

2026 Workshop Series

# **CYCLE OF EQUITY**

For Strategic Workplace Evolution



**MASTERCLASSES  
TO IMPROVE  
WORKPLACE  
EQUITY**

**45 MINUTES +  
15 MIN Q&A**

**POWERFUL CONTENT**

**CLEAR PATH  
FORWARD**

Organized by:  
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# WOMEN'S HEALTH AT WORK

58% respondents under 25 told their employers they had the flu or a stomach bug as justification for absenteeism when they were in fact experiencing period related discomfort.

Tap Project, 2023

70% of respondents reported losing 1-5 days of productivity in the past month due to women's health issues.

HBA, 2025

40% of women experiencing menopause-related pain work through their symptoms - this is almost 2X the 2023 rate.

Deloitte, 2024

# IGNORING WOMEN'S HEALTH

## THE HIDDEN COSTS

- **Productivity Loss:** Hormonal symptoms (pain, fatigue, brain fog, anxiety, insomnia, etc.) contribute to \*up to 9 days of lost productivity per employee per year.\*<sup>1</sup>

- **Retention Risk:** Women in perimenopause are the fastest-growing workforce demographic, yet 1 in 4 consider leaving their jobs due to unmanaged symptoms & unsupportive work environments.<sup>2</sup>

- **Healthcare Costs:** Untreated menstrual disorders, burnout & hormone issues increase medical claims and sick leave costing employers billions globally.

- **Invisible Inequity:** Menstrual and menopausal stigma creates psychological safety gaps, reinforcing the glass ceiling and limiting advancement for experienced female talent.

<sup>1</sup> NICE (UK) & Bupa Global Menopause Report 2023

<sup>2</sup> Fawcett Society, Menopause and the Workplace 2022

# WOMEN'S HEALTH LITERACY AT WORK:

## THE BUSINESS CASE

Companies that normalize and support women's hormonal health see **measurable gains in engagement, loyalty, and leadership retention, including:**

- **Performance & Innovation:** Cycle-aware workplaces empower women to align work with energy rhythms, leading to higher creativity and fewer burnout cycles.

- **Retention & Loyalty:** Women who feel seen and supported through hormonal transitions are 60% more likely to stay long-term.<sup>3</sup>

- **Engagement & Morale:** Psychological safety increases when health realities are acknowledged — leading to stronger collaboration and trust.

- **Brand Reputation:** Companies leading on gendered health equity attract top talent, earn consumer trust, and position themselves as pioneers in the future of work.

<sup>3</sup> Deloitte Women @ Work Global Report 2024

# THE DAYS THAT MATTER MOST



**MARCH 8**

International Women's Day



**APRIL 20**

Fertility and Postpartum



**MAY 28**

Menstrual Awareness



**OCT. 18**

Menopause Awareness



**NOV. 26**

End Violence  
Against Women

**????**

Other dates that matter  
to your company

# { MARCH }

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This Masterclass exposes the **systemic inequalities** women\* face, but more importantly, **inspires actionable change** in the workplace.

Around March 8, 2026  
**CYCLE OF EQUITY**  
Masterclass 1:

♀ ♀ ♀  
**UNFINISHED BUSINESS:  
A WORLD THAT WORKS  
FOR ALL OF US**

## **WHAT WE COVER:**

- **What is the Gender Gap?** Breaking down statistics on pay, leadership & opportunity disparities.
- **Why Women Matter:** The economic, social & cultural value of designing systems that serve women.
- **The Role of Men in Equity:** How allyship & collaboration create better systems for everyone.
- **Path Forward:** Identifying policies & practices based on inclusion, equity, & fairness that workplaces can adopt to create change.

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# { MAY }

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This Masterclass unlocks the potential of aligning menstrual health (MH) with **productivity & workplace well-being.**

Around May 28, 2026

## CYCLE OF EQUITY

Masterclass 2:



### CYCLES AT WORK: FROM STIGMA TO STRATEGY



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### **WHAT WE COVER:**

- **MH as a Vital Sign:**  
Understanding hormonal shifts and their impact on mood, energy, and focus.
- **Breaking the Taboo:**  
Creating a culture that embraces awareness & supports cycle-conscious policies.
- **Maximizing Productivity & Syncing for Success:** Practical tools (i.e. essence app) for aligning tasks, communication & self-care w/ each phase of the cycle.
- **Path Forward:**  
Resources & frameworks to implement MH awareness at work.

# { OCT }

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This Masterclass celebrates the **transformative power of menopause**, reframing **aging as a time of strength & leadership**.

Around October 18, 2026  
**CYCLE OF EQUITY**  
Masterclass 3:



**MENOPAUSE,  
WISE WOMEN\* &  
ACTIVE AGING**

**WHAT WE COVER:**

- **The Truth:**  
Breaking myths & understanding the physical, emotional & psychological shifts.
- **In the Workplace:**  
Addressing biases, symptoms & advocating for policies & practices that support aging employees.
- **Active Aging Strategies:** Nutrition, movement, and mental health practices to thrive during and after menopause.
- **Path Forward:**  
Cultivating wise leadership, mentorship & intergenerational collaboration.

