ED&I Workshops

To help create empowered, Unstoppable teams.



40 officeangels
AN Adecco BRAND
Unstoppable at 40

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Why Us?

Lived experience

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Safe space

Accredited team



An introduction to Helen Tomlinson, Head of Inclusion & Employability at Office Angels & The Adecco Group

Helen delivers our ED&I workshops and was the UK's first Government Menopause Employment Champion, spearheading change in 2018.

"Helen is a mould-breaking leader. Her experience of driving inclusion in commercial environments is second-to-none. As the first-ever Government Menopause Employment Champion she was instrumental in forging a more positive discussion in workplaces about the Menopause and Peri-Menopause. Her passion for great work and inclusion shines through."

Neil Carberry | Chief Executive

Brands who have benefited from Helen's expertise:

TESCO
Sainsbury's
Nestlé
CAMBRIDGESHIRE FIRE & RESCUE SERVICE
Working together to improve community safety
THE 1:1 DIET by CambridgeWeight Plan
sodexo
serco
POLICE Federation
BETTYS & TAYLORS GROUP
Ministry of Defence

Women's Health

Women's Health Strategy

Menopause Action Plan

Optimising Performance through Menstrual Cycle

Women, Confidence & AI



Women's Health Strategy

Women's health is multidimensional, encompassing hormonal balance, physical wellbeing, financial security, and mental and cognitive health.
By addressing these interdependencies together, we help organisations create inclusive strategies that support women across every stage of life, ensuring healthier individuals, stronger teams, and a more sustainable workplace.

Why It's Important

Women represent **48% of the UK workforce.**

50% of women worry that **taking time off for period symptoms could harm their career.**

(Wellbeing of Women, 2025)

40% of women say **gender-related health issues have negatively impacted their career.**

(CIOB)

What you will learn

This programme will enable you to:

- Engage, empower and better support your colleagues
- Impact your business by retaining women, reducing the time and cost of rehiring
- Take a step further towards a strong ED&I culture of inclusivity and belonging
- Meet your commitments as part of the Employment Rights Bill

We offer:

- Cultural Change Programmes
- Strategy Creation & Launch
- Management Development
- Advocacy Programmes

Menopause Action Plan

From 2027, the Employment Rights Act will require organisations with 250 or more employees to publish equality action plans detailing the steps they are taking to ensure gender equality, including supporting workers during the menopause.

Helen, as part of The Adecco Group, has been at the forefront of lobbying the government on this issue, and we are ready to support employers in meeting their obligations with a tailored support programme.

Why It's Important

86% of working women say menopause symptoms negatively affect their work, always or sometimes.

73% of women aged 40-60 in employment report experiencing menopause symptoms.

86% of women say their **most prolific symptom is brain fog.**

What you will learn

- Assess your current position
- Invest in development
- Build leadership buy-in
- Create ritual
- Develop your menopause action plan
- Foster inclusivity
- Start education early
- Clarify purpose
- Measure impact

Optimising Performance through Menstrual Cycle

Elite athletes have long understood that the menstrual cycle isn't a barrier; it's a performance variable. By tracking and tailoring training to hormonal phases, sports teams are optimising strength, focus, and recovery. Now it's time to bring those insights into the workplace.

This workshop will explore how understanding the menstrual cycle can help women manage energy, enhance productivity, and thrive at work, turning science into strategy for everyday success.

Why It's Important

Around **16.7 million sick days** annually in the UK are **linked to period symptoms.**

(BUPA Wellbeing index, 2024)

80% of women who experienced difficult menstrual symptoms reported **working while feeling too unwell to do so.**

£11 billion cost to the UK economy from **absenteeism caused by painful periods and related conditions.**

(NHS Conf and Euronews, 2024)

Common impacts: **reduced concentration (60%), higher stress (50%), lower patience with colleagues.**

What you will learn

Manager session:

Learn how, as a Manager, you can support performance optimisation through the menstrual cycle based on the learnings of elite athletes.

Better understand how the cycle shapes behaviours & performance and what you can implement through cultural change & policy.

Colleague Session:

Understand how your own or your colleagues' cycle can impact on their work productivity and creativity.

Explore how through time management, and open conversation, enhanced results can be achieved.

