

# THE WISE WOMAN

CULTIVATING OUR VOICE



Have you had that 'yesss!!!' feeling - 'when you see in print something you have been saying for eons?' It happened to me when I read this article in Forbes.

**'Most women hit their career stride after 50. If only companies knew it...'** (read more)

To underline messages such as these, I invite you to reflect on a few questions in this newsletter. It does not matter which gender you identify with or, whether you are asking this of your clients or yourself - all voices matter. BUT, if you are a **mid-life/ mid career menopausal woman** then your response to this inquiry, holds special importance for both you and us.

At our end, we firmly believe that women in mid-life and mid-career stages possess the power to ignite transformative outcomes when they fully articulate and action their inner most thoughts and aspirations. We are here to encourage and empower you to cultivate YOUR voice, harness decades of wisdom, experience, and inherent talents to catalyse a cascade of positive change.

At your end, it can be liberating to be 100% clear of your responses to these questions (without judgement). An important step before engaging with others.

On March 8, International Women's Day, the virtual arena of social media witnessed a spirited debate fuelled by the algorithms of LinkedIn. Voices clamoured, questioning the trajectory of the gender movement: **Has it gone too far?**

Statistics were brandished, some asserting that the movement had indeed strayed from its original path, as a chorus of both men and women clamoured to withdraw their support.

Amidst this digital tumult, a symbol emerged - the heart sign, fashioned with one's own hands - deemed by some as inadequate and superficial, while others embraced it as a symbol (gesture) to unify for the gender equity cause. **Whatever it takes**, they said.

Within this clash of ideals, I found myself reflecting :-

- In our pursuit of inclusion, are we inadvertently engaging in exclusionary behaviours and marginalising others efforts?
- Where is our gender movement faltering, leading to protests from both women and men?
- Do certain actions of 'allyship' covertly cater to patriarchy or cliquism?

It is true that debates, wins and misses are part of any change and evolution process. My learnings and experience with DEI shows sometimes we don't take time to personally clarify our personal stance and our voice is borrowed. I also see a BIG difference in views across generations so it makes sense to be clear of what we think as we engage with others. So let me ask you -






**What are YOUR views on the questions I raise above? and how might you help create a ripple of change on the matter of gender bias, sexism, ageism that many mid-career/ mid-life women experience in the workplace?**

## Finding Your Voice: To Kill a Tiger

'To Kill a Tiger' is a documentary available on Netflix that follows the powerful story of a father (Ranjit) who fights for justice against all odds after his 13 year old daughter (Kiran) is gang-raped. His unwavering resolve to stand by his daughter's side defies societal norms, marking his journey as unprecedented and his courage unparalleled.

After years of struggle, when a landmark ruling is given, Ranjit comments - "I was told by many not to try fight the 'baagh' (tiger in Hindi language) and I said - I will show you how to kill a baagh' This true story is based in my home state in India - Jharkand. It was a hard documentary to watch bringing to light sensitive issues. I found myself getting restless and angry. It also reminded me the error we are making in not taking everyone along on the journey to change the system.



-  **NGO** 'A girl got gang raped in this village - why are all the men not angry? Why are we not saying we will end this behaviour even though it is my brother who is the person at fault? Why is the village ostracising the family?'
-  **Village mentors** "To live in this community the father must compromise and withdraw the case. We should not get outside support involved. The NGO is brainwashing the family. We should get the girl married to one of the men - that's the way such cases are solved. '
-  **Ranjit** 'The boys who raped my daughter are not being shamed - I am - as head of my family how could I not protect my own daughter, they say.'
-  **Kiran** 'If we don't stand up for ourselves they will always push us around'
-  **Ally** 'We made great strides in empowering and liberating the women and helping them raise their voice but we missed an important component - to empower and liberate the men.'

Each of us holds the power to influence change. There is lots that can be better! With that in mind, I'm posing this question.

**'What is it that YOU wish to champion and have a VOICE on to create a fairer world?'**



### BOOK AND VIDEO RECO.

**Purple Hibiscus** is a coming-of-age novel by Nigerian author **Chimamanda Ngozi Adiche** which tells the story of Kambili Achike and her family. It addresses the issues of identity, gender, and violence in post-colonial Nigeria. What a read! Fiction set aside I thoroughly recommend seeing her ted talk We should all be feminists | TEDxEuston. Ted talk [click here](#).

[CLICK HERE](#) 

## Exploring Meno-Rage - the gift of adrenalin?

In the realm of human senses, emotions often take a back seat despite their crucial role. I saw it every day of my 22 years corporate experience. I continue to notice it as I coach those who work in Corporates! This is INSANE as emotions is the first port of call our brain uses to decide what action we take!! We should all be taught when we are young how to deal with, regulate, harness and leverage emotions in a healthy manner. But, we don't!

Instead, women are frequently face the label of being 'too emotional,' with the unfortunate implication that thinking like a woman undermines credibility. These stereotypes, reinforced by societal messages like 'don't think like a woman' or 'boys don't cry' constrain our ability to fully understand and harness the power of our emotions. Everyone suffers!

In this context, embracing and effectively utilising ANGER may seem like an elusive goal, but it's one worth pursuing especially for menopausal women. We have more cortisol in our system as eostrogen drops down - this makes us more susceptible to certain emotions - anger being one of them. Meno-rage is a phrase I did not coin - it exists for a reason If we can coach ourselves to use it with skill and mastery , our ripples of change will last longer and inspire others.

