

CORPORATE HORMONE HEALTH, STRESS & PERFORMANCE PROGRAMMES



SUPPORTING ORGANISATIONS

TO RETAIN, ENERGISE AND DEVELOP TALENT

Many organisations unintentionally **lose talented** employees, particularly **women**, during predictable life transitions such as **maternity leave, return to work, perimenopause and menopause**. Performance dips, disengagement, fatigue, brain fog, anxiety and low mood are often driven by stress and hormonal dysregulation, which can affect employees at any age or career stage.

THE COST OF IGNORING HORMONAL SHIFTS

MENOPAUSE

Women over 50 are the **fastest-growing** group in the workforce, with **4.5 million** aged 50–64 currently **employed**. Many are at the **peak** of their **careers**, yet **menopause-related challenges** are forcing some to **reduce hours** or **leave** work, creating a **talent** and **financial issue** for organisations.



Impact on Businesses:

- **1 in 10 women leave jobs** due to **menopause** symptoms
- **Cost to the UK economy: £1.5 billion/year**
- **Absenteeism & presenteeism: 13.8 lost working days per woman/year**
- **Sick leave: £191 million/year**
- **Reduced productivity: £22.4 million/year**
- **Lack of support costs organisations £10.5 billion in lost productivity**
- **Replacing experienced women can cost up to six months' salary** plus recruitment/training

Sources- DWP, The iPaper, Bupa, TLT, Gov.uk, HRreview



MATERNITY

Pregnancy and maternity can be career **turning points**. Negative experiences or lack of support can **force women out** of work, with **significant financial and operational costs** for businesses.

Impact on Businesses:

- **Turnover & lost productivity:- £280 million/year**
- **54,000–74,000 women leave jobs annually** due to maternity-related issues
- Women are most likely to **leave after returning from maternity leave** rather than during pregnancy
- **Costs for recruitment, retraining, and lost productivity are high** when experienced staff exit

Sources: The Actuary, Equality Human Rights Commission, ONS

OUR APPROACH

We deliver evidence-informed, hormone-aware workplace programmes that support employees both physiologically and psychologically, helping them rebalance and perform sustainably rather than simply pushing through.

Programmes are delivered independently by **Lucy Childerley Clinic Ltd**, or co-delivered with **Coach & Bloom**, combining:

- Career & impact coaching
- Hormone, nutrition and physical resilience expertise

This integrated approach addresses stress, anxiety, hormonal challenges and performance dips, boosting energy, focus, confidence and leadership presence.

PROGRAMMES FOR WOMEN

Supporting **women** and **organisations** through key life and **hormonal transitions**:

- PMS and **cyclical hormone changes**
- **Pregnancy, maternity** leave and postnatal return to work
- **Perimenopause** and **menopause**

Outcomes include improved **energy, confidence, focus, engagement, resilience, inclusion** and **retention**.

PROGRAMMES FOR MEN

Supporting **men** and **organisations** with dedicated sessions addressing:

- **Hormonal dysregulation** and **energy dips**
- **Gut health and the gut-brain axis**
- Stress, anxiety and cognitive performance

Designed for high-pressure environments to enhance resilience, wellbeing and performance.

DELIVERY FORMATS

- Interactive corporate workshops and webinars
- Drop-in workplace clinics
- Confidential 1:1 support for senior leaders
- In-person or online delivery
- Practical, evidence-based strategies for immediate application

EXPERIENCE & CREDIBILITY

- Year-long corporate programme with Personio, supporting women across maternity leave, return to work and menopause
- Co-designed workshops and webinars delivered for organisations including Network Rail, Novolex and Buckinghamshire Fire & Rescue
- Programmes delivered independently or with specialist partners such as Coach & Bloom
- Supporting organisations to reduce absence and presenteeism, boost engagement and sustain performance

WHY IT MATTERS

Supporting employees through hormonal and life-stage transitions is not **'special treatment'**. It is a strategic approach to **retaining talent**, enhancing **engagement** and **optimising performance**.

PROGRAMME LEADS

LUCY CHILDERLEY



**NUTRITIONIST, PERSONAL TRAINER
& HORMONE SPECIALIST**

LUCY CHILDERLEY CLINIC

Award-winning specialist in women's hormone health with experience supporting organisations to improve wellbeing, resilience and sustainable performance at work. Her expertise focuses on the physiological drivers of stress, anxiety, fatigue and cognitive performance, particularly during key hormonal and life-stage transitions.

Lucy helps organisations reduce absence and presenteeism while supporting employees to sustain energy, confidence and focus. Her work is evidence-informed, practical and designed to integrate seamlessly with wider wellbeing, inclusion and retention strategies.



GEMMA RABBINI



**CAREER & IMPACT COACH,
COACH & BLOOM**

Enables senior leaders to operate with confidence and personal impact through career transitions, maternity return to work and leadership development as an ex-John Lewis leader, accredited ICF coach and award winning facilitator and trainer.

INVESTMENT

Typical investment ranges from £6,500 to £20,000+, with annual retainers available.

GET IN TOUCH

Website:

Email: hello@lucychilderley.co.uk

Book a 30-minute exploratory call:

<https://l.bttr.to/cE3hF>