Inclusion

Building an ED&I Ecosystem

Recruiting Inclusively

Empowering Neurodiversity



Building an ED&I Ecosystem

There is no 'one size fits all' option when it comes to Equity, Diversity and Inclusion. We work collaboratively with your team to develop an ED&I strategy that benefits from our expertise while fully aligning with your vision and purpose. Our consultants will capture your ED&I information and translate this into a diversity roadmap which will become an integral part of your business strategy. Your organisation is unique, and therefore requires an ED&I strategy that is tailored to meet your needs and aspirations.

Why It's Important

Companies with greater diversity are **39% more likely to financially outperform** those without diversity.

62% of employees would turn down a job offer from a company that does not endorse ED&I.

(According to People Management 2025)

What you will learn

Programme 1 - Getting Started: Building the Foundations

- **Understand your ED&I maturity stage**
- **Map your current ecosystem and how it all connects**
- **Set the scene to build a strong, inclusive culture**

Programme 2 - Strategy Evolution: Formalising for Impact

- **Create or improve your ED&I framework**
- **Identify new opportunities**
- **Embed ED&I into your organisation's strategy**

Programme 3 - External Focus: Partnering for Impact

- **Externalise the impact**
- **Partner with stakeholders**
- **Improve positioning**

Recruiting Inclusively

Inclusive recruitment is essential for modern businesses because it ensures access to the widest possible pool of talent, bringing together diverse perspectives, skills, and experiences that drive innovation and better decision-making. By removing bias from hiring processes and actively welcoming candidates from different backgrounds and organisations can build stronger, more adaptable teams that reflect the communities they serve.

This not only enhances creativity and performance but also strengthens employer reputation, employee satisfaction, and long-term business success.

Why It's Important

Can reduce time spent hiring by **up to 66%.**

93% retention rate after one year, reducing time spent rehiring.

Can **reduce interviewing** time with **3x as many suitable candidates.**

Not recruiting inclusively means **missing out on up to 60% of talent.**

What you will learn



You'll gain a better understanding of what biases can influence your hiring decisions



You'll learn how to apply inclusivity to your sourcing & selection processes



Ensure your interviews are inclusive and accessible for all candidates

Empowering Neurodiversity

When neurodivergent talent is empowered to use their unique skills, they are better equipped to deliver on company objectives while achieving personal goals.

We'll help you take the first step to empower your neurodivergent employees and unlock their potential.

Why It's Important

Teams that include **neurodivergent professionals can be up to 30% more productive** than those without them.

In the UK, **73% of neurodiverse individuals report experiencing discrimination** during hiring processes, showing systemic challenges in the hiring process.

(According to a 2026 report from World Metrics)

What you will learn

- What neurodiversity is
- Main challenges faced by neurodivergent employees at work
- Strengths and challenges of common neurodiverse conditions, including Dyslexia, ADHD, Dyspraxia and Autism
- How to provide support through various tools
- The value of neurodiversity in the workplace
- How to adapt your management style
- How to support your neurodivergent colleagues and candidates

Leadership, Policy & Performance

- Across the Generations
- Embracing Imposter Syndrome
- Managing Burnout & Overwhelm
- Understanding & Leading High-Performance Teams
- Closing the AI Confidence Gap



Across the Generations

For the first time ever, five generations are employed together in the workplace, with Gen Z entering the labour force and Traditionalists delaying retirement. Today's intergenerational collaboration is a testament to prolonged career spans, advancements in healthcare, and changing societal attitudes towards work.

This new workforce brings together a wealth of knowledge, skills, and fresh perspectives, setting the stage for innovation and creativity. However, it also brings its own challenges, and it is up to managers to navigate this uncharted territory.

Why It's Important

Up to **five generations** are now working side by side in today's workforce.

Only **6% of leaders** feel equipped to manage a multigenerational team.

47% of Gen Z employees say generational differences impact workplace productivity.

(Business Insider 2024)

What you will learn



Information to enable understanding of the different generations co-existing in the workplace



Insights into the potential employment motivators of each generation



Advice on how to avoid generational stereotyping



Insights into the increased opportunity of business productivity

Overcoming Imposter Syndrome

The feeling of being an imposter affects individuals from all walks of life, causing self-doubt and holding them back from achieving their goals. By addressing Imposter Syndrome and providing support, organisations can unlock hidden potential and strengthen their leadership pipeline. A workforce that feels confident, supported and empowered is more likely to be productive, innovative and committed.