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# { NOV }

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This Masterclass confronts **the shameful reality of gender-based violence** and its impact on female health—making workplace equity a necessity, not a choice.

Around November 26 2026  
**CYCLE OF EQUITY**  
Masterclass 3:



**THE UNSPOKEN TOLL:  
GENDER VIOLENCE,  
STRESS &  
WORKPLACE EQUITY**

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## **WHAT WE COVER:**

- **The Truth:** The link between gender-based violence, chronic stress, and physical + mental health—esp. the toll on nervous systems, productivity & well-being.
- **In the Workplace:** The hidden ways trauma manifests at work, addressing biases and creating a culture of safety, support & accountability.
- **Action & Advocacy:** How to prioritize safety, equity, and healing - true inclusion is more than just policies; it requires action.
- **The Role of Men:** Why allyship isn't optional - how men can be active participants in ending violence, shifting workplace culture, and supporting systemic change.

**WHEN 51% OF THE  
POPULATION IS FEMALE,  
THESE MASTERCLASSES  
SHOULD BE MANDATORY  
IN EVERY WORKPLACE.**

**PERIOD.**



# THE FACILITATOR



**Danielle Keiser**

Women's Health Expert

[dani@dani-health.com](mailto:dani@dani-health.com)

## **Corporate Consultant & Strategist**

10+ years advising organizations like UNICEF, Flo, J&J, Bayer, SoundCloud, The Body Shop & Essity on gender equity, menstrual health and workplace inclusion.

## **Global Menstrual Health Pioneer**

Shaping the global agenda on women's health, Danielle is the Founder of the Menstrual Health Hub, co-author of the official definition of Menstrual Health, and co-creator of Menstrual Hygiene Day (28 May).

## **Certified Menstrual & Menopause Coach**

Bridging body literacy and embodiment, Danielle guides transformative health journeys for women with hormonal health challenges, such as painful periods, PMS and PCOS.

## **Dynamic Educator & Speaker**

Known as "*The Queen of Menstrual Health*," Danielle delivers powerful, practical insights that turn awareness into cultural and organizational change.

**BONUS**



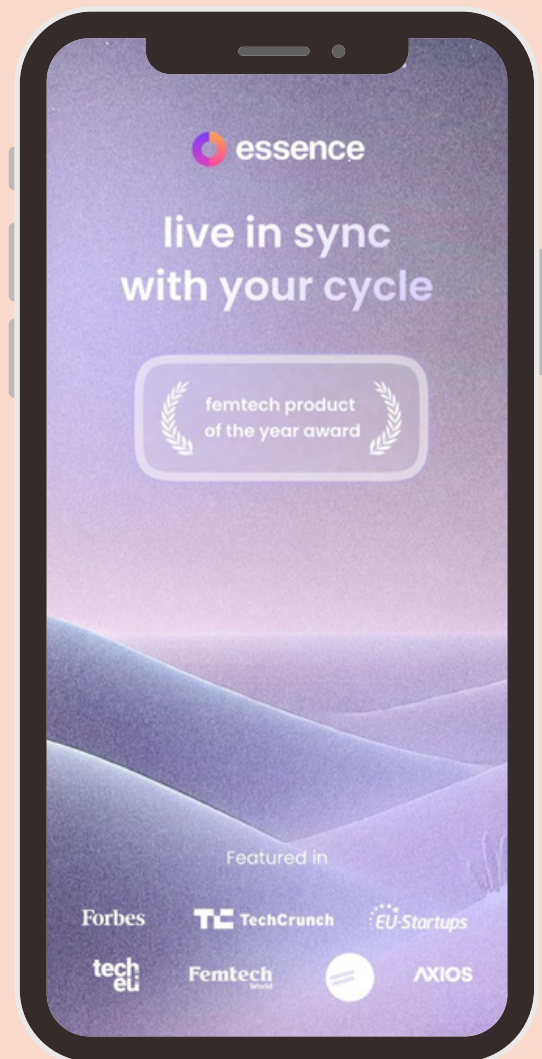
## **AN APP FOR MENSTRUAL WELL-BEING AT WORK (AND IN LIFE!)**

### **WHAT'S IN THE APP?**

- A period tracker X to-do list
- Align work / life schedule with their unique cycle
- Mental & menstrual health
- Women-focused tools help ease PMS, pain & anxiety
- Daily & weekly insights
- Personalized tips for fitness, nutrition, & work routines

### **CLIENTS:**

- Urban Sports Club
- UniCredit Bank
- Anheuser-Busch InBev
- Women In Tech



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**Cost: 30€ per user / year or 5K€ add-on**