

Beverley Anderson MCGI, MIoL

EXECUTIVE COACH & ADVISOR · CERTIFIED EXECUTIVE MENOPAUSE COACH ·
FOUNDER, BACK TO HERSELF™



Speaker & podcast guest, for shows reaching HR, people and leadership audiences.

GUEST BIO

I'm an Executive Coach and Advisor. I work with senior women navigating menopause, and I advise organisations on the culture and support that actually reaches them.

I came to this work the hard way. A near-death experience, an undiagnosed chronic condition, and then my own menopause changed how I thought, worked and led.

That's what sent me looking for real answers: an ILM Level 7 Executive Coaching & Mentoring qualification, certification as a Certified Executive Menopause Coach (Distinction), and research involving 179 women.

I bring a combination organisations rarely find in one person: a background in organisational learning and development, governance experience as a trustee, over a decade in business, and specialist expertise in executive menopause.

THE CORE CONVERSATION

Most workplace menopause conversations stay at the level of policy.

Larger employers must publish menopause support within their Equality Action Plans from 2027, and most are building it for the general workforce.

Culture is set at the top, and some of the people setting it are navigating menopause in silence. You can't build a supportive culture while the women shaping it have none themselves.

I help leadership teams close that gap, so the support they're building actually reaches the senior women it's meant to protect.

The Gap Between Policy and Culture

Why an organisation can have every support in place and still fail the senior women who need it, and what closes that gap.

Culture Is Set at the Top

Why menopause-supportive culture starts with supporting the senior women shaping that culture, not just the workforce beneath them.

The Quiet Cost of Cognitive Change

How a change in focus or recall in the room can quietly affect how a senior woman is judged, and what that means for succession and retention.

Ready for 2027

What the Equality Action Plan requirement actually means for employers, and why the organisations getting it right aren't waiting for the deadline.

SUGGESTED QUESTIONS

What's the difference between a menopause policy and a menopause-supportive culture?

What should HR leaders be doing now, ahead of the 2027 requirement?

What's the real cost of losing an experienced senior woman?

CREDENTIALS & HIGHLIGHTS

CPD Certified Executive Menopause Coach, Kathryn Colas Academy, passed with Distinction

ILM Level 7 Executive Coaching & Mentoring

Original research involving 179 women, the Menopause Insights Report™

Background in organisational learning and development; governance experience as a charity trustee; over a decade in business

Member of the City & Guilds Institute (MCGI) and the Institute of Leadership (MloL)

Founder, Back to Herself™; creator of the B.A.L.A.N.C.E.™ Framework

SOUNDBITES

“Culture is set at the top. Some of the people setting it are navigating menopause in silence.”

“The biggest barrier isn't the absence of support. It's the unwritten rules that make using it feel risky.”

“The organisations getting this right aren't waiting for the deadline.”

LET'S START THE CONVERSATION

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