

+
**Grief and loss in
 the 21st Century**
*What really happens in
 the workplace*


Rachel Blythe Kodanaz

NIEAPA, 2017 Conference
 June 8, 2017

303.619.3547 voice
 rachel@griefintheworkplace.com email
www.griefintheworkplace.com website

The elephant walks
 into the room....

+



And everyone walks around it.

Grief in the Workplace

+

Objectives

- Recognize the impact grief has on workplace dynamics and the importance of addressing the associated challenges.
- Identify and review current programs, policies and procedures available to employees and employers in support of grief and loss in the workplace.
- Create a compassionate workplace by identifying resolution, defining roles and implementing solutions addressing grief and loss.

www.griefintheworkplace.com


+ **Types of Loss**

- Co-worker death
- Family death
- Terminal diagnosis
- Long-term illness
- Financial
- Independence
- Natural disaster
 - Flood
 - Fire
 - Hurricane/Tornado
- Change in health
- Change in family status

Grief in the Workplace

+ **Today's Challenges in the Workplace**

- Aging society
- Terminally illness
- Family caregivers
- Social media
- Mobile society
- Company policies & procedures
- Friends that are as close as family
- Lack of training on loss & crisis response



www.griefintheworkplace.com

Recognizing the need to address loss in the workplace

+ WE ALL HAVE OR WILL SUFFER A LOSS:

How we tackle the journey will impact the outcome.

+

Emotional Behaviors


First few weeks	On-going
<ul style="list-style-type: none"> ■ Numbness ■ Shock ■ Denial ■ Anger ■ Disorientation 	<ul style="list-style-type: none"> ■ Depression ■ Guilt ■ Panic ■ Finding balance again

www.griefintheworkplace.com

+

Characteristics of a grieving employee

- "Fake-it" well
- Loss of logic
- Lack of confidence
- "Nothing going right"
- Feel distant from their co-workers
- Two steps forward, one step back
- No two people grieve the same



A sad employee is often perceived as a bad employee

www.griefintheworkplace.com

+

Importance of the workplace when suffering from a loss

- Routine
- Distraction
- Provides a sense of accomplishment
- Feeling of being productive
- Interaction with others
- Embrace self control
- Financial necessity



www.griefintheworkplace.com

+

Death of an Employee

Grieving Workgroup

- Decline of productivity
- Unpredictable emotional behaviors
- Co-worker interaction
- Response differs among co-workers
- “Replacement”
- Business as usual
- Office memorial

www.griefintheworkplace.com

+

Supportive Programs







The Family and Medical Leave Act



www.griefintheworkplace.com

+

Employee Challenges

- Productivity decreases
- Emotional stability
- Co-worker relationships
- Behavior
- Career desires
- Life Balance
- Need for Privacy



www.griefintheworkplace.com

+

Employer Challenges

- Business as usual
- Managing company policy
- Walking on eggshells
- Expectations of employee or workgroup
- Loss of productivity
- Grief timeline
- Costs

www.griefintheworkplace.com

+

Co-worker Challenges

- Personal versus professional
- Managing expectations
- Fairness
- Individuals respond differently
- Co-workers play different role based on relationship

www.griefintheworkplace.com

+

Employee Returning to the Workplace

- Prior to their return
 - Recognize the loss
 - Meet with employee
 - Education for co-workers of what to expect
 - Verify checklist of activities
 - Provide lighter load

www.griefintheworkplace.com

+

Creating compassionate workplace

- Review policies and procedures
- Provide support and training for employees
- 3-6-9-12 month pulse
- Avoid placing judgment
- Practice tolerance




Grief in the Workplace

+

Summary

- Recognize and embrace the situation
- Adapt procedures and policies
- Create a compassionate workplace by integrating new programs with existing company policies
- Make it work!

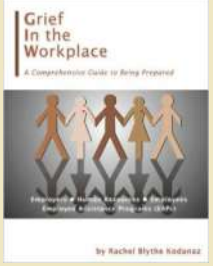


www.griefintheworkplace.com

+

Grief in the Workplace:

A comprehensive guide for being prepared



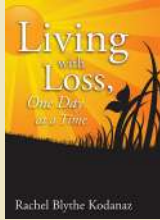
Management Handbook

- The handbook contains all the information needed to start a program in your company.
- Implementation training, keynote workshops or seminars are available

Available for purchase
www.griefintheworkplace.com
www.amazon.com

www.griefintheworkplace.com

+ Living with Loss, One Day at a Time



■ *Living with Loss, One Day at a Time* offers daily encouragement to individuals and families who have lost a loved one or are suffering from any form of loss. The 365 daily lessons and thought-provoking ideas provide hope, optimism, introspection, and self-discovery.

Available for purchase
www.Rachelkodanaz.com
www.amazon.com

www.griefintheworkplace.com
