

Workplace Support through Change and Loss

A CONVERSATION WITH:

- MAUREEN DESMOND, FOUNDER, NAVIGATING THROUGH LOSS | CERTIFIED GRIEF/LOSS COACH & CORPORATE CONSULTANT
- DANA HUTSON, PRESIDENT, CANCER CHAMPIONS, LLC | PRIVATE PATIENT ADVOCATE

DC SHRM ANNUAL MEETING ~ OCTOBER 14, 2021

Introductions/Why we do this work

- ▶ **Dana Hutson, President, Cancer Champions, LLC**
- ▶ **Maureen Desmond, Founder, Navigating Through Loss**

Brandy

- ▶ Brandy is a 42-year -old project manager.
- ▶ She is married with 2 children and has recently been diagnosed with thyroid cancer. She faces a multitude of doctor's appointments and is overwhelmed.
- ▶ She is worried about managing her responsibilities at work and home while navigating the complexities of the healthcare system and her insurance.

SUPPORT IS A VERY REAL SOLUTION

THE TIME WE SPEND
GRIEVING

*(through loss and change of
any kind)*

IS DIRECTLY LINKED TO
THE RESPONSES AND
SUPPORT WE ARE GIVEN.

ACKNOWLEDGING,
LISTENING,
ADVOCATING,
AWARENESS

Even a simple
gesture, like offering
a box of tissue
says....

“I/WE CARE ABOUT YOU.”

“YOU ARE NOT ALONE.”

“ I/WE ARE HERE TO SUPPORT YOU.”



How does
change and loss
affect
productivity?

HOW DOES
PRODUCTIVITY GET
IMPAIRED BY
LOSS/CHANGE: GRIEF?

**PHYSICAL
ABSENCE**

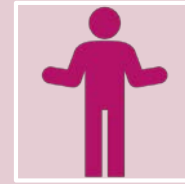
**EMOTIONAL
ABSENCE**

**EMOTIONAL
OVER-
STIMULATION**

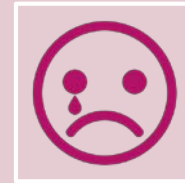
Jim

- ▶ Jim is 45 years old. He has been a Software Sales Sr. Manager for 10 years. His team of 8 sales executives enjoy Jim's leadership style and support. Jim is a wealth of information, has great customer skills, and is always positive and upbeat.
- ▶ Jim's sales team notices he's not been himself since returning from his vacation. The team has mentioned to each other, but not to Jim.
- ▶ His manager, Joan, has noticed the same. Jim has been spending long hours at work, which is not his normal routine, and seems distracted and lethargic.
- ▶ Joan isn't sure if she should acknowledge this yet or just provide the EAP card to him, one evening before he leaves.
- ▶ When Joan approaches Jim one evening on her way out, he begins to get emotional and shares that his wife is leaving him after 16 years, and he's shocked by the news. He doesn't want this to affect his productivity or those on the team. He shared that he hasn't told anyone yet, not even family. He's not sure what to do next.

WHAT IS GRIEF, ANYWAY...



***THE NORMAL AND NATURAL
EMOTIONAL REACTION TO
LOSS AND CHANGE OF ANY
KIND, TANGIBLE AND
INTANGIBLE.***



***THE CONFLICTING FEELINGS
CAUSED BY THE END OF OR
CHANGE IN A FAMILIAR
PATTERN OF BEHAVIOR.***

Grief is the emotion and
reaction to the loss and
change of many
things...
Both tangible and intangible

Loss of loved
ones

Divorce

Moving

Health
Crisis/Diagnosis

Job loss/Job
change,
retirement

Loss of normalcy

Delayed
funerals

Fear of
unknowns, fear
of safety &
security

Q&A before ...



Don't Keep Us A Secret!

Book your free workshop before January 25, 2022

Offering is for the first 3 companies who sign up.

You'll receive: Quick tips and tools to provide immediately, and others for the long haul, best things to say/not say, myths and truths about grief/loss, what's an advocate and how do you gently refer someone, and more.

Q&A and door prizes.



RESOURCES

- ▶ <https://www.cancer.net/>
- ▶ <https://www.cancer-champions.com>
- ▶ [**https://www.aphadvocates.org/directory/**](https://www.aphadvocates.org/directory/)

- ▶ <https://www.navigatingthroughloss.com>
- ▶ [**https://www.linkedin/in/maureendesmond**](https://www.linkedin/in/maureendesmond)

Change and Loss in the Workplace

DATA/STATS

- ▶ The cost of grief to U.S. Businesses:

\$100 BILLION ANNUALLY

*Includes lost productivity, lost business, and poor performance for all grief-inducing experiences.

*GRIEF RECOVERY INSTITUTE, ADJUSTED 2017

- ▶ A recent ASCO (American Society of Clinical Oncology) study shows an astounding 76% of workers left the workforce after a health diagnosis, and 37% of the caregivers left the workforce.
- ▶ Even before the pandemic, a 2011, Gallup-Healthways survey concluded that more than 1 in 6 American workers also act as informal caregivers, which is approximately 17% of U.S. full-time workers. They reported missing an average 7 workdays per year amounting to 126 million missed workdays each year. One third of working caregivers are working professionals, and another 12% are in service or management roles.
- ▶ Caregiving has shown to reduce employee work productivity by 18.5% and increase the likelihood of employees leaving the workplace.
- ▶ A survey of 3500 adults, administered by the Office of National Statistics, concluded 1 in 5 report having experienced depression since COVID compared to 1 in 10 previously.