



## **Enterprise Healthcare Organization – Workplace Health Proposal**

Practical Resources for Employers Supporting Menopause and Midlife Health

*Confidential | Sample Proposal | Client Name Withheld*

### **Executive Summary**

Enterprise Healthcare Organization’s workplace research confirms that menopause is a widespread and often under-supported issue affecting employees across industries. Symptoms can significantly impact productivity, wellbeing, and career progression, yet many employees report that workplace support remains limited or unclear.

Your research highlights a critical disconnect: organizations increasingly recognize menopause as a workplace wellbeing issue, but many struggle to translate awareness into meaningful support for employees.

Employees report that stigma, uncertainty around accommodations, and lack of manager preparedness often prevent them from seeking help. Many employees conceal symptoms at work or feel uncomfortable asking managers for support.

These findings reinforce an important reality: access to information or benefits alone is not enough. Organizations need practical frameworks that help them operationalize menopause support across workplace culture, education, policies, workplace environments, and employee engagement.

MiDOViA Workplace Menopause Solutions were designed to help organizations bridge this gap. Through structured workplace programs and implementation resources, employers can take meaningful steps toward supporting employees while strengthening workplace wellbeing strategies.

For Enterprise Healthcare Organization, these solutions provide a scalable way to help clients address a growing workplace need while strengthening the value of existing wellbeing offerings.

## What Employers Are Asking For Now

### Insights from Enterprise Healthcare Organization's Research

Enterprise Healthcare Organization's research highlights a clear pattern: while awareness of menopause as a workplace issue is increasing, many organizations are still unsure how to provide meaningful support.

Employees report that menopause symptoms affect productivity, wellbeing, and workplace experience. At the same time, many feel uncomfortable discussing these challenges or asking for support.

Employers recognize the importance of addressing menopause but often lack clear guidance on how to implement programming.

Several priorities consistently emerge.

#### Manager Training

Managers are often the first point of contact when employees experience menopause-related challenges. However, many managers report feeling uncertain about how to respond.

Organizations are seeking guidance that helps managers:

- Understand menopause and its workplace impact
- Respond with empathy and confidence
- Navigate conversations respectfully and consistently

#### Policy Guidance

Many employers want to support employees but lack formal policies or accommodation frameworks.

Organizations are seeking:

- Policy templates
- Accommodation guidance
- HR frameworks aligned with existing policies

#### Workplace Accommodations

Employees are often unsure whether accommodations are available or appropriate to request.

Employers are looking for guidance around:

- Flexible work arrangements
- Workplace adjustments
- Environmental considerations

### **Ongoing Education**

Employers recognize that one-time awareness sessions are not enough.

Organizations are asking for:

- Employee education
- Manager and leadership guidance
- Communication strategies that normalize menopause

### **Why Employers Struggle to Implement Menopause Support**

Although many organizations recognize menopause as an important workplace issue, translating awareness into meaningful workplace support can be challenging.

Several barriers commonly emerge:

- Lack of clear starting points for organizations
- Managers feeling unprepared to support employees
- Limited policy guidance for workplace accommodations
- Cultural stigma around menopause conversations
- Fragmented workplace initiatives

These barriers create a gap between recognizing menopause as a workplace wellbeing issue and implementing practical solutions.

### **Why One-Off Menopause Programs Often Fall Short**

Many organizations begin addressing menopause in the workplace with a single awareness session or webinar.

While these initiatives help raise awareness, they rarely lead to lasting workplace change on their own.

Both Enterprise Healthcare Organization's research and MiDOViA's experience working with organizations show that meaningful menopause support requires a broader and more coordinated approach.

Organizations frequently report:

- Managers unsure how to respond to menopause-related conversations
- Employees uncertain about available support

- HR teams lacking policy frameworks
- Workplace cultures that discourage open discussion

As a result, awareness increases, but meaningful workplace implementation often stalls.

Employers increasingly need practical solutions that address menopause across multiple areas of the workplace.

## The Menopause Friendly Workplace Framework

MiDOViA solutions are built around five key pillars that support menopause-friendly workplaces.

