

# Women's Health and Wellbeing Programme

– CMI Level 7



CMI Awards

**FINALIST**

Outstanding Training  
Provider of the Year 2022



A photograph of two women in a professional setting, smiling and looking at each other. The woman on the left has dark hair pulled back and is wearing a light-colored top. The woman on the right is wearing glasses and a dark top. The background is a bright, out-of-focus office environment.

# Women's Health and Wellbeing Programme

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## Duration

Three teaching days

## Validating Body

CMI

## Overview

Women's health and wellbeing is a growing focus for many organisations as they consider how to attract and retain female talent in the workplace. Promoting an inclusive working environment for all genders and ages is paramount for every organisation and can help women employees better manage their workload and reduce stress, leading to improved mental and physical health.

More than ever before, organisations are being encouraged to consider women's health within their policies. Managers need to be educated on the spectrum of health issues women confront and the extent to which each can affect their respective departments. As menstrual and menopausal experience can impact an employee's attendance, ability to perform certain duties and their job satisfaction, it is vital that employers understand how they can foster an inclusive workplace culture and make helpful and reasonable adjustments.

59% of women experiencing menopause symptoms say it has a negative impact on their work, over 1 million women have left work due to the impact of menopause symptoms and conditions like PCOS, Endometriosis and Adenomyosis impact 1 in 10 women. Therefore, there is a huge opportunity for organisations to consider how to support women in the workplace to thrive. This programme will address how employers can address women's unique challenges, advocating for gender equity and ensuring that company policies and practices are designed to support the health and well-being of all employees.

## Who is this course for

This programme is designed for HR/L&D professionals and senior leaders looking to implement strategic change to organisational policies to support women's health and wellbeing.

\*Please note that some of the materials and objectives may be subject to change depending on discussions, activities and needs of the cohort upon reflection of delegate responses to the pre-programme questionnaires. \*

### Is this course right for you?

- Understand how to develop and implement women's health policies in the workplace.
- Increase awareness of reasonable adjustments to support women's health in the workplace.
- Develop understanding of the key considerations for cultural change linked to women's health and wellbeing within organisations.

## Learning Outcomes

On completion of this programme, delegates will:

- Gain awareness on key considerations for cultural change linked to women's health and wellbeing within organisations.
- Gain awareness on proactive health and wellbeing strategies that can truly support women's health – equipping businesses with proactive considerations.
- Learn about the range of women's health conditions that can have an impact on engagement and absence levels.
- Understand how hormones change throughout the menstrual cycle and how that may show up in the workplace – enabling leaders to have strong awareness.
- Have awareness of helpful and reasonable adjustments to support symptoms and experiences throughout each monthly cycle.
- Understand the different life stages of women's health including what changes, how people will know and how best to support.
- Understand how to build and effectively use women's health policies in the workplace.
- Learn about inclusive and supportive language to create an open culture on topics of women's *health*
- Learn about the cost implications to businesses linked to women's health and how to boost ROI.

## Qualification

### **The CMI Level 7 Award in Strategic Management and Leadership**

#### **Assessment**

This qualification is designed for individuals wishing to develop professional management and leadership practice, and who will have the knowledge, skills and behaviours to drive business activities in a senior management and leadership role.

Delegates will be required to complete one assignment (between 3500 – 4000 words) that requires taught theory to be applied to the strategic organisational context, with a focus on strategic approaches to wellbeing and resilience:

- Unit 716: Strategic Approaches to Mental Health and Wellbeing

#### **Support**

As part of your course fee, you are given free and unlimited access to post-classroom tutorials. These are organised monthly and run by CMI qualified tutors to help guide learners through the assignment writing phase.

## 2022 Finalist for Outstanding Training Provider

In 2022 we were shortlisted for the Outstanding Training Provider of the Year Award with Chartered Management Institute.

The CMI who celebrated its 75th year, recognised In Professional Development as a provider producing exceptional positive impact on the learner experience in the category of small business, as a result of its partnership with the Institute.



We are honoured to have been shortlisted for our work as a training provider so early in our short period of offering professional development programmes and privileged to continue delivering outstanding courses CMI accredited courses through our Non-HE Partner's relationship. Find out more about our shortlisting [here](#).

## Agenda

### Session One

Key themes include:

- Learner intro – including their aspirations around women's health and wellbeing within their organisations.
- Current organisation evaluation (to inform the action planning in session 3).
- Key statistics surrounding women's health.
- Why this should be a core focus for businesses to consider – bringing in case studies of where this has been managed ineffectively and the impacts and implications.
- High-level cost implications of not considering women's health in the workplace.
- Hormones through the menstrual cycle and throughout the different life stages.

### Session Two

Key themes include:

- How symptoms linked to the menstrual cycle and life stages can impact individuals personally and professionally. Including the range of women's health conditions and stats surrounding this.
- Proactive considerations for organisations to promote women's health and wellbeing.
- How to bring women's health and wellbeing into organisations with practical actions for change.
- Case studies linked to organisations getting this right and the impacts.
- How to have conversations on women's health at a strategic level.

## Agenda

### Session Three

Key themes include:

- Creating cultural change in the workplace – building policy and how to put this into practice.
- How to empower and equip managers to embed cultural change.
- Building HR/senior manager toolkits.
- ROI for businesses.
- Action planning to enable clear next steps and success post-course.

## Tutors

### Kelly Beaumont – Certified Women’s Health Coach

Kelly has coached for over 10 years and has continuously supported women in the workplace, whilst developing her own career as a senior leader within financial services. Following the birth of her daughter 3 years ago, Kelly made the decision to specialise in women’s health to better understand how hormones work.

Since qualifying, Kelly has worked with a vast range of individuals and businesses to raise awareness on women’s health to inform and empower women and those who support women – enabling them to thrive both personally and professionally.

Kelly’s informative webinars have received comments such as *“I’ve learned more in the last 40 minutes than I have done in all the consultations with my doctor”*. With her programmes described as *“life-changing”*.

Whilst Kelly never provides medical advice – all her work is underpinned by the most recent and up-to-date scientific evidence to ensure learners walk away with practical knowledge and information as well as guidance for implementation in the workplace.



