|  |  |
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| A purple sign with white text  Description automatically generated  A purple and orange flyer  Description automatically generated | **Menopause Advisers give 121 support**  If you are experiencing menopause symptoms and would like some support, you can book a confidential discussion with one of our menopause advisers.  Self refer online here: [https://forms.office.com/e/iSJvNxQLzU](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fe%2FiSJvNxQLzU&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629498070%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=mtHv2G73%2FxhT%2F3d%2BXYA6UwwLsX0poVSu7i5Cazj6tso%3D&reserved=0) |
| **A purple and blue flyer with text and a qr code  Description automatically generated**  **A purple and orange poster with text  Description automatically generated** | **Menopause Coaching Series**  If you missed the Menopause coaching series you can access the resources on the People Portal   * Mindset/goalsetting/accountability * Mood/Brain health and function * Weight management for Menopause and Beyond * Posture, Pain management and Pelvic floor * Optimising bone and heart health * Revisit/Review/Q&A   **Access resources from previous weeks here:** [Menopause Coaching - People Portal (hiowpeople.nhs.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hiowpeople.nhs.uk%2Fevents%2Fmenopause-coaching%2F&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629505722%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=nKGFXEW5UZL3M2MXutC26OJ5c9XEWT82G6XM7eK7jaE%3D&reserved=0) |
| **A screen shot of a website  Description automatically generated**  **A poster with text and leaves  Description automatically generated** | **PLEASE NOTE THE NEW TIME**  **Thursday 11 and 25 April: 1pm – online**   * **Online Menopause Meet-ups**   A virtual meet-up to provide a safe space to talk about menopause. Menopause Meet-ups are for everyone, whether you are experiencing the menopause yourself or supporting someone who is, because menopause matters.  There is no set agenda, just an opportunity to share experiences and support each other over a virtual cuppa.  We hope to see you there!  **To join email:** [hiowmenopausesupportservice@solent.nhs.uk](mailto:hiowmenopausesupportservice@solent.nhs.uk) |
| **A picture containing text, screenshot, font, logo  Description automatically generated**  **A picture containing text, screenshot, font, logo  Description automatically generated** | * **Weds 27 March 11am-12pm**   **Leadership Circles:** [**Agile hybrid leadership**](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.dropbox.com%2Fs%2Fltjivj6hztj6cu5%2F12%2520LSC_Theme_Agile_hybrid_leadership_3MG_v2_November_2021.pdf%3Fdl%3D0&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629513193%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=tLCtSMbBL%2BrTMVZty7MJIOPYo0P%2B%2FZ07XnV8CSYjty4%3D&reserved=0)  Put simply, the rate of change we are dealing with is outpacing our ability to adapt. Traditional approaches to leadership no longer fit this operating context. Instead, agility in decision making, rapid learning and responsiveness to change have emerged as key skills for agile leaders.  Whether you manage one person or a team of people, Leadership Circles provides a space for people managers at all levels to come together, share their experiences, be heard and work through complex challenges.  **Running weekly until 9 April A different theme each time**  **Drop into any session that interests you**  Sign up on Eventbrite to access the sessions.  [Leadership Circles Tickets, Multiple Dates | Eventbrite](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.eventbrite.co.uk%2Fe%2Fleadership-circles-tickets-633316706317&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629524982%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=z79Sk46L4168V2YFiX%2B6FzFExC4rpoqXswanD%2BiLTxM%3D&reserved=0) |