### **Culture**

Creating an environment where menopause can be discussed openly.

### **Training and Education**

Providing employees and managers with practical knowledge and tools.

### **Policies and Practices**

Developing clear guidance for workplace accommodations and support.

### **Working Environment**

Addressing operational and physical workplace factors.

### **Employee Engagement**

Encouraging ongoing awareness, conversation, and support.

*These pillars guide all MiDOViA workplace solutions.*

## MiDOViA Employer Launch Programs

To make menopause workplace support easier for organizations to implement, MiDOViA offers structured **Employer Launch Programs** that combine education, workplace guidance, and implementation resources.

These programs allow organizations to begin where they are while building toward comprehensive menopause workplace support.

## Program Structure

Program Components	Essential Launch Program	Advanced Launch Program	Enterprise Launch Program
Workplace Education & Foundation Resources	✓	✓	✓
Manager Readiness Program		✓	✓
Workplace Policy & Practice Framework		✓	✓
Culture & Engagement Strategy			✓
Workplace Implementation Accelerator			✓
Strategic Consultation	✓	✓	✓

## Program Investment (Wholesale to WebMD)

Program	Recommended Employer Size	Wholesale Price	Typical Client Price
Essential Launch Program	Up to 1,000 employees	\$9,000	\$11,000 – \$12,000
Advanced Launch Program	1,000 – 5,000 employees	\$18,000	\$22,000 – \$25,000
Enterprise Launch Program	5,000+ employees	\$32,000	\$38,000 – \$45,000

## How to Determine the Right Program

Enterprise Healthcare Organization's teams can quickly determine which program best fits an employer by considering three key questions.

### 1. Is the organization beginning the conversation about menopause at work?

If the organization is introducing menopause awareness for the first time and wants to start with education and foundational resources, the Essential Launch Program provides a strong starting point.

### 2. Is the organization ready to implement workplace policies and manager guidance?

If the organization already recognizes menopause as a workplace issue and wants structured guidance for managers, policies, and accommodations, the Advanced Launch Program provides the tools needed to implement workplace support.

### 3. Is the organization seeking a comprehensive workplace strategy?

If the organization wants to embed menopause support across workplace culture, leadership engagement, and employee wellbeing initiatives, the Enterprise Launch Program provides a full implementation strategy.

## Program Deliverables and Implementation Resources

### Essential Launch Program

#### Foundational Employer Program

This program provides organizations with the core education and resources needed to begin supporting menopause in the workplace.

#### Deliverables

#### Workplace Education Program

- Menopause in the workplace educational presentation
- Recorded educational session employers can share internally (for up to 30 days)

#### Employee Education Resources

- Menopause overview guide for employees
- Symptom awareness and wellbeing guide

- Symptom tracker resource
- Guidance for discussing menopause in the workplace

### **Manager Introduction Guide**

- Introductory guidance for managers supporting employees experiencing menopause
- Overview of workplace impacts
- Initial conversation guidance

### **Employer Readiness Assessment**

- Organizational readiness checklist
- Workplace menopause self-assessment

### **Employee Support Resources**

- Guide for establishing menopause employee support groups
- Internal communication suggestions for introducing menopause resources

### **Strategic Consultation**

- One consultation session with MiDOViA

### **Outcome**

Organizations gain a clear starting framework and educational foundation for menopause workplace support.

### **Ideal Client Profile – Essential Launch Program**

Best suited for:

- Organizations beginning to explore menopause workplace support
- Employers introducing menopause education for the first time
- HR teams seeking an entry point before implementing policies
- Companies responding to early employee interest or feedback

Typical employer profile:

- Employers introducing menopause awareness initiatives
- Organizations evaluating next steps for workplace support

### **Advanced Launch Program**

#### **Structured Workplace Implementation Program**

This program supports organizations ready to move beyond education toward structured workplace implementation.

