

Lara Owen is an organisational consultant specialising in women's workplace wellbeing. She is an internationally recognised expert on women's experience of menstruation and menopause, and the impact of cultural factors, particularly within workplace environments. Lara offers comprehensive knowledge and experience gained over 25 years and three continents, working with organisations in Australia, Canada, UK and USA. Lara is the author of a bestselling book on menstruation and is currently doing further research in the Department of Management at Monash University Business School.

- Well-crafted flexibility policies raise morale, increase loyalty and help companies retain valuable, knowledgeable staff.
- Studies show that when menstruating women can adjust their workload to their cycle, they feel better overall. PMS and pain are reduced the following month. Overall monthly output is unaffected.
- Menstrual and menopausal symptoms are worsened by stress.
- Over 50% of women experience period pain that affects them at work. 10-20% suffer from endometriosis, which causes incapacitating levels of pain.
- Positive, empathetic communication about menstruation and menopause and related management training can transform work culture and staff wellbeing.
- When menopausal women can temporarily adjust their hours, work at home or take leave, symptoms are reduced, allowing them to return to normal work sooner.
- Simple, cost-effective strategies can make a big difference to women's wellbeing at work.

"Lara Owen is renowned for her ability to work collaboratively and practically with organisations to help recognise and integrate the benefits of menstrual policy within their business model.

We are excited to be trialling a fullyintegrated menstrual policy, and are delighted to have had the privilege of Lara's expertise and experience to help us realise what is possible."

Bex BaxterChair. CoExist CIC (UK)



"If you want to improve morale and retain the skills and talents of your women staff, you need Lara Owen.

Progressive employers around the world are recognising the time has come for menstrual policies – particularly in organisations employing large numbers of women."

Trish PintoDirector, Dark Horse Communications

What We Offer

Women's Workplace Resilience Training for Staff and Management

Workshops for HR Departments

Building Resilience: Understanding Menstruation and Menopause in the Workplace

Creating a Women's Wellbeing Policy

Workshops for Staff

Building Resilience: Menstrual Wellbeing at Work

Building Resilience: Menopausal Wellbeing at Work

Programs and policies are customised to the needs of each client. As lead consultant, Lara will conduct an initial assessment of your workplace, presenting key findings to HR and leadership groups.

In consultation with key internal stakeholders, she will design, develop and assist in the implementation of your organisation's programs. Training is provided for both management and staff groups.

"Lara imparts her wealth of knowledge in a very clear and very warm manner, which makes the information easy to absorb."

Katherine Howard

Consultant Occupational Therapist

Get in touch

To make an appointment for a preliminary conversation to see how **Lara**Owen**Consulting** can help your organisation:

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