



# SAGE WOMENS HEALTH

*We keep women well and at work.*

## At a glance

We help you maintain a happy, healthy team during menopause.

We create better health outcomes and support work performance with our proven, evidence-based approach, including recommendations from Menopause at Work and the National Women's Health Strategy.

## Key metrics

Your results are important to us. We help you define your objectives and measures and we deliver tangible results. Real outcomes, real returns, real results.



**>3 : 1**

ROI on effective wellbeing programs



★★★★★

Team wellbeing, culture & performance



Keeping women well and at work



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Australia-wide support from our specialist practitioners

## CHALLENGES

- 9% of women are retiring early due to menopause
- 80% have symptoms that impact work performance
- 66% were too embarrassed to ask for support at work.

If they're not talking to you or reaching out to an EAP, how can you help those team members stay well and at work?

## SOLUTIONS

Our wellbeing strategists help you develop a respectful, menopause-friendly strategy, policy and culture.

Our university-qualified educators and coaches help to unravel the mystery of menopause and develop better habits that reduce symptoms and boost wellbeing.



**Strategy, Policy & Culture**



**Education and Training**



**Allied Health and Health Coaching**

## BENEFITS

1

### Increase Your Impact

Boost the wellbeing and productivity of your team so they can perform at their best and give better client experiences.

2

### Retain Valuable Talent

Employees want health initiatives and programs; they feel valued and stick around.

3

### Promote Your Brand

Your proactive, respectful approach to menopause attracts high calibre team members and clients.



# MENOPAUSE: YOUR HIDDEN BUSINESS RISK FACTOR?



FACT: 1 in 11 women resign during menopause; another 1 in 9 want to.

Menopause costs Australian businesses \$10 billion p.a. in replacement costs alone.

**Sage helps you to start the menopause conversation and develop an integrated and cost-effective approach to retain key team members, in a step-by-step process:**

- 1 Understanding your organisation's needs with engaging, creative initiatives
- 2 Starting the conversation and creating a language around menopause
- 3 Developing an integrated wellbeing policy and strategy
- 4 Defining a list of reasonable adjustments and flexible work arrangements
- 5 Offering evidence-based education, programs and support for stress, sleep, anxiety, weight, nutrition and that help women to prioritise self-care
- 6 Implementing peer support and internal communities.

According to the **Global Wellness Institute and Australian Productivity Commission**, targeted health and wellbeing programs deliver an **ROI of 3:1 up to 8:1**.

How can you achieve that? By partnering with our team of experts and winning formula.



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