



Corporate Menopause Strategy Guide

A Practical Framework for Building Healthier, More Productive Workplaces

Evidence-based psychological strategies to help organisations support employees experiencing menopause while improving wellbeing, engagement and retention.



**MENOPAUSE
MASTERS®**

Evidence-Based Psychological
Support for Organisations

WELCOME



Supporting People. Strengthening Organisations.

Welcome to Menopause Masters®.

I founded this organisation because I saw too many exceptional women leaving roles they loved — not because they lacked ability, but because they lacked the right psychological support at a critical life stage.

Menopause is not simply a health issue. It is a workplace performance issue, a retention issue, and a leadership issue. When organisations invest in evidence-based psychological support, they don't just help individuals — they strengthen entire teams.

Our approach is grounded in Cognitive Behavioural Therapy, the gold-standard psychological intervention recommended by NICE guidelines. We combine clinical expertise with practical workplace application to deliver measurable outcomes.

I look forward to exploring how we can support your organisation.

Karen Vernon
BABCP Accredited Cognitive Behavioural Therapist
BSc (Hons) RMN | Post Graduate Diploma CBTp-bd
Founder, Menopause Masters®





Why Menopause Matters At Work

Menopause affects approximately 13 million women in the UK workforce. Without appropriate support, organisations risk losing experienced professionals at the peak of their careers.



Brain Fog

Difficulty with clarity, decision-making and strategic thinking during meetings and complex tasks.



Confidence

Self-doubt and reduced assertiveness impacting leadership presence and career progression.



Sleep

Disrupted sleep patterns leading to fatigue, reduced concentration and impaired performance.



Anxiety

Heightened worry, panic symptoms and avoidance behaviours affecting workplace engagement.



Memory

Working memory difficulties impacting recall, task management and professional credibility.



Concentration

Reduced ability to sustain focus, complete complex work and manage competing demands.

ORGANISATIONAL IMPACT

Research shows that one in four women considers leaving work due to menopause symptoms. For senior professionals, the cost of replacement can exceed 200% of annual salary. The impact extends beyond individual wellbeing to team dynamics, organisational knowledge and leadership pipeline.

“When we support women through menopause, we don’t just retain talent – we strengthen the entire organisation.”



The Business Case for Menopause Support

Investing in evidence-based menopause support delivers measurable returns across retention, productivity and organisational culture.



Reduced Absence

Targeted psychological support reduces menopause-related sickness absence by addressing root causes rather than symptoms alone.



Improved Productivity

CBT-based interventions restore cognitive clarity, focus and decision-making capacity for sustained high performance.



Greater Retention

Retaining experienced senior women protects organisational knowledge, client relationships and leadership pipeline.



Leadership Confidence

Evidence-based coaching rebuilds executive presence, assertiveness and strategic thinking during the menopause transition.



Employee Wellbeing

Proactive psychological support demonstrates genuine commitment to staff welfare and reduces presenteeism.



Inclusive Culture

Visible menopause support signals progressive values, strengthening employer brand and talent attraction.



Why Choose Menopause Masters®



- **BABCP Accredited CBT**
Gold-standard psychological therapy delivered by an accredited practitioner with specialist training.
- **Evidence-Based**
All programmes grounded in NICE-recommended Cognitive Behavioural Therapy with measurable outcomes.
- **Tailored Programmes**
Every intervention designed around your organisation's specific needs, culture and workforce demographics.
- **Clinical Expertise**
Specialist qualifications in CBT, anxiety, trauma and menopause psychology.
- **Practical Workplace Application**
Skills and strategies designed for immediate use in professional settings.
- **Confidential**
All individual and group sessions delivered within strict clinical confidentiality frameworks.
- **Flexible Delivery**
On-site, virtual or hybrid delivery to suit your operational requirements.
- **National Coverage**
Available to organisations across the United Kingdom.



Our Corporate Services

● Education Workshops

Interactive sessions building menopause literacy across your workforce. Reduce stigma, increase understanding and create supportive team cultures.

Outcome: Improved awareness and reduced presenteeism

● Manager Training

Equipping line managers with confidence to have supportive conversations and make reasonable adjustments for team members experiencing symptoms.

Outcome: Better retention and stronger manager-employee relationships

● CBT Group Programmes

Structured therapeutic programmes using evidence-based CBT techniques to manage anxiety, mood changes and cognitive difficulties.

Outcome: Measurable symptom reduction and improved daily functioning

● Executive Coaching

Confidential one-to-one psychological support for senior women navigating menopause alongside high-pressure leadership roles.

