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# Creating and sustaining menopause-friendly workplaces

Wednesday, 30th April 2025

## Speaker biography

Sara Spear CMgr MCMI, Stakeholder Engagement Lead, CMI East Midlands & Eastern Region



Professor Sara Spear is the Provost and Chief Academic Officer at St Mary's University, London, with responsibility for all academic activity across the University, including learning and teaching, academic partnerships, and research.

Sara was previously Executive Dean of the Faculty of Business and Law at St Mary's University, and Head of School of Management at Anglia Ruskin University. She has also worked at the University of the West of England, and the University of Portsmouth, teaching and researching in Marketing and Corporate Communications.

As a Chartered Manager and Chartered Companion, Sara is a strong advocate for the opportunities and benefits that the CMI offers its Members, and the role it plays in supporting and developing managers and leaders. Sara is Regional Stakeholder Lead on the East Midlands and Eastern Board, and focuses on developing relationships between the CMI, businesses, third sector organisations, and universities.

Joanna Brewis, Professor of People and Organizations, Open University Business School



Jo Brewis is Professor of People and Organizations at The Open University Business School. Her research interests include the connections between gender, identity, the body and organizations, as reflected in her longstanding exploration of menopause as a workplace issue and a more recent project on early pregnancy endings in the same context. Jo is a passionate advocate around menopause awareness in organizations and as part of this work is a member of the independent panel for Menopause Friendly Accreditation UK. In her spare time she goes to lots of gigs, reads anything and everything as long as it's fiction and watches far too much trashy TV.

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## Amy Kendrick CMgr FCMI, Chair, East Midlands & Eastern Regional Board



With a proven record in senior management, primarily in the UK Higher Education sector, I have a strong background in academic administration, operational and strategic planning and delivering and communicating change. My current role for The Headmasters' & Headmistresses' Conference (the professional association of Head teachers of many of the world's leading independent schools) is my first senior role outside of Higher Education. As Chief Operating Officer I am responsible for ensuring the organisation runs effectively and meeting members' needs through the provision of timely and efficient services. As Company Secretary I ensure that the organization meets highly professional

standards of financial, personnel, legal and governance practice. As a member of the senior leadership team I enjoy playing a pivotal role in shaping the future success and development of the association.

Previously, as Head of the President and Vice-Chancellor's Office at the University of Leicester, I led the executive support function and delivered a range of strategic initiatives. I also oversaw the development of the University's approach to Corporate Portfolio Management, with responsibility for monitoring and control of key strategic projects and reporting to relevant governance bodies.

As a Chartered Fellow of the CMI, I completed the experiential route of the award in December 2015 and have significantly benefited from the services the Institute provides. I am passionate about CMI's work and am delighted to have been appointed as Chair of the East Midlands & Eastern Regional Board. I am committed to representing the needs and interests of our members across the Region, particularly as we continue to collectively navigate our way through the challenges of leading and managing during such uncertain times.

## Deborah Garlick, CEO of Henpicked



Deborah Garlick, CEO of Henpicked: Menopause in the Workplace and founder of Henpicked.net, has been instrumental in driving menopause awareness and support. Since 2016, her team has supported employers, large and small organisations, public and private sector in the UK and globally.

Her initiatives include The Menopause Friendly Accreditation, advising the BSI, supporting the Equality and Human Rights Committee and organising the Menopause Friendly Employer Awards, now in its third year. Overseeing training for thousands of organisations,

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she's a leading voice in menopause advocacy, appearing in media and authoring "Menopause: The Change for the Better." Passionate and influential, Deborah champions workplace inclusivity and support for menopausal individuals. She is also the Director and co-founder of Menopause Friendly Australia.