## **Deliverables**

### **All Essential Program Components**

Plus:

#### **Manager Readiness Program**

- Structured manager training presentation
- Recorded manager training session (for up to 30 days)
- Manager conversation guide
- Workplace scenario examples and recommended responses
- Manager quick-reference guide

#### **Workplace Policy & Practice Framework**

- Menopause workplace policy template
- HR implementation guidance
- Accommodation guidance framework
- Sector-specific workplace accommodation examples

Examples include:

- office environments
- healthcare settings
- manufacturing and shift work environments

#### **Strategic Consultation**

- Two consultation sessions with MiDOViA

#### **Outcome**

Organizations establish formal workplace structures that support employees experiencing menopause.

#### **Ideal Client Profile – Advanced Launch Program**

Best suited for:

- Organizations ready to implement menopause workplace support
- Employers seeking guidance for policies and accommodations
- Companies responding to employee survey results or engagement data
- Organizations that offer menopause benefits but lack workplace frameworks

Typical employer profile:

- Companies with established wellbeing initiatives
- HR teams seeking structured guidance for implementation

## **Enterprise Launch Program**

### **Comprehensive Workplace Implementation Strategy**

The Enterprise Launch Program supports organizations seeking to embed menopause support across workplace culture, leadership, and policies.

### **Deliverables**

#### **All Essential and Advanced Program Components**

Plus:

#### **Culture & Engagement Strategy**

- Leadership briefing and executive guidance
- Organizational communication strategy
- Menopause awareness campaign resources
- Workplace culture guidance for leadership and HR

#### **Workplace Implementation Accelerator**

- Organizational readiness assessment across MiDOViA's five pillars
- Workplace implementation roadmap
- Prioritized action plan for leadership and HR teams

Menopause Friendly Five Pillars:

- Culture
- Training and Education
- Policies and Practices
- Working Environment
- Employee Engagement

#### **Leadership Strategy Session**

- Strategic session with HR and leadership team to review implementation roadmap

#### **Strategic Consultation**

- Three consultation sessions with MiDOViA

### **Outcome**

Organizations establish menopause support as part of a broader workplace wellbeing and culture strategy.

### **Ideal Client Profile – Enterprise Launch Program**

Best suited for:

- Employers implementing organization-wide menopause strategies
- Companies integrating menopause support into wellbeing or DEI initiatives
- Organizations seeking leadership engagement and culture change
- Employers addressing retention, productivity, or employee wellbeing concerns

Typical employer profile:

- Enterprise organizations
- Global or multi-location employers
- Companies seeking long-term workplace culture transformation

## **The Long-Term Pathway**

### **Menopause Friendly Membership**

While workplace programs help organizations begin their menopause support journey, sustained workplace change requires ongoing education, updated resources, and leadership engagement.

MiDOViA Membership provides organizations with continued access to:

- Workplace education resources
- Ongoing manager and employee training via webinars and replays
- Updated policy and accommodation guidance
- Leadership tools and strategy support
- Peer learning opportunities

Because membership includes many of the resources found within the workplace programs, it provides the most comprehensive and cost-effective pathway for organizations committed to long-term workplace transformation.

Organizations receive a 10% discount on membership if they have purchased any of the three MiDOViA Employer Launch Programs.

## **Why This Matters for Enterprise Healthcare Organization**

MiDOViA Workplace Solutions allow Enterprise Healthcare Organization to help employers address a growing workplace wellbeing issue identified in your own research.

This structured model enables Enterprise Healthcare Organization to:

- Help employers implement menopause workplace support
- Offer practical solutions aligned with workplace wellbeing strategies
- Strengthen differentiation in enterprise sales
- Increase client engagement with wellbeing programs
- Provide scalable workplace resources that support employees experiencing menopause

## **Sales Positioning for WebMD Teams**

Enterprise Healthcare Organization teams can position these solutions as:

- Practical starting points for organizations new to menopause workplace support
- Structured implementation programs for HR and leadership teams
- Workplace solutions that complement existing wellbeing benefits
- A pathway toward building menopause-friendly workplaces

## **Suggested Next Step**

We welcome the opportunity to continue building on our partnership with Enterprise Healthcare Organization by providing scalable workplace solutions that help employers implement menopause support in practical and sustainable ways.

### **MiDOViA**

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