



CCI Academy

Working towards a more peaceful future

Navigating the Menopause Minefield: Exploring the Intersection of Menopause and Conflict



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

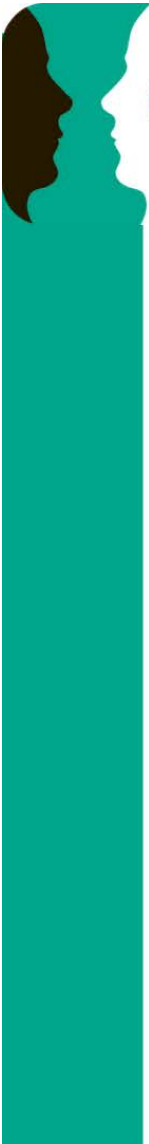
Menopause

- What is it?
- What are some of the symptoms?
- In what ways does it manifest?
- Improving the way, we manage Menopause at work.
- Q&A



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

What's menopause got to do with it?



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Peri menopause, menopause & post menopause

Peri menopause – the lead up to a final menstrual period.

Menopause is defined as the last menstrual period in a person's life.

Post Menopause – 1 year after



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Symptoms

- Hot flushes
- Lightheadedness
- Headaches
- Irritability
- Depression
- Anxiety
- Mood changes
- Sleeplessness
- Backache, joint pains, muscle pains
- Unusual tiredness
- Brain fog

Australasian Menopause Society www.menopause.org.au



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Menopause symptoms and conflict

How is menopause likely to show up in your workplace and what's the impact on your team / colleagues / the employee with menopause?



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Treatments

- HRT/MHT
- Alternative remedies
- Nutrition
- Sleep hygiene
- Alcohol and drug abstinence
- Avoid spicy food and caffeine



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Recognising conflict symptoms

Lack of
employee
motivation

changes in
behaviour

decreased
productivity

absenteeism



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

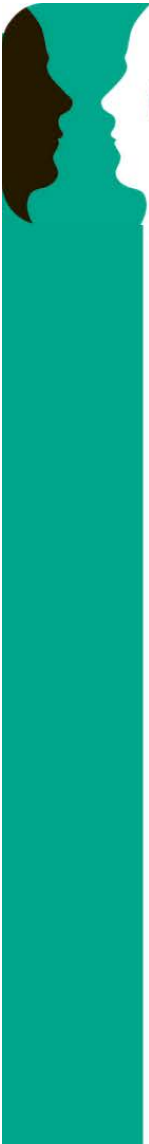
What to do about conflict symptoms?

- Look for early signs and act before things escalate.
- Encourage communication.
- Prepare for tough conversations about conflict and menopause.
- Explore way to assist.
- Open the menopause conversation in the workplace and risk mitigate.
- Develop and implement workplace policies to allow women to manage the challenges they face during menopause transition.
- Set up points of contact or communities within the workspace for women to chat about menopause.
- Help supervisors prepare to have tough conversations about menopause with staff.



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Is it really menopause, or



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future



Menopause has been missing for D&I and WHS agendas, despite the fact it affects half of humanity. Menopause is unique to the female biology and requires different accommodations than a male body. Different treatment at work, not the same, brings true equality.



CAROL BOWEN

Conflict Resolution Services

CCI Academy

Working towards a more peaceful future



Fans and easy access to temperature controls.

The ability to work flexibly from home.



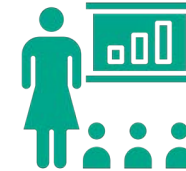
Provide staff with access to health knowledge and resources.



Information should be part of organizational health and wellness agendas.



Include menopause in the WHS and human resource policies.



Line management training.

Put menopause on the workplace agenda.

Mitigation



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Summary

We need to have regular conversations about Menopause and its impact on our employees. We need to include Menopause in our Diversity and Inclusion and WHS agendas and provide support at work for women experiencing menopause to mitigate the risks to our people and business.



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Resources

- The Jean Hailes foundation www.jeanhailes.org.au
- Everything you need to know about menopause (but were too afraid to ask) by Kate Muir
- Thea O'Connor Menopause at work www.menopauseatworkasiapacific.com
- No sweat: managing menopausal symptoms at work Martha Hickey, Kathleen Riach, Reza Kachouie and Gavin Jack Published online 22 May 2017.
- The Australasian menopause Society www.menopause.org.au
- *Kopenhager T, Guidozi F, working women and the menopause*
- The Newson Health Menopause and Well-being Centre UK www.newsonhealth.co.uk
- Fair Work Australia www.fairwork.gov.au
- drsarahmckay.com
- The menopause Manifesto by Dr Jen Gunter



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Resources

- Patricia Quinn, M.D. Director of the National Centre for girls and Women with ADHD and author of Understanding Women with ADHD.
- Dorani F, Bijlenga D, Beekman ATF, van Someren EJW, Kooij JJS. Prevalence of hormone-related mood disorder symptoms in women with ADHD. *Res.* Published online December 3, 2020.



CAROL BOWE

Conflict Resolution Ser



CCI Academy

Working towards a more peaceful future

Resources

- Davina McCall: Sex, Myths and the Menopause Documentary
- Queermenopause.com
- @menopausewhilstblack
- Dr Nighat Arif: let's raise the awareness around menopause on YouTube
- Medbroadcast.com
- Susan Saunders: The power decade, how to thrive after menopause.



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

Questions?



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

About Carol

Carol works on Wiradjuri Country, Wagga Wagga Australia. She brings a wealth of expertise and knowledge to her conflict resolution practise with a passion for people and a clear focus on helping client's deliver required business outcomes when conflicts get in the way of success. Her sense and understanding of human conflict and relationships is very highly regarded by her clients and this is reflected in the high degree of success achieved in her coaching, mediation, and training engagements. Carol is a Fellow of the Resolution Institute, a Nationally accredited mediator, and a CINERGY[®] Coach Mentor and budding Trainer.



CAROL BOWEN

Conflict Resolution Services



CCI Academy

Working towards a more peaceful future