Outcome: Sustained leadership performance and personal resilience

● Executive Anxiety Blueprint™

Our signature programme combining CBT with performance psychology to address executive anxiety at its root.

Outcome: Restored confidence, clarity and professional effectiveness

● Consultancy

Strategic guidance on menopause policy, workplace adjustments and wellbeing frameworks aligned to your organisational goals.

Outcome: Robust policy and inclusive workplace culture



The Menopause Masters® Approach





Flexible Delivery

We design every programme around your operational reality. Choose the format that works for your people.

- **On-Site**

Face-to-face sessions at your premises

- **Virtual**

Secure online delivery via video platform

- **Hybrid**

Blended approach combining both formats

- **Leadership**

Tailored for senior leaders and executives

- **Employees**

Accessible programmes for all staff levels

- **One-to-One**

Confidential individual psychological support

- **Groups**

Interactive group workshops and programmes

- **National Delivery**

Available to organisations across the UK



Supporting Leaders

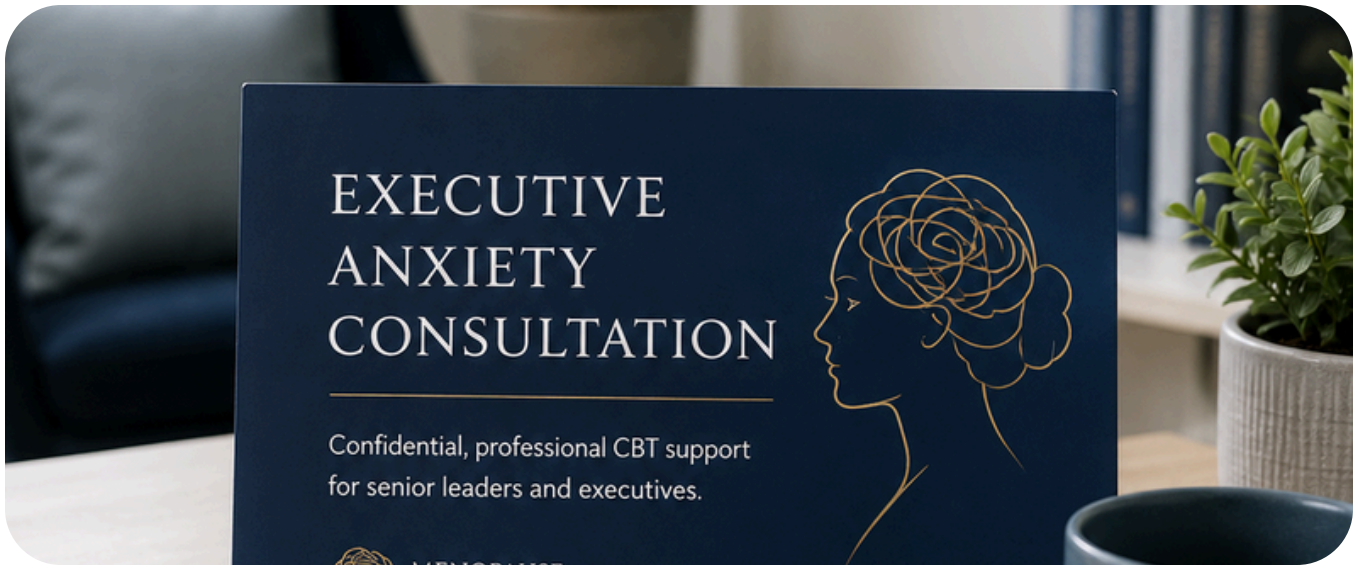


- **Senior Women & Board Members**
Specialist support for women in the most demanding leadership positions.
- **C-Suite Executives**
Executive-level psychological support with absolute discretion.
- **Confidential Coaching**
Private one-to-one sessions with complete clinical confidentiality.
- **Partners & Directors**
Tailored programmes for professional services and corporate leadership.
- **Leadership Resilience**
Building sustainable resilience strategies for high-pressure roles.
- **Performance Psychology**
Integrating CBT with performance optimisation for sustained excellence.

“Leadership doesn’t pause for menopause. Neither should your support.”



Executive Anxiety Blueprint™



Our signature programme integrates Cognitive Behavioural Therapy with performance psychology to address the specific anxiety patterns experienced by senior professionals. Designed for executives who need to maintain peak performance while managing psychological challenges.

