



**TALKING LIFE SEMINARS**

## **GRIEF IN THE WORKPLACE**

**A 1-day Workshop (Max 20)**

About one in ten people are directly affected by death every year. The death of someone close is often the most devastating experience that we will ever have. Yet many organisations do not have strategies in place to support and manage the impact of bereavement on members of their staff.

Grief in the workplace, when not addressed effectively, can impact on productivity, staff morale and retention. When a staff member suffers, the organisation suffers.

This one-day training workshop for managers, occupational health professionals and human resource personnel aims to:

### **Knowledge:**

- Increase understanding of bereavement and significant lifetime losses and their impact on staff who experience it, their colleagues, and the organisation

### **Skills:**

- Increase confidence in how to respond to and support members of staff who are grieving, including what to say, and what not to say
- Provide practical skills and guidance on how to provide a supportive work environment to deal effectively and sensitively with the realities of loss and grief

### **Attitudes:**

- Support the development of longer-term policies and strategies for managing the impact of grief in an organisation and avoiding unhelpful responses

**JONATHAN HARTLEY** is a qualified teacher and is a specialist in the field of psychosocial support around life threatening and terminal illness, loss and bereavement. Jonathan was previously Director of the Bereavement Care Standards UK Project, researching current practice, formulating and leading policy, on standards and ethics in bereavement support across the UK. He is a founder member of the Cancer Counselling Trust and has been running workshops and professional development training for more than 15 years on various aspects of bereavement support. He is a popular & empathetic speaker who has presented to audiences nationally & internationally.



## **GRIEF IN THE WORKPLACE: Programme**

- 9.30 Setting the scene:**  
Expectations, learning objectives for the day, housekeeping, self care
- 9.45 Taking the sting out:**  
Addressing personal fears and phobias around death, dying, and loss
- 10.00 Bereavement and loss:**  
Facts, figures and costs  
Theories and models of bereavement support
- 10.30 Manifestations of grief in the workplace:**  
What are the signs to look for?  
The do's and don'ts of a helpful response?
- 11.15 Coffee**
- 11.30 Case studies/Scenarios:**  
Skills practice
- 12.30 Lunch**
- 1.30 Taking the sting out:**  
Humour and grief
- 2.00 Grief and the Workplace:**  
Practical steps to creating a supportive environment  
Developing a long term strategy
- 2.45 Death in the Workplace:**  
Responding to loss and trauma inside the workplace
- 3.30 Sharing the learning:**  
Debrief and good-byes
- 4.00 End**



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**GRIEF IN THE WORKPLACE - Programme notes:**

Time	Descriptor	Tasks	Learning points
09.30	<b>Setting the Scene</b>	Expectations Learning objectives for the day Housekeeping Self care	Clarity and relevance of purpose Framework for learning to enable translation into work context Establishing a supportive learning environment
09.45	<b>Taking the sting out:</b> Addressing personal fears and phobias around death, dying, and loss	Individual and small group interactive exercise	Recognising personal relationship with loss Underlining the interconnectedness of loss and bereavement Losses throughout life
10.00	<b>Bereavement and loss:</b> Facts, figures and costs Theories and models of bereavement support	Largely didactic	Value to organisations of addressing impact of bereavement Benefits of supported workforce Each person's grief is unique but there is a commonality to reactions which has provided the basis for theories ... The map is not the territory!
10.30	<b>Manifestations of grief in the workplace:</b> What are the signs to look for? The do's and don'ts of a helpful response?	Interactive/seminar style	Increased confidence from understanding what helps and what does not help
11.15	<b>Coffee</b>		Self care!
11.30	<b>Case studies/Scenarios:</b> Skills practice	Pairs, small and large group	Enhanced skills – listening and communication
12.30	<b>Lunch</b>		
13.30	<b>Taking the sting out:</b> Humour and grief	Mix of didactic and interactive	Appropriate use of humour when dealing with sensitive issues
14.00	<b>Grief and the Workplace:</b> Practical steps to creating a supportive environment Developing a long term strategy	Didactic intro, small groupwork leading to whole group exercise	Sharing good practice Policy Frameworks not Prescriptions Sources of guidance
14.45	<b>Death in the Workplace:</b> Responding to loss and trauma inside the workplace	Didactic intro, small groupwork leading to whole group exercise	Strategies for dealing with workplace trauma
15.30	<b>Sharing the learning:</b> Debrief and good-byes	Sharing the learning How to take back into the workplace Self and peer support	Building confidence Integrating into everyday work practices
16.00	<b>End/refreshments</b>		
<b>Support Materials:</b>	Handouts: Theory presentation Grief Reactions Lists of resources available		