COMPASSION@WORK
Support and education for grief and loss in the workplace

AN INVITATION
Programs for working Australians dealing with grief and loss.

How we respond to death has been debated for centuries. From often repeated platitudes, to a culture of awkward silence; from Elizabeth Kubler-Ross’ five stages of grief, to the new science of resilience. The Groundswell Project’s support and educational workshops bring the conversation about loss and grief into the light. And with the Compassion@Work Program, we support workplaces to utilise existing networks to provide support for people suffering great loss.

The new science of loss recognises that most of us seek out the support of those closest to us, be it work or at home. Recognising this and empowering this is critical for a culture of compassion at work.

So what do we say? How do we help? What can we do?
To answer these questions, we use the best evidence in social care to create an informal social support network for your greatest asset – your employees – at the most stressful time of their lives.
Because when bereavement leave ends, we go back to work.

When it comes to the greatest instances of life-changing challenges and suffering such as death, dying and bereavement, it’s inevitable and understandable that the effects of such events on the personal life will cross the working-life threshold.

HOW IS YOUR ORGANISATION RESPONDING?

"I didn’t know what to say, so I said nothing."
WELCOME TO COMPASSION@WORK

Where the internal relationships, wellbeing and resilience of your staff is key to driving meaningful engagement in 2019.

While people might find the idea of discussing death, dying and bereavement uncomfortable, remember that twenty years ago it was considered risky to talk about mental health at work. People were frightened of how they might be perceived by their colleagues and their employers. In order to combat negative or unhelpful responses, there was a call to ‘normalise’ the risky subject matter.

At the GroundSwell Project, we socialise the subject matter of death, because the experience of loss and grief has always been part of life, even work life.

MAKING THE CASE:

When do we ever really switch off?

When we hear about someone’s loss, we often wonder how best to offer support in the event of great change and challenges such as dealing with death, a terminal diagnosis, or becoming a primary carer. Being able to provide that care is a natural inclination, however somehow we seem to have lost the art of talking, sharing and showing it.

Understanding the power of employee relationships and how to support and encourage them to respond well in the face of loss, is key. Workplaces that create conditions in which employees can openly share their feelings about loss – past, present or future, regardless of rank or authority, result in better responses within the workplace when loss inevitably occurs.

WHO IS THE GROUNDSWELL PROJECT?

The Groundswell Project was established in 2010 to enable social and cultural change in death and dying in Australia. The GroundSwell Project and is both a funder of research and a translator of research evidence into behaviour change through programs and services. We are known for being intrepid, informed and authentic.

As a social impact organisation, all fees are invested back into the Groundswell Project to continue our work as a not for profit in facilitating the discussion around death and loss. Groundswell is a registered charity with Tax Deductibility (DGR) status.

Find out more: www.thegroundswellproject.com
For a conversation about how we can work with you, email: programs@thegroundswellproject.com

“...recognises that the natural cycles of sickness and health, birth and death, love and loss, occur within the orbits of their institutions and regular activities every day...”

END NOTES

1. 10 HR Trends you’ll see in 2016: http://www.huffingtonpost.com/kosta-petrov/10-hr-trends-youll-see-in-2016-b8888690.html?ir=Australia
3. Special thanks to the work of Julian Abel and colleagues: “Compassionate Community Networks UK”