

Action Plan Readiness Sprint

A productised 4-week programme that turns menopause support from a one-off awareness talk into a measured workplace system: trained managers, informed employees, a clear action plan, and a leadership readout your HR and finance team can use.

INVESTMENT

€11,000–€15,000

Default quote **€12,500** for mid-market (≈100–500 staff). Multi-site / 500+ typically €15,000.

DURATION

4 weeks

Kick-off to leadership readout. Fixed scope. Fast decision cycle.

COMMERCIAL TERMS

50% · 50%

50% on signature · 50% before final readout. Proposal valid 14 days.

The problem buyers actually feel

1 in 10

women have considered leaving work because of menopause symptoms

50–200%

of salary — typical cost to replace an experienced employee

*Behind the numbers is a person: your best operations lead, quietly at half capacity, wondering if she should go. **Most never tell you why.***

Awareness talks alone don't fix manager freeze, policy gaps, or retention risk. The Sprint is built for employers who want a **system**, not theatre.

What leadership walks away with

- **Baseline signal** — anonymous pulse (where n allows) + document review so you start from evidence, not opinions.
- **Manager confidence** — language, boundaries, adjustments menu, and scripts people will actually use.
- **90-day action plan** — prioritised recommendations and policy gap notes mapped to the Irish framework context.
- **Board-ready readout** — participation, confidence, and next-step options including retainer expansion.

Four weeks. Five deliverables.

WEEK 0

Baseline

Kick-off, anonymous pulse, document / policy review. Starting line, not guesswork.

WEEK 1

Employee education

Live or virtual session: shared language, what midlife change looks like at work, support pathways.

WEEK 2

Manager training

Conversation openers, adjustments menu, signposting rules + manager toolkit.

WEEK 3

Action plan

Recommendations memo + policy gap notes your leadership can action in 90 days.

WEEK 4

Leadership readout

Findings, metrics, options to retain or expand. Decision-ready, not slideware.

WHY NOW

Policy expectation is public

Irish framework, HSA guidance, HSE policy and national campaigns mean employees already know the standard. The question is whether the workplace has caught up.

SCOPE

Education — not clinical care

Workplace education, behaviour support, manager capability and wellbeing guidance. Not diagnosis, prescription, psychotherapy, or legal advice.

BRIDGE OPTION

Talk €1,250 → full credit

Need a lower-risk first step? Awareness talk is fully credited against the Sprint if you upgrade within 90 days.

Investment options (ex VAT if applicable)

Action Plan Readiness Sprint — recommended	€11–15k
Default mid-market quote	€12,500
Menopause-Confident package (alternate)	€8,500
Awareness talk only (credited ≤90 days)	€1,250
Annual retainer (after first proof)	from €9,000/yr

Rules: no discount without scope reduction · minimum full project floor €5,800 · measurement + case-study permission built into every Sprint.

Best-fit buyer

- **HR / People / DEI / Wellbeing** leads in Ireland or UK
- ≈100+ employees (IE) or 250+ (UK action-plan relevance)
- Significant mid-career female workforce
- Wants proof before a multi-year vendor lock-in

*Delivered by **Antonela** — live rooms of 60–350 women; nutrition + brain health + midlife expertise. Human, practical, policy-aware.*

NEXT STEP

The Midlife Method provides wellbeing education and support, not medical advice or diagnosis. Decisions about HRT and medication belong with each woman and her doctor. Figures cited are from published menopause-at-work research (including CIPD and UK government-commissioned reviews) and Irish policy context (framework / HSA / HSE) and are directional for employer conversation, not guarantees of retention or financial outcome.

The Midlife Method™
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