

2026



WOMEN'S HEALTH AND WELLBEING

What Women's Health Reveals About the Workplace

Meet Our Team



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Trish Steed is the CEO and Chief Strategist for [H3 HR Advisors](#), and co-host of the [At Work in America](#) podcast on the HR Happy Hour Network alongside [Steve Boese](#). She is also the creator of the H3 LIVE! vlog.

A former HR executive and HCM product leader with over 20 years of experience in Big 4 public accounting, PR, healthcare, manufacturing, and IT, Trish brings that knowledge to her clients as an analyst and advisor.



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Steve is one of the Co-Founders of H3 HR Advisors, a leading HR technology advisory and services consultancy.

Since 2013, Steve has been the Program Chair and host of the [HR Technology Conference](#), the world's largest gathering of the global HR Technology community, and authors a monthly HR Technology Column for [Human Resource Executive magazine](#). He is a frequent speaker and author on topics in Human Resources, HR technology, and the world of work.



KAREN STEED DIRECTOR, CLIENT EXPERIENCE

Karen Steed is the Client Experience Director & Learning Analyst for H3 HR Advisors. She works with client teams to promote their organizational needs seamlessly and effectively, through strategy and planning. She is also responsible for the HR Happy Hour Network media production and promotion. Previously, Karen served 15 years as an elementary educator and early childhood administrator. Her focus is on learning solutions that are engaging and practical.



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Carleigh is a PR and Marketing Associate and Producer at H3 HR Advisors, where she drives strategic brand growth through research-backed content and high-quality podcast production. A graduate of the University of Nebraska-Lincoln with a degree in Journalism and Mass Communications, Carleigh leverages a deep background in data journalism and strategic storytelling. Her experience includes reporting on emerging technologies at international conferences and producing multi-platform content that resonates with global audiences.

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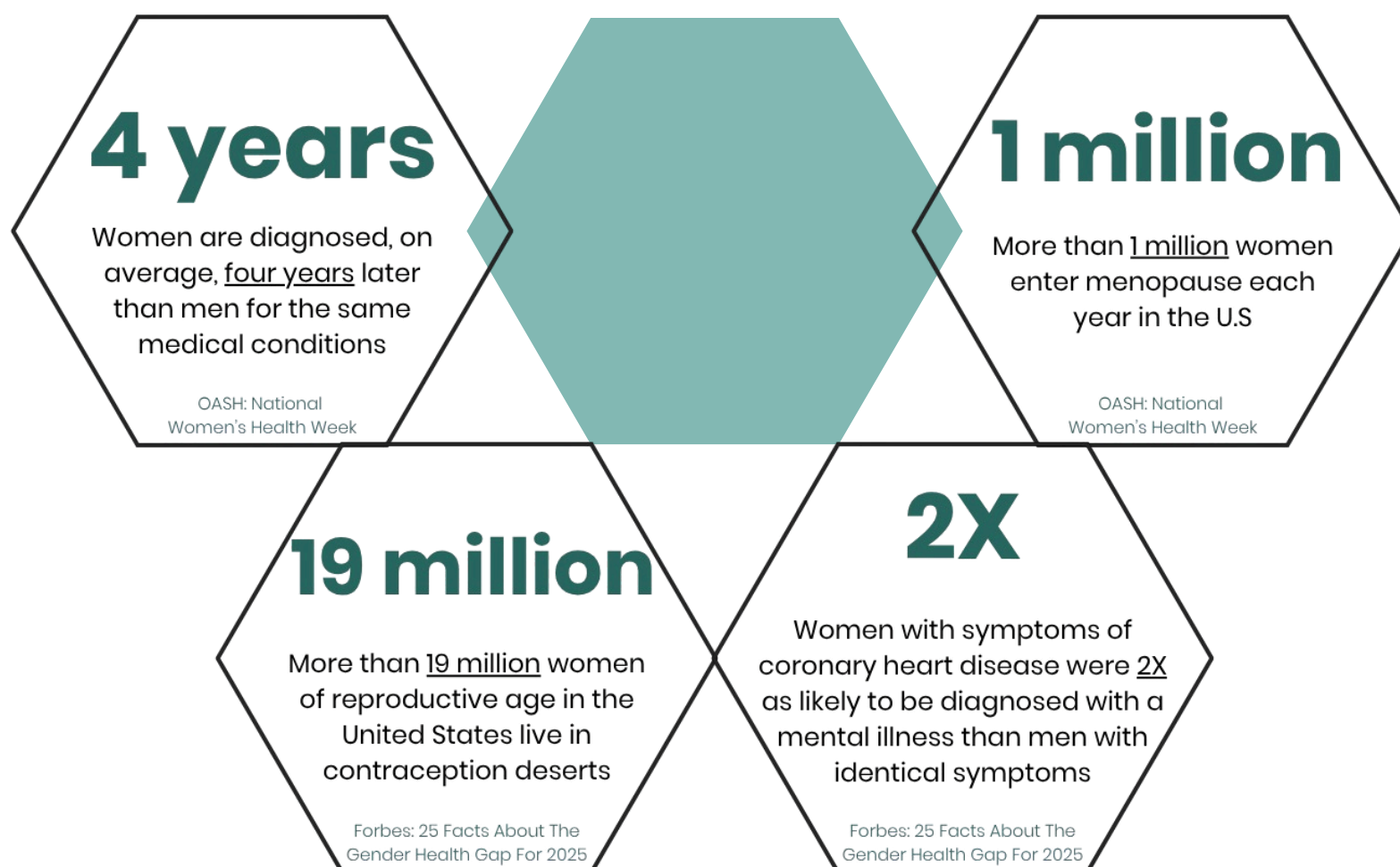
Actions for 2026

