



What are the advantages of supporting employees experiencing perimenopause in the workplace?

Women at this stage may experience physical and emotional changes that affect their confidence and energy levels. Many feel that their credibility or performance is being questioned—even in supportive workplace environments.

Healthcare professionals identify *40-50 symptoms associated with perimenopause*. Yet the topic remains largely *taboo* in the workplace, which can lead to a loss of talent, experience, and engagement for organizations.

Agilem assists leaders during significant points in their professional journeys.

Coaching for experienced women leaders

Today, many women hold senior roles while navigating this biological and personal transition. Something that can represent a significant challenge for some. For instance :

- Identity-related questions: How am I perceived at work during this transition? Am I still performing at my best? How do I maintain my authority?
- Fluctuations in energy and focus during already demanding professional periods
- Physical and emotional changes that can be difficult to understand, manage, or even explain
- Self-confidence affected by unexpected symptoms
- An unspoken need for support: many professionals prefer to manage these invisible challenges on their own



When organizations provide support to female employees during hormonal transitions, it positively influences engagement, confidence, and performance levels.

Coaching Objectives

- Manage professional demands while preserving energy
- Clarify and adjust the balance between professional and personal needs
- Cultivate a constructive outlook and enhance self-assurance.
- Identify sources of stress and define concrete actions
- Prevent burnout or chronic stress
- Create a new, sustainable, and aligned balance