I was coaching a midlife menopausal women few weeks ago and she asked a great question - 'is there a good use of cortisol I have in my body?' We were reviewing her primary limbic responses of 'fight' and how for the past year she has noticed she is snappier and raising her voice with an irritable 'why cant they do their jobs!!' reaction as adrenalin and cortisol thrummed through her body. As we explored a personalised approach of how she could channel the cortisol and regulate her 'anger', she developed her plan to master this emotion. Inspirational.

Anger can be a good emotion, BUT only if we know how to use anger in a way that is persuasive rather than coercive; a voice that challenges status quo without the egocentric 'I am right' stance; a power that finds a narrative that is inclusive not excluding; an emotion that banishes ignorance. When we all play together using this emotion **with mastery** to create a fairer world, the system WILL change. And so I ask you,

**'What angers YOU about the current system we live in? What do YOU want to have a voice on?'**

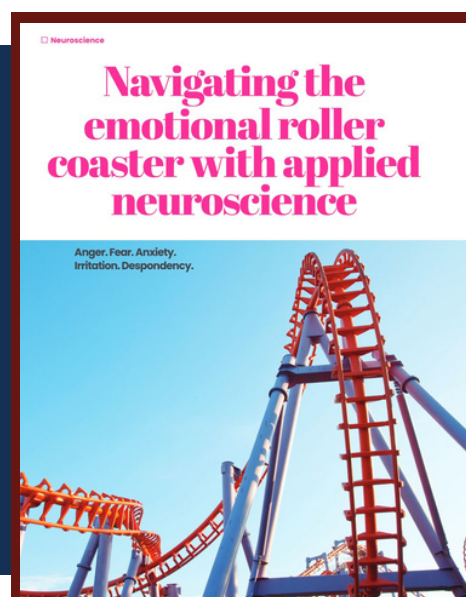


### Menopause Matters

In the 75th Spring Issue of Menopause Matters, I leveraged applied neuroscience to dive beneath the surface to explore how women can navigate the Emotional Roller Coaster. You can download it via the link below.

Download 'Navigating the Emotional Roller Coaster' here.

CLICK HERE >>



## More Ideas to Play with

One of the key wins of The Wise Woman 2023 series was our incredible line up of speakers and supporters. I am delighted to spotlight two of them who are going to be expert faculty for our Neuro Mastery Programme for Mid-Life/ Mid-Career Women.



### Dr Heather Currie MBE

has been a speaker and strong ally of The Wise Woman series. I am delighted to draw your attention to their celebratory 75th issue featuring her on the front cover, and invite you to consider subscribing to Menopause Matters digitally.

[CLICK HERE >>](#)

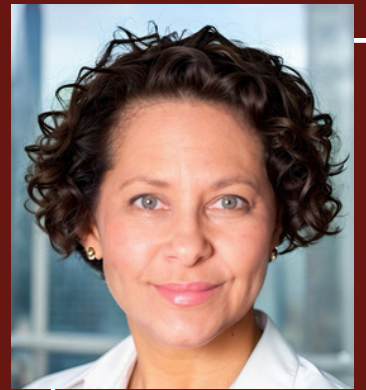
A great addition to your library and / or for your organisation. If you would like a free copy to your DEI lead please send me the details.

### Colette Bardell

was one of the amazing speakers in The Wise Woman series exploring how Ayurveda practices can offer a very individualised support for menopausal women. She sends this message to you -

*When you get unexplained symptoms, toxicity is often the culprit. I am fascinated with the effects of these techniques which I will be explaining and exploring for a small group at my Seasonal Cleanse and Digestion Re-Set Retreat.!*

Thursday May 9th Cowslip Meadow Wellness Centre Leicestershire | £95 if booked by April 7th then £115 For a place you can contact Colette here.



[CLICK HERE >>](#)



## You are invited - May 14, '24, 530 pm onwards

How about an evening in London with diverse folks in a nice setting, tasty nibbles and refreshments? I am delighted to support an event hosted by Lean IN Equity and Sustainability celebrating the theme of 'transition'. Come say hello 🍷🍷 The Other House is quite a quaint set up 5 mins from Victoria Station. Book ticket [click here](#).

[CLICK HERE >>](#)

## Are you able to pay it forward?

Help us change the system by sharing this free newsletter with your networks or DEI lead in your organisation. Anyone interested can simply sign up by checking out The Wise Woman registration page.

[CLICK HERE](#)



## Feedback

Keep up encourages with your comments and views. The feedback survey will not take more than 2 mins (we timed it)

[CLICK HERE](#)



I wish you good luck for April and invite to explore how might you amplify your voice outside of your craft/profession. As Mary Oliver says

## 'Tell me, what is it you plan to do with your one wild and precious life?'

*These lines by **Mary Oliver** an American poet who won the National Book Award and the Pulitzer Prize, was recently quoted in the film NYAD - an inspiring film of a sixty-four-year-old marathon swimmer (Diana Nyad) who became the first person ever to swim from Cuba to Florida. Mary Oliver found inspiration for her work in nature and had a lifelong habit of solitary walks in the wild. How lovely!*



*Reena Dayal*

**Reena Dayal**  
Host & Producer  
The Wise Woman series

The Wise Woman is produced under the banner of **The Butterfly Movement** - an initiative powered by The Collaborators (UK) Ltd. Our mission is to empower women to be transformational leaders leading teams and communities to greater profit with purpose