAUSE SPECIALIST NURSE
PERSONAL TRAINER | CLINICIAN
FOUNDER | AUTHOR | SPEAKER



lyndalovattladytalk.co.nz

EXPERTISE:

- *Taboo topics in women's health*
- *Menopause Symptoms & Management*
- *Pelvic Health*
- *Prevention of Chronic Disease*
- *Healthy Female Aging*

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