

# BENEFITS OF GRIEF SUPPORT

WELCOA WHITEPAPER BY YAHDV & HANLON

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## ABOUT YAHDAY & HANLON



**ILANA SHAPIRA YAHDAY**  
MPA, Advanced Grief Recovery Specialist



**KIM HANLON**  
MA, Advanced Grief Recovery Specialist

### Combining professional expertise with personal experience for powerful results

Ilana Shapiro Yahdav, MPA, ACGRS and Kim Hanlon, MA, ACGRS are passionate about offering individual grief support and enhancing corporate wellness programs to better support employees around loss and life changes. Ilana and Kim take what is often a challenging topic and make it accessible to all by creating a safe environment. Their tools and programs help increase productivity, emotional resilience, retention, and engagement both in the workplace and in one's personal life.

### OUR VISION

- » Standardize inclusion of grief support in corporate wellness programs
- » Accomplish widespread certification of managers and HR professionals in grief support techniques to prevent burnout and provide for an invigorated and resilient workforce
- » Normalize conversations around grief and loss so fewer people suffer alone

# Table of Contents

- 4** **GRIEF IN THE WORKPLACE**  
*Quick facts to illustrate the impact*
- 5** **THE COST OF GRIEF**  
*There is a huge monetary impact of grief*
- 6** **BENEFITS OF GRIEF SUPPORT**  
*From productivity to employee retention*
- 6** **BENEFITS OF OUR PROGRAMS**  
*How our unique programs are optimized for success*
- 9** **CONCLUSION**  
*Opportunities and next steps*

## KEY TAKEAWAYS:

- » We all grieve life changes and loss
- » Grief is costing your company
- » Grief support is an important part of a wellness program and can boost productivity, engagement, resilience and retention

# Grief in the Workplace

## WHAT IS GRIEF?

*There are over 40 identified sources of grief. We can grieve life events or changes—both positive and negative.*

### GRIEF IS:

- » the normal and natural reaction to the loss of any kind
- » the conflicting feelings when something familiar ends or changes
- » cumulative and cumulatively negative

### GRIEF IS ALSO:

- » feeling alone in your heartbreak
- » difficulty concentrating or caring
- » impaired memory
- » exhausting both in the heaviness of one's heart and also in the effort to "hold it together" at work and in life

## SIGNS OF GRIEF AT WORK



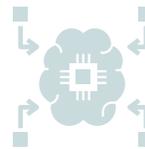
Decreased  
Productivity



Absenteeism/  
Presenteeism



Signs of  
Missed Sleep



Memory



Anxiety or  
Depression



Changes to  
Appetite



Engagement



Repeated Stories



Concentration



Mistakes/Missed  
Deadlines

## SOURCES OF WORKPLACE GRIEF

- » Toxic environment
- » Death of colleague
- » Company reorganization
- » New management
- » Missed promotion
- » Promotion
- » Ergonomic injury
- » Layoffs
- » Moving departments
- » Company buyout
- » Attrition leading to shifting workloads
- » Workplace discipline
- » Code switching
- » Not feeling supported

## The Cost of Grief

Grief also has a large monetary impact

**\$75-100 BILLION USD**

lost to grief in the workplace

*(The Grief Recovery Institute)*

**1 IN 4 EMPLOYEES**

experience loss at any given time

*(The Grief Recovery Institute)*

**35% OF LIFE**

is spent at work

*(Gettysburg College)*

**100% OF INTERVIEWED  
BUSINESS LEADERS**

felt ill-equipped to handle  
loss in the workplace

*(The Dinner Party)*

**\$276 BILLION USD**

due to alcohol abuse\*

*(Council of Alcoholism)*

**\$210.5 BILLION USD**

due to depression\*

*(Center for Workplace Mental Health)*

- » \*Doesn't account for grief
- » All pre-pandemic numbers
- » From studies conducted in the U.S. using USD

# Benefits of Grief Support

## SPECIFIC AREAS IMPROVED



### Productivity

Grief impairs focus, memory, and motivation—access to grief support can boost all.



### Engagement

Grief support can reinvigorate one, and clear the cobwebs, freeing one to be more engaged, creative, and motivated.



### Employee Retention

An employee that feels supported will be more loyal and also better able to stay with the company through their hardships.



### Decreased Burnout

Management burnout is helped by having meaningful tools to support struggling employees as well as resources to direct them to.

*Also—Give a competitive edge in the hiring process and illustrate how much employees are valued.*

*Our programs also enhance emotional intelligence and resilience.*

# Benefits of Our Programs

## THOUGHTFULLY DESIGNED PROGRAMS TO CREATE:

### Common Ground

- » A shared understanding of grief and its impacts to the workplace promotes compassion and increases resilience
- » Creation of a standardized grief policy so all are aware of and eligible for equal support and accommodations in the face of loss

### Effective Grief Support

- » Comprehensive support using evidence-based tools, years of experience, and personal insight

### Sustainability

- » Designed with consideration to be as sustainable in-house as possible, with access to ongoing support from Yahdav & Hanlon

## CREATING A RESILIENT WORKFORCE STRENGTHENS WELLNESS PROGRAMS

- » Most have many offerings for physical and mental health, but have a gap in supporting emotional health, specifically grief.
- » Many people seek therapy after a loss. Therapy has many benefits, but **our programs are unique as they provide actionable steps to navigate loss.**
- » Many therapists do not have specific training in grief support.

### PROGRAM LISTINGS

We offer an array of options which can be combined and tailored to suit your company's unique needs

- » Online Courses
  - » Professional Development
  - » Onboarding training
- » Script & Reference Binder Development
- » Live Workshops
- » 1:1 and Group Grief Support
- » Company Grief Support Policy Consulting
  - » Needs Assessment
  - » Development
- » On-Call Assistance
- » Training for Peer-Support Programs
- » Crisis Grief Support
- » Review of Community Resources

Contact us for a free consultation to determine which programs would be best for your company.

# In Alignment with WELCOA's 7 Benchmarks



## SEE HOW WE LINE UP



### 1. Committed and Aligned Leadership

More than reactive support, but proactively working with leadership to understand and accommodate grief.



### 2. Collaboration in Support of Wellness

Recommendations and training for in-house programs that reflect company culture and unique needs for enhanced sustainability.



### 3. Collecting Meaningful Data

Thorough assessment of needs and/or suggestions for in-house needs assessments.

Provide report of findings to guide development.



### 4. Crafting an Operating Plan

Can collaborate with Human Resources and relevant parties to create standardized grief policy and support programs, or can provide guidelines of suggested components.



### 5. Choosing Initiatives That Support the Whole Employee

Highlighting tools that are helpful in all loss cases, as well as those that are more useful for specific situations.

Comprehensive offerings to support employees in different phases of grief and different grieving needs.



### 6. Cultivate Supportive Health Promoting Environments, Policies, and Practices

Information on how to align grief policy and compassionate workplace initiatives within the wellness culture of the organization.

Offering workshops, exercises, grief support, and lexicon updates to foster an inclusive environment for loss.



### 7. Conduct Evaluation, Communicate, Celebrate, and Iterate

Program evaluation allows for assessing areas for improvement and areas for celebration of success. Each company has unique needs and may need modifications to meet their needs.

# Conclusion

*“The strength of a nation derives from the integrity of the home.”*

*-Confucius*

No one is immune from loss. 1 in 4 employees are experiencing loss at any given time—likely more given the pandemic.

All of our offerings are created with our combined personal experience as well as our professional training. Our goal is to help employees feel supported at work. To help managers support employees (and themselves). To create dialogue. To provide resources and so much more.

It is our gift to transform our pain and loss to help pave the way to make it smoother for others.

## COMPLIMENTARY DISCOVERY CALLS

Learn how Yahdav & Hanlon can meet the unique needs of your company and help make your teams stronger and healthier all-around.

Visit us at: [www.YahdavHanlon.com](http://www.YahdavHanlon.com)

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**WELCOA**★  
WELLNESS WORKS HERE

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