Women's Health in the Workplace

Women's health has moved from private conversation to public reality. Across social platforms, healthcare settings, and workplaces, women are sharing and navigating their health in real time. It's visible and happening in the moment. And yet, many workplaces are still designed as if none of that has changed.

This disconnect is not theoretical - it's showing up in how people work, how they feel at work, and whether they continue in the organizations they work in. It shapes a woman's ability to fully participate in work over time.

At the same time, the data reveals that significant systemic gaps remain. Women continue to experience delayed diagnoses and uneven healthcare access. This is paired with workplace systems that often fail to account for the realities women face every day.



Women's Health in the Workplace

Even experiences that are considered positive or expected, like pregnancy or midlife transitions, can create invisible strain that follows women into their daily work. Many continue to manage these realities quietly while maintaining professional expectations that were never designed with those experiences in mind.

Increasingly, employees are paying attention to how organizations respond in these moments. It's more than policies and benefits and deepens with culture and communication. Workplaces that truly benefit all employees will continue to evolve and learn, reshaping the metrics of support.



Emerging Patterns in Women's Health

A New Model of Health Education

Women across the generations are turning to social platforms to understand their symptoms, validate experiences, and seek guidance. Health is accessed daily.

For many women, these spaces have become a first point of validation long before formal diagnosis or workplace support ever occurs.

The Reality of Working While Managing Health

In healthcare settings, the lived experience is clear: Women are navigating fluctuating, ongoing conditions while continuing to meet work expectations.

Some days are manageable. Others are not. Most workplaces are not designed for the variability that many employees navigate every day.

- Women are becoming more informed and connected around health experiences.
- Employees are increasingly expecting workplaces to recognize the realities they are already managing outside of work.
- Traditional workplace structures are struggling to keep pace with changing expectations around human-centered support.
- The gap between lived experience and workplace design is becoming more visible.

What Leaders Need to Know

1. Awareness has outpaced action

Women's health is now openly discussed and increasingly recognized as critical to employee experience and equity. But visibility alone doesn't change outcomes. Many organizations have acknowledged the conversation without redesigning how support will be provided.

What this means:

Being open to the topic is not enough. Leaders must translate awareness into operational change.

2. Work is still built for consistency - health is not

Women's health spans life stages and conditions that are ongoing, variable, and often unpredictable.

Work, however, still assumes:

- steady energy
- consistent output
- predictable schedules

What this means:

Performance must be understood over time and flexibility must be designed in.

3. The trust gap is systemic

Women are increasingly turning to peer networks and digital platforms for health information - not because it's easier, but because it feels more validating.

This reflects a deeper pattern:

- delayed diagnoses
- dismissed symptoms
- lack of alignment between experience and response

What this means:

Trust is built through consistent, everyday interactions.

4. Benefits are expanding, but the experience gap remains

Organizations are investing in:

- fertility support
- menopause care
- virtual health platforms
- expanded wellbeing offerings

But many employees still navigate care on their own.

What this means:

Access does not equal usability. Support must exist within the flow of work.

5. Technology is raising expectations faster than workplaces can respond

FemTech, AI-driven tools, and digital health platforms are enabling women to better understand and advocate for their health. At the same time, social platforms are acting as real-time education systems.

What this means:

Employees expect:

- personalization
- immediacy
- relevance

Workplace systems that lag behind this will feel increasingly disconnected.

Actions for 2026

1. Audit the full work experience, not just the offerings

Review benefits, policies, and workflows through a women's health lens. Identify where support breaks down in practice.

2. Equip managers for real conversations

Train leaders to listen, respond, and navigate ambiguity rather than just apply policy.

3. Design for variability

Build flexibility into how work happens, recognizing that capacity is not static.

4. Integrate support into daily work

Ensure support and resources are accessible within the natural flow of work and easy to find when employees need them.

5. Treat women's health as a strategic lever

Measure the impact of support efforts through retention, engagement, performance, and long-term employee experience.







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Launched in 2009, The HR Happy Hour Media Network features the longest continuously running internet radio show and podcast on all things HR and HCM.

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-  Providing an objective look at your solution and marketing needs
-  Helping you reach your product and customer goals
-  Utilizing our company research to support your business imperatives
-  Thought leadership to understand the evolving workplace
-  Projects tailored specifically to your needs

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