

Do you know what your Retention Risk Score™ is?

Most boards don't.
We can't tell you your number in 24 hours



THE PATTERN BOARDS AREN'T SEEING

\$53,000

Gender pay gap at its widest, ages 55 to 59.

Verified · WGEA

242,000

Women missing from management relative to workforce share.

Verified · WGEA 2024-25

\$16.6b

Modelled replacement cost if the at-risk cohort exits.

Modelled · SHRM methodology

THE ARGUMENT

You are losing experienced women at the exact point they are ready to move into senior leadership. **Menopause is an accelerant of this, not the cause.** It is the part you can act on. Three public datasets describe the same women at the same career stage. Apart they look like noise. Together the pattern is hard to unsee.

WHAT YOU RECEIVE

Retention Risk Score™

A board-ready score (0–100). **80–100 Resilient** · **60–79 Watch** · **40–59 Exposed** · **0–39 Critical**.

Exposure estimate (\$X.XM)

The modelled cost of inaction, drawn from public data and your workforce size.

Leadership risk analysis

Capability, capacity and continuity risk, and which succession lines to protect.

Board risk brief

An executive summary that frames what the board governs next.

HOW IT WORKS · TYPICALLY 10 BUSINESS DAYS

You brief us

Share your objectives and the workforce data you already hold. Light lift on your team.

We do the analysis

We model your cohort against public benchmarks and quantify your indicative exposure.

You decide and act

A board-ready brief, a decision, and a roadmap to defend the value at stake.

WORKED EXAMPLES · ILLUSTRATIVE AND MODELLED



HEALTHCARE

\$10.18M

Modelled cost to replace the women at risk, over 12 months. A Sydney hospital, 2,200 women. 58% of it sits in nursing and midwifery.



FINANCIAL SERVICES

\$7.45M

Modelled cost to replace the women at risk, over 12 months. An insurer, 1,800 women. \$133k to \$320k to replace one senior exit.

This is addressable, and the window favours early movers.

Macquarie Business School research finds that the right workplace adjustments keep experienced women performing and progressing, and that supporting them through menopause feeds the senior leadership pipeline.

Organisations that quantify this now position themselves as early movers on a board-level workforce risk that regulators, investors and employees are beginning to scrutinise. They also retain the senior leaders who hold their institutional knowledge.

See your exposure. Book a 20-minute diagnostic conversation.

Governance, not wellness. Board-grade diagnostic.

[Book a conversation](#)

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Menopause and Work™

Workforce Risk & Menopause Intelligence · Angie Wood

WGEA figures reflect employers with 100 or more employees. Exposure figures are indicative and modelled from public data.



About Angie Wood

Angie Wood is the founder of Menopause and Work™. She quantifies a hidden governance risk: the attrition of menopause-age women at the point they are ready to lead, which thins leadership pipelines and drives significant organisational cost. Her proprietary, data-driven model turns that exposure into a board-level number and a clear decision. She has built a working diagnostic, published national WGEA-based research, and is showing leaders how to retain experienced female employees,