

## WORKSHOP

# Cycle Mastery. The 28-Day Advantage.

A science-backed workshop that transforms how your organisation understands, supports, and unlocks the performance of female talent.

- 45 MINUTES
- IN-PERSON OR VIRTUAL
- HIGH PARTICIPATION
- IMMEDIATELY APPLICABLE TOOLS

## THE BUSINESS CASE

Women make up over half the global workforce, yet most organisations still operate on a performance model built for a 24-hour hormonal cycle, not the 28-day one most women actually live. Cycle Mastery equips your female leaders with the intelligence to stop working against their biology and start working with it. Greater productivity, greater self-compassion, greater professional enjoyment.

## WHY THIS MATTERS · THE RESEARCH

## 80.7%

of women report reduced productivity due to cycle-related symptoms.

## 9 days

of total productivity lost per woman per year, mostly undetected.

## 94.6%

receive no workplace benefits for menstrual health, yet 75.6% want them.

## 89%

report moderate-to-severe impact on energy levels at work.

## 77%

report moderate-to-severe impact on concentration at work.

Sources: Ponzo et al. (2022), UVA/Flo Health, n=1,867. Schoep et al. (2019), n=32,748.

## THE FRAMEWORK · FOUR PHASES, FOUR PERFORMANCE MODES

WINTER · DAYS 1-6

## Evaluate

STRATEGIC

Whole-brain connectivity peaks. Ideal for strategic review, financial auditing, and reflective 1-2-1s.

SPRING · DAYS 7-12

## Innovate

PROBLEM SOLVING

Rising oestrogen boosts neuroplasticity. Best for complex problem-solving, learning, and ideation.

SUMMER · DAYS 13-17

## Impact

HIGH VISIBILITY

Oestrogen and testosterone peak. Verbal fluency highest. Perfect for negotiations, presentations, and networking.

AUTUMN · DAYS 18-28

## Focus

DEEP WORK

Progesterone sharpens detail orientation. Ideal for deep work, editing, compliance, and risk management.

### What attendees gain

- A practical framework for aligning high-value tasks to their strongest hormonal phase
- Tools to manage energy, not just time, reducing burnout risk
- A 3-step action plan they can apply to their calendar that same day
- Greater self-awareness, self-compassion, and sustainable productivity

### Organisational outcomes

- Aligned, motivated female employees with consistent delivery
- An evidence-based contribution to your EDI agenda and women's health equity
- Improved team performance through better-timed communication and decision-making
- A culture signal: your organisation sees and supports the whole person

#### EDI RELEVANCE

Menstrual health is a health equity issue. Women lose an estimated 9 equivalent working days per year to cycle-related presenteeism, yet it remains largely invisible in workplace wellbeing strategies. Cycle Mastery directly addresses the gap between stated EDI commitments and lived female experience.

#### ABOUT THE FACILITATOR

Eleanor Taylor brings 20+ years of corporate experience across P&G, Diageo, EssilorLuxottica, and others. She founded Vibrant Leader Academy after discovering the performance advantages of cycle awareness first-hand, and works with female executives and entrepreneurs across multiple geographies.