



FACT SHEET

Workforce Capital Recovery Program®

~ GRIEF IN THE WORKPLACE LEADERSHIP SEMINARS ~

Over \$100 Billion is Lost to U.S. Businesses in Combined Annual Revenue Due to Grief in the Workplace

WORKPLACE IMPACTS

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| ◆ Higher Absenteeism | ◆ Higher Turnover Rates | ◆ Increased Accidents |
| ◆ Decreased Motivation | ◆ Rising Hiring Costs | ◆ Increased Injuries |
| ◆ Loss of Creativity | ◆ More Training Costs | ◆ Higher Worker's Comp Rates |
| ◆ Lower Productivity | ◆ Incomplete Tasks/Projects | ◆ More General Liability Expenses |
| ◆ Errors in Judgement | ◆ Workflow Disruption to Clients/Partners | ◆ Higher Health Insurance Costs |

EMPIRICAL BEREAVEMENT STATISTICS

- ◆ Over 4 Million employees will experience the death of a spouse, life-partner, or child each year
- ◆ 10% to 15% of working aged parents experience the death of a child annually
- ◆ 1 million working aged women experience miscarriages each year, while another 26,000 experience stillbirths
- ◆ 90% of bereaved employees later injured on the job reported it was due to grief influences from the loss
- ◆ 85% of bereaved managers experience mental errors on the job from grief for 6 months or longer after a loss
- ◆ Prime age of employee peak performance at 35 is also average age for a parent who will experience the death of a child

DO GRIEF IN THE WORKPLACE CONCEPTS REPLACE AN EMPLOYEE ASSISTANCE PROGRAM? NO, HOWEVER...

- ◆ Only 3% to 7% of eligible employees will use an available Employee Assistance Program
- ◆ 62% of bereaved employees will turn to peers and supervisors on the job for support
- ◆ EAPs are 3rd party providers who outsource mental health services to 4th party providers – too many tiers
- ◆ Free to the employee services are limited in the number of free sessions to the bereaved employee
- ◆ System often works on an *Assess and Refer* model, often resulting in costs to employer/employee health insurance
- ◆ Mental health sessions scheduled weeks or longer in the future – the emotional pains of grief don't work on a schedule
- ◆ Many employees spend more awake time with others at work than with family members at home – tremendous impact

OