



INTERNATIONAL GRIEF INSTITUTE

www.internationalgriefinstitute.com
360- 553-4200

RESILIENCE MANAGEMENT

Onsite Training Services 7.5 hours

Many businesses have strict rules around bereavement leave. Most current policies state that an employee should absorb their shock, plan and execute a funeral or celebration of life, process the loss, and return fully engage to work within 3 days.

Regardless of the policy, a common management reaction is, "Take whatever time you need." Although well-intentioned, this unstructured approach can leave an uncomfortable void. The employee isn't sure how much time they really can take, and may feel compelled to return to work too soon. Fresh grief causes many to be disorganized, withdrawn, or anxious, and bosses can misguidedly treat this as performance problems. Resilience management planning and training are essential if policies and protocols are to be turned into prevention and postvention actionable corporate practices.

TRUE COST

to Corporate America

\$100 billion

Is lost each year
due to employee
grief

90%

of bereaved
employees are at
risk of job related
injuries due to low
concentration

85%

of managers
report reduced
decision-making
ability resulting in
a financial impact
on the company

*Grief Study Index

CORPORATE

culture drives performance

A colleague's personal well-being has a significant impact on health, engagement, and performance. Scientific evidence has proven that employee happiness and well-being are linked to improved communications and trust, customer satisfaction, higher-performing sales teams, and a reduction in sick days and turnover. Savvy organizations understand how the desired corporate culture will drive a firm's performance.

Learn more about our programs at www.internationalgriefinstitute.com.

For inquiries, call 360- 553-4200 or email learn@internationalgriefinstitute.com



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IMPORTANCE

of proactive training

Bereaved employees often describe how the toughest part to returning to work after loss is the inability to talk openly about it. Coworkers are often uncomfortable, unsure what to say to their bereaved colleague, or how to interact with them. With very few companies offering grief education as part of their core training curriculums, this problem is not uncommon. The introduction of Resilience Management programming enables everyone to become more comfortable about such situations while at the same time contributing favorably to the company's bottom line.

When companies are there
for people at critical times,
it makes a critical difference.
-Sheryl Sandberg, Forbes Magazine



HOW DO YOU

make the workplace safe?

Resilience Management Training is a one-day on-site professional development workshop for leaders, managers, administrators, and supervisors. It offers functional expertise and 15 effective strategies to help organizations of all sizes improve existing bereavement policies and procedures including:

- How to respond to employee crisis
- How to direct internal communications
- How to direct external communications
- How to update company bereavement policies
- How to conduct briefings and debriefings
- Strategies to improve employee safety and minimize risks
- Strategies to minimize disruption and maximize workflow

Learn more about our programs at www.internationalgriefinstitute.com. For more information, call Glen Lord at 360- 553-4200 or email learn@internationalgriefinstitute.com.