Programme Benefits

- Identify and restructure anxiety-driven thought patterns
- Build sustainable resilience strategies for high-pressure roles
- Develop cognitive flexibility for complex decision-making
- Restore confidence and professional self-efficacy
- Create personalised maintenance plans for long-term wellbeing

Ideal For

- C-suite executives
- Senior partners
- Board members
- Directors experiencing performance anxiety

Business Outcomes

Reduced executive burnout • Improved strategic decision-making • Sustained leadership presence • Lower senior attrition • Stronger organisational culture



Who We Support

We are able to work with organisations across sectors where retaining experienced professionals and supporting leadership wellbeing is a strategic priority.

Healthcare

NHS trusts, private hospitals and healthcare providers supporting clinical staff.

Financial Services

Banks, insurers and investment firms retaining senior female talent.

Legal

Law firms and chambers supporting partners and senior associates.

Education

Universities, schools and education bodies investing in staff wellbeing.

Professional Services

Consultancies and professional firms building inclusive cultures.

Corporate Leadership

FTSE companies and multinationals supporting executive women.

Public Sector

Government departments and agencies meeting duty of care obligations.

Occupational Health

OH providers seeking specialist menopause and anxiety expertise.



Outcomes Organisations Value

Our programmes deliver measurable psychological and organisational outcomes that matter to your leadership team.

Improved Confidence

Professionals report renewed self-assurance in decision-making and leadership presence.

Improved Focus

Reduced cognitive disruption enables sustained attention and strategic thinking.

Reduced Anxiety

Evidence-based techniques deliver measurable reductions in workplace anxiety symptoms.

Stronger Communication

Clearer thinking supports more effective professional communication and relationships.

Healthier Workplace Culture

Organisations build psychologically safe environments where people thrive.

Greater Resilience

Individuals develop robust coping strategies for sustained professional performance.

Higher Engagement

Supported employees demonstrate increased motivation and organisational commitment.

Improved Retention

Organisations retain experienced professionals who might otherwise leave.



About Karen Vernon



Karen Vernon BSc (Hons) RMN

BABCP Accredited Cognitive Behavioural Therapist

Karen is the founder of Menopause Masters® and DeVernon Psychotherapy. A BABCP Accredited psychotherapist with specialist expertise in CBT for anxiety, trauma and menopause-related psychological difficulties, Karen works with executives and senior professionals who need grounded, effective strategies.

With a BSc (Hons), postgraduate certificates and a PG Diploma in CBT-based practice, Karen brings clinical rigour to every programme she designs. Her approach integrates evidence-based CBT frameworks with practical workplace application.

Karen founded Menopause Masters® to address a critical gap: the lack of specialist psychological support for professional women navigating menopause alongside demanding careers.

Professional Credentials

- BABCP Accredited Cognitive Behavioural Therapist
- BSc (Hons) RMN
- Post Graduate Diploma CBTp-bd
- Specialist training in anxiety, trauma and menopause psychology
- Corporate wellbeing programme design
- Evidence-based practice across NHS and private sectors

Professional Memberships

- British Association for Behavioural & Cognitive Psychotherapies (BABCP)
- Nursing and Midwifery Council (NMC)
- Commitment to ongoing CPD and clinical supervision



Frequently Asked Questions

Can programmes be tailored to our organisation?

Absolutely. Every programme is designed around your specific workforce demographics, sector challenges and organisational culture. We conduct a thorough needs assessment before recommending any intervention.

Do you deliver nationally?

Yes. We provide on-site, virtual and hybrid delivery to organisations across the United Kingdom. Virtual delivery means geography is never a barrier to accessing specialist support.

Can sessions be delivered online?

All programmes are available via secure video platform. Online delivery maintains the same clinical rigour and confidentiality as face-to-face sessions.

Do you work with Occupational Health teams?

We regularly collaborate with OH providers, offering specialist menopause and anxiety expertise that complements existing occupational health frameworks.

How long are programmes typically?

Programme length varies from single awareness sessions to structured multi-week CBT programmes. We design the duration around your objectives and operational constraints.

Can managers attend alongside employees?

We offer separate manager-specific training alongside employee programmes. This ensures managers develop the skills to support their teams effectively without compromising psychological safety in group settings.



Let's Work Together

Begin with a complimentary Discovery Call. We'll explore your organisation's needs and discuss how our programmes can support your people.

01

Book

Schedule your complimentary Discovery Call at a time that suits you.

02

Discuss

We explore your challenges, workforce needs and organisational goals.

03

Build

We design a tailored programme and begin your partnership with Menopause Masters®.



Book Discovery Call

No obligation. No sales pressure. Simply an opportunity to explore how we can support your organisation.

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MENOPAUSE MASTERS®

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