

Midlife Health & Vitality at Work

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# Menopause & Andropause TOOLKIT

Corporate Health & Programs

Proposal & Programs by:

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[Yourmenopausejourney.com](http://Yourmenopausejourney.com)



A few striking numbers...

### WOMEN

**1 in 3 women at work** are navigating their menopause transition

**80%** don't feel comfortable disclosing their struggles in professional settings

**13%** leave their roles due to lack of support

### MEN

**60-74% experience andropause symptoms** such as fatigue, mood dips, and sleep issues by age 40, but these often fly under the radar

severe symptoms are linked to reduced performance and higher presenteeism, yet **less than 1% seek help** - mainly due to workplace stigma



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October:  
Menopause Awareness Month

November:  
Men's Health Awareness Month

**Corporate Support Offers Included**



# Awareness & Education



## Midlife Changes Are Normal - and They Matter at Work

Evidence-based lifestyle adjustments can restore vitality and productivity:

- Reduce absenteeism and presenteeism
- Improve concentration and decision-making
- Boost morale and retention
- Build an inclusive culture that supports talent in their 40s–60s

Energy dips, sleep disruption, and cognitive load can impact performance and teamwork, for both women and men.

Three health pillars to support after 40:

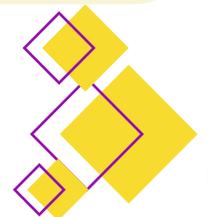
- nutrition adjustments,
- physical training & movement patterns,
- sleep, cognitive function and stress management

### WOMEN

Perimenopause can begin in the mid-30s. Menopause is one day: the 12-month mark without a period, followed by postmenopause. The 7-10 years before the menopause and the few years after are marked by hormonal shifts that influence sleep, cognition, mood, weight, joint health, and recovery.

### MEN

Andropause symptoms can start in the 40s, and while they are not clearly associated to a medical condition, involve a gradual testosterone decline that affects energy, focus, mood, muscle mass, and stress tolerance.



# Nutrition Adjustments

## Eat to Stabilize Energy, Mood & Inflammation

### Balanced plate:

Protein + fiber + healthy fats each meal to steady blood sugar

### Prioritize protein:

Lean and plant proteins to preserve muscle and satiety

### Anti-inflammatory focus:

Colorful veg, berries, omega-3s (fatty fish, flax, chia)

### Smart carbs:

Long-fermentation or GF options, whole grains, legumes; pair with protein / fats.

### Support sleep & stress:

Magnesium-rich foods (leafy greens, cacao), evening herbal teas

### Hydration:

30–35 ml/kg/day; limit alcohol to protect sleep

### WOMEN (peri / post menopause)

Boost your protein intake, don't skip breakfast, reduce ultra-processed foods and added sugars; consider calcium, vitamin D3 +K2, omega-3; add organic phytoestrogen foods (ground flaxseed, fermented soy if tolerated, ginger).

### MEN (andropause)

Emphasize protein, zinc/selenium (seafood, pumpkin seeds), time carbs around training, find the windows that suit your own agenda for intermittent fasting.



## Coaching Proposals

### Work-related Nutrition Education for Teams & Support for the Individual Cases

Nutrition Team Webinars & Clinics    1:1 Private Nutrition Coaching



# Training & Movement

## Train Smarter for Hormonal Balance & Resilience!

### Strength training 2-3x/week:

Preserve muscle, boost metabolism, protect bones/joints

### Low-impact cardio + intervals (HIIT):

Support heart health without overtaxing stress systems

### Mobility and Pilates:

Joint health, posture, core stability, pain prevention

### Recovery is training:

Sleep, breathwork, deload weeks to prevent burnout

**Desk Reset (5-7 min):** neck mobilisations, thoracic and hips openers, diaphragmatic breathing

### Track your workouts, stress and sleep

Choosing your workouts smartly in function of your body rhythms and facilitating recovery

### WOMEN (peri / post menopause)

Emphasize stability work, the recuperation and endurance of smaller joints and muscles (knees, hips, wrists, shoulders, pelvic floor and diastasis recti), posture exercising, smart cardio to decrease the impact of anxiety or symptoms as hot flashes.

### MEN (andropause)

Mix elements of endurance, force and explosivity, keep a good attention on the posture and technique when handling heavier weights, workout along the energy of the day. Weekly short cardio sessions are important to decrease cardiovascular risk.



## Coaching Proposals

### Corporate Pilates, Desk Workouts & Ergonomics Events

#### March Special:

#### FIT JOY Employees License - Fitness for Menopause transition

See section Corporate Programs (page 8).