**Please continue to promote:**

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| **Assets: social/newsletter graphic/PDF poster**  A blue and orange card with text and a qr code  Description automatically generated  A blue background with black text  Description automatically generated | **Get one-to-one support with EDNA**  EDNA, which stands for Employee Disability and Neurodivergent Advice Service, is all about supporting NHS and Primary Care colleagues in the workplace, ensuring that those who have a disability, long term condition or are neurodivergent have the correct support in place to be able to thrive in their role.  Through a specialist team, you’ll be offered one-to-one advice and a safe space to talk, as well as help with areas such as reasonable adjustments, employment rights and HR advice. You do not need a medical referral or formal diagnosis. EDNA can also offer training to managers whose team members may be living with a disability, long term condition or neurodivergence.  Contact our team by email on [EDNA@solent.nhs.uk](mailto:EDNA@solent.nhs.uk). EDNA is available Monday-Friday from 8am-4pm.  Or self-refer online using this form: [EDNA Self-Referral Form (office.com)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3DwRwyQbnsfEaw1YVGRNlOO_9w6klA8mxJgBRQ8QPqUfdUNE9EUVY2Q1JIVE5ZMjZVSTRQNTdGNlBaVC4u&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629537159%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=39LUXiUoxRJlwDaMb2CVLoh8uB7Tw0U8yXkvAYe3OPA%3D&reserved=0) |
| A poster of a person  Description automatically generated | **Focus on Flex and Good Breaks Evaluation**  **Can you spare us a couple of minutes to give us your experiences, views and needs around our Retention Resources?**  You can access the survey here: [Focus on Flex and Good Breaks Evaluation (office.com)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3DslTDN7CF9UeyIge0jXdO40tBgOMqAx1OlnwXf13fK1VUQk04U1k3NFlGNlpKNUNZTlNTQlFXU1dLUiQlQCN0PWcu&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629546518%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=WZMWcLfpDLU%2FQWlhikg44sjrQXcyXVVBx6r%2BDJO1u2E%3D&reserved=0)  We want to understand the impact these retention resources available on the People Portal have had to colleagues working in the NHS and Primary Care across Hampshire and the Isle of Wight.  **Focus on Flex** -[https://www.hiowpeople.nhs.uk/resources/focus-on-flex/](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hiowpeople.nhs.uk%2Fresources%2Ffocus-on-flex%2F&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629555602%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=ybcVasx6mmQ7kN610GZ5X2V%2F4PRa5g%2B5XW7b%2BTvqEsE%3D&reserved=0) **Good Breaks** -[https://www.hiowpeople.nhs.uk/resources/good-breaks/](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hiowpeople.nhs.uk%2Fresources%2Fgood-breaks%2F&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629565202%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=6iCFn0e1XzsOccXTVqCZT6XNmOBHhiCpOjFDNwoCl1c%3D&reserved=0)  Please note that your feedback is anonymous.  If you have any further comments or concerns, please email [HIOWWellbeing@solent.nhs.uk](mailto:HIOWWellbeing@solent.nhs.uk) |
| **Assets: PDF poster; social/newsletter/intranet graphic**  **A yellow circle with black text and a yellow circle with black text  Description automatically generated** | **Southeast Neurodiversity Employee Support Package**  NHSE South East regional Workforce Team commissioned HIOW to develop a suite of tools to raise awareness of neurodivergence, particularly for line managers with neurodivergent team members.  The support package includes: On the People Portal   * Tip sheets for managers * Two recorded sessions with Genius Within Occupational Psychologists and our EDNA Advisors   On your Learning Management System   * Bitesize e-learning modules   The training package will be free for all NHS and Primary Care staff working in the South East region. Contact your Learning Management System team to access.  **Find the tip sheets and podcasts here:**  [Neurodiversity Awareness - People Portal (hiowpeople.nhs.uk)](https://gbr01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.hiowpeople.nhs.uk%2Fresources%2Fneurodiversity-awareness%2F&data=05%7C02%7Chiowicb-hsi.so.pccommissioning%40nhs.net%7C6821dfabc55c4fa3ee2c08dc4a5cca83%7C37c354b285b047f5b22207b48d774ee3%7C0%7C0%7C638467009629576153%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=JF%2FWaCFOihGsvwtNQxd1Tb63wnEoq6eg4HyvpYlIoq4%3D&reserved=0)  Password: geniuswithin |