



# INTERNATIONAL GRIEF INSTITUTE

[www.internationalgriefinstitute.com](http://www.internationalgriefinstitute.com)  
360- 553-4200

## BEST PRACTICES FOR MANAGING EMPLOYEE GRIEF

### Assessment Services

Managing employee grief is part of life, and successful organizations understand that grief doesn't stay in the cubicle. Scientific evidence proves that supporting valued employees will minimize disruption, enhance workplace happiness and preserve corporate culture. IGI assessment services analyze your current HR policies and procedures for managing employee grief, defines best practices that align with your mission statement and culture values, and produces an effective plan designed for long-term ROI through improved employee recruitment, retention and performance.

## WHY

it's important

**400%**

Companies with strong cultures see a 4x increase in revenue growth

\*Forbes Magazine

**88%**

88% of employees believe a good workplace culture is important to success

**82%**

82% of employees believe a strong corporate culture is a potential competitive advantage

## CORPORATE

culture drives performance

According to the Harvard Business Review, the top predictor of workplace satisfaction is not pay. It's the culture and values of the organization, followed closely by the quality of senior leadership and the career opportunities. Among factors examined, compensation and benefits were consistently rated among the least important elements of workplace happiness. With an aging workforce and near full employment levels in the U.S., this slice of information can be the difference between a workforce that is satisfied and productive and one that costs money in the long run.

Learn more about our programs at [www.internationalgriefinstitute.com](http://www.internationalgriefinstitute.com). For inquiries, call 360- 553-4200 or email [learn@internationalgriefinstitute.com](mailto:learn@internationalgriefinstitute.com)



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## DO YOUR PROCEDURES

reflect corporate values? IGI can help.

Time spent on aligning HR procedures with corporate values can pay long-term dividends for the business, shareholders and employees. IGI assessment services examines current policies, defines and recommends emerging trends and best practices, and delivers a management plan customized to your industry including:

- Analysis of existing HR policies and procedures manuals
- Analysis of new employee orientation package
- Analyze current bereavement benefits for effectiveness and competitiveness
- Assess management and staff understanding of bereavement policies
- Assess policy communication practices
- Evaluate policy organizational structure and ownership
- Analyze utilization of current policies
- Analyze policies in relation to turnover
- Assess corporate culture in relation to bereavement policies across all divisions and operating units
- Assess employee safety in relation to bereavement policies
- Conduct and analyze an employee satisfaction survey
- Work with management to develop a plan
- Assess risk, compliance, legal, and security involvement
- Implementation counsel

When companies are there  
for people at critical times,  
it makes a critical difference.

-Sheryl Sandberg, Forbes Magazine



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