Why It's Important

53% of UK employees experience stress, anxiety or burnout **linked to imposter syndrome** every month.

Around **64% of UK professionals have experienced imposter syndrome**, meaning the majority of the workforce is affected at some point.

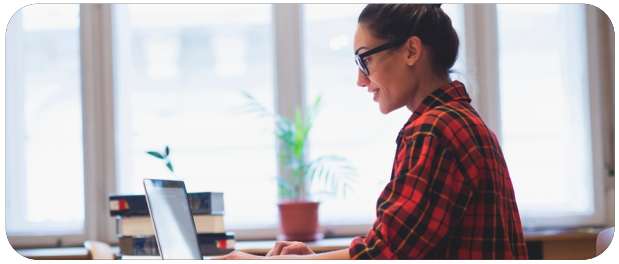
What you will learn



Gain a better awareness of what imposter syndrome is



Recognise the characteristics of imposter syndrome in an employee



Understand the causes and its effects on performance and confidence



Be equipped with coping strategies to better support colleagues and their development

Managing Burnout

Are your employees feeling overwhelmed? Understanding the signs of burnout and providing preventive support to employees can increase productivity, reduce employee turnover and strengthen leadership skills.

Why It's Important

77% of employees have experienced burnout.

49% of all UK work-related ill health is caused by **stress, depression, or anxiety.**

17.1 million working days lost annually due to stress-related issues.

(Research from WHO and UK Health & Safety Executive)

What you will learn



- **Common causes of burnout**
- **How to recognise its signs and how to address them with your colleagues**
- **How to create a roadmap for prevention**
- **The leadership skills to support employees and promote wellbeing within your business**
- **How to create a resilient workforce**

Understanding & Leading High-Performing Teams

The Birkman Method is a powerful tool for understanding personality traits and how individuals interact within a team. By providing insights into personal strengths, motivations, and needs, it enables organisations to build high-performing teams, develop talent, and enhance overall effectiveness. With the Birkman Method, teams can align work with individual interests, leverage natural strengths for improved performance, better understand personal needs to boost job satisfaction, and proactively manage workplace stress, creating a more energised, engaged, and productive workforce.

Why It's Important

Organisations with highly engaged employees (a major outcome of effective leadership) report **23% higher profitability, up to 18% higher productivity, and 51% lower turnover** compared with less engaged teams.

What you will learn

Individual Insights

Each participant completes a Birkman assessment, followed by a one-hour session with a qualified assessor.

This helps them understand four key components:

- **Interests**
- **Usual Behaviours**
- **Needs**
- **Stress Behaviours**

Team Workshop

We then bring the team together in a high-energy, interactive session, creating a safe space to explore individual roles and how they contribute to team success. We also use this time to create The Leadership Blueprint.

Leadership Blueprint

In this facilitated session, leaders and teams align expectations, clarify any misconceptions, and create an open dialogue.

This is particularly valuable for:

- **New leaders or teams**
- **The start of a new project**
- **Post-restructure or change in working patterns**

Closing the AI Confidence Gap

This workshop is a structured session designed to close the AI confidence gap for intergenerational workforces. It helps workers and organisations understand what's holding adoption back, build practical confidence, and create the conditions where using AI feels safe, supported, and valued.

Research shows mature workers report strong concerns about the societal and ethical risks of AI, including job displacement, privacy, misinformation, and the pace of technological change. Increasingly, this adoption gap is as much an emotional barrier as a practical one. By removing hidden barriers like these, organisations can begin to build real-world AI confidence, ensuring all talent generations thrive as the use of AI in the workplace continues to evolve.

Why It's Important

Only 15% of workers over 45 are using generative AI tools at work meaning many are not getting access to the digital confidence and skills needed to stay competitive in an AI-driven economy.

Just 44% of people born in 1964 or earlier use AI regularly leaving mature workers at a heightened risk of being sidelined as roles evolve.

What you will learn



- Understand what drives the AI confidence gap
- Explore lived experiences and workplace pressures that shape confidence
- Build practical AI confidence using real work examples
- Commit to leadership behaviours that close the AI gap

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Unstoppable at 40

40 years of transforming & supporting your business to create unstoppable teams.

Are you looking to create a bolder workplace? Contact our team to take your first step towards long-lasting cultural change:

Inclusion@officeangels.com