Up to **85% discount** for licenses for female employees 40+ in October!



# Stress, Sleep & Cognitive Focus

## Regulate Stress, Protect Sleep, Sharpen Focus

### Stress & Breath Work

- Box breathing (4-4-4-4)
- 3-minute body scan
- Mindful micro-breaks

### Sleep hygiene

- Morning light; cool, dark evenings
- Caffeine curfew
- Consistent wind-down
- Hot flashes/night sweats:  
layering, cooling tools, lower evening stimulants

### Focus habits

- Task batching
- Meeting hygiene
- Movement and desk snacks
- Hydration
- Protein cadence



### WOMEN (peri / post menopause)

Tracking sleep, body temperature and symptoms

### MEN (andropause)

Tracking sleep and energy levels, note symptoms when the case.



## Coaching Proposals

**Corporate Stress & Health Management training**

**Manager training**

**1:1 Coaching Packages (managers / employees)**

# Mihaela Ostafe

**Health Coach for Hormonal Balance  
Nutritionist**

**Physical Trainer, Pilates Coach**



*“Midlife is a present, an amazing opportunity to shine, grow, perform, experience, and support, yourself and others.*”

*Fatigue, stress and inflammation bother most people 40+, women and men.*

*Natural lifestyle changes prove to improve energy, focus, fulfillment and confidence, and offering the right support in the working environments are linked to higher retention rates and better performance, at all levels.”*

Over 10 years as a Health & Wellbeing coach

Certified Nutritionist and coach, Pilates teacher, personal trainer

6 years as a coach at the European Parliament Sports Club, (Wellbeing & Prevention)



# Corporate Programs

## Midlife-Smart Workplace: Workshops, Toolkits & Coaching

### **Keynote Workshop (60–90 min):**

#### **Menopause & Andropause for Leaders and Teams**

Outcomes: awareness, language, adaptations, immediate lifestyle wins

### **Parallel Clinics (Women/Men, ideally in small-medium groups):**

Nutrition, Training, Stress & Sleep; three-part series or standalone

### **Manager Training:**

Supportive conversations, policy pointers, team norms and internal menopause “champions”

### **Pilates & Desk Workout Sessions:**

Live / virtual weekly classes or regular events (30 or 50min sessions at lunchtime or afterwork)

### **Ergonomics Sessions:**

Live / virtual weekly classes or regular events (30 or 50min sessions at lunchtime or afterwork)

### **1:1 Coaching Packages:**

Confidential, personalized plans for employees / management



## Corporate Programs



### March Specials

To celebrate the **International Women's Day**, here's an opportunity to stop and give importance to female health. To celebrate women everywhere, I have created a corporate access for my fitness and health in menopause transition, FIT JOY, Thrive series.

#### >>> **FIT JOY and THRIVE Employees Licenses - Fitness for Women 40+ (Peri & Post Menopause transition), Nutrition and Stress Management female-smart tools**

A smart, accessible do-it-yourself fitness and learning program, designed to support all women 40+ to cover their needs for strength, bone density, cardio and mobility. Suitable for beginners and advanced levels, with yearly access, easy to implement at home and minimum equipment required.

**Excellent value and reviews! Up to 85% discount for licenses for female employees 40+.**

Prices vary with the needs of the company: 50% up to 50 licenses, 70% up to 200 licenses, and 85% for unlimited licenses.

#### >>> **Coaching Package**

Midlife Health Awareness Clinics: 1 keynote event + 1 clinic + communication kit; **20% discount** (bookings as of April 2026)

#### >>> **1:1 Confidential Private Coaching for women leaders and / or regular employees**

**20% discount** on 5 Kickstart coaching packages (6 x 1h private sessions included)



# How to Partner & Next Steps

## Bring Menopause & Andropause Awareness to Your Company

**Discovery:** 30-minute call to tailor goals

**Design:** Choose your workshop/clinic topic or mix.

**Communicate:** Launch comms toolkit (email templates, poster, intranet blurb etc.).

**Deliver:** Run live sessions & share resources

**Review:** Optional progress review and next-quarter plan.

**Accessibility & Inclusion:** Inclusive language, confidentiality, evidence-based recommendations; adaptable to global and hybrid teams!

## Info & book your discovery call:

**Email:** [info@fitwomenafter40.com](mailto:info@fitwomenafter40.com)

**Website:** [www.yourmenopausejourney.com/corporate-midlife-health](http://www.yourmenopausejourney.com/corporate-midlife-health)

