



## Corporate Menopause & Wellness Workshop Proposal

The *Fearless & Free™ Corporate Wellness Workshop* delivers a science-backed, compassion-led program that equips employees with the education, practical tools, and emotional resilience to confidently navigate menopause and midlife wellbeing. Designed for inclusive engagement and tailored to diverse workplace needs, it empowers individuals to take ownership of their health while fostering shared understanding across teams and leadership.

For employers, the workshop represents a measurable investment in ESG-aligned wellness programming—advancing the social pillar of ESG through evidence-based health support, inclusive policy development, and proactive workplace culture enhancement. It contributes to long-term talent retention, productivity uplift, and leadership credibility in navigating workforce longevity and lifecycle health.

By bridging lived experience, structured knowledge, and values-driven wellbeing, *Fearless & Free™* helps organisations create thriving ecosystems where people feel seen, supported, and empowered—translating into a more engaged, sustainable, and high-performing business.

### Business Benefits

- Boosts productivity by reducing absenteeism and presenteeism
- Improves retention through inclusive support and psychological safety
- Enhances brand reputation and ESG reporting credibility
- Supports policy development and internal cultural equity
- Qualifies as corporate wellness investment, enabling potential tax benefits

### Employee Impact

- Awareness and education around menopause and midlife health
- Emotional wellbeing strategies and resilience tools
- Interactive sessions led by accredited wellness educators
- Resource packs including trackers, guides, and post-session toolkits
- Creates a safer, more empathetic work environment for all demographic

### Knowledge

- Provides education and awareness around menopause and midlife transitions.
- Equips staff with practical tools to understand symptoms, triggers, and treatment pathways.
- Increases knowledge of workplace support systems and HR best practices.

### Resilience & Wellbeing

- Promotes emotional resilience and mental wellbeing at work and beyond.
- Offers personalised resources like symptom trackers and self-care guides.
- Encourages positive habit change and health literacy.

## Productivity & Engagement

- Reduces presenteeism and absenteeism by supporting affected employees.
- Fosters a culture of psychological safety and belonging.
- Empowers leaders with insights to better support diverse workforce needs.

### Format

| Component   | Description  |
|-------------|--|
| Duration    | 90 minutes (in-person or virtual)                                |
| Audience    | All staff welcome, with opt-in manager/HR breakout sessions      |
| Facilitator | Menopause educator with lived experience                         |
| Materials   | Toolkits, trackers, email support and post-session guides (cost) |

### *Workshop Investment Summary – Fearless & Free™ Corporate Wellness Experience*

We offer a flexible and inclusive pricing model designed to support organisations of all sizes in delivering meaningful wellness outcomes for employees:

**Core Workshop Delivery** – A flat-rate includes:

- Pre-workshop consultation and planning
- Live workshop delivery (in-person or virtual)
- Educational materials and post-session resources (electronic format)

**Employee Participation** – per attendee - Each participant receives:

- Full access to the live session
- Workshop workbook and wellness planner
- Inclusion in group/community channel, list of prompts, podcasts and resources.

**Add on**, paid by company or employee (optional)

**Private 1:1 Zoom Session** (15 mins) – per individual, Ideal for employees seeking tailored wellness support and strategies, pricing only applicable if paid after group attendance. Each consult provides:

- Direct guidance from our certified Menopause Coaching Specialist
- Focused recommendations based on personal lifestyle and health goals
- Confidential, empathetic support to complement group learning

## **Executive Bio: Colleen – Menopause Coaching Specialist & Founder, Fearless & Free™**

Colleen is a certified Menopause Coaching Specialist with over three decades of applied expertise in women's strength, nutrition, and wellness education. As the Founder of *Fearless & Free™*, she leads transformational workshops and programs for women aged 35+, grounded in movement, mindset, and health science.

With a Bachelor of Sports Science (UNSW) and advanced certifications in Nutrition, Remedial Massage Therapy, and Pre/Post Pregnancy training, Colleen blends formal study with elite-level coaching. Her athletic accolades include:

- World Masters Bronze Medallist – 5km & 10km Run
- Pan Pacific Masters Champion – CrossFit & Rowing
- Triathlon & Duathlon National/World Competitor

Her career spans coaching women aged 36–87 across CrossFit, strength training, and menopause wellness. Her science-backed sessions explore hormonal change, body systems, and tailored health strategies—empowering women to become the decision-makers of their own health journeys.

“Fearless” reflects the courage to change; “Free” is the result of transformation. As a coach, educator, and proud menopausal woman herself, Colleen’s mission is to help women thrive—stronger, healthier, and more confident than ever.

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**Empower your journey and thrive through menopause together.**

## What the Industry Experts Say?

### Australasian Menopause Society (AMS)

- AMS workplace training helps reduce stigma, improve productivity, and retain experienced staff.
- Legal frameworks like the *Occupational Health and Safety Act 2004* support menopause-inclusive environments.
- Explore AMS Workplace Training [Here](#)

### Australian Senate Inquiry (2024–2025)

- Menopause symptoms impact workforce participation, career progression, and superannuation outcomes.
- Recommendations include flexible work rights, workplace policies, and ESG-aligned reporting.
- Read the Senate Report Summary [Here](#)

### Macquarie Business School Research

- Menopause-related turnover costs Australian companies \$10 billion annually.
- Training managers improves retention, reduces stigma, and protects profits.
- View the Business Case for Training [Here](#)

### Systematic Review of Workplace Interventions (Rodrigo et al., 2023)

- CBT, yoga, and awareness programs significantly improve wellbeing and productivity.
- Multi-component programs (like *Fearless & Free™*) are most effective.
- See the Review Summary [Here](#)

### Australian Public Service Commission (2025 Circular)

- 1 in 5 APS employees are women aged 45–60—prime menopause demographic.
- Agencies are expected to provide support aligned with ESG and wellbeing mandates.
- Access the APS Circular [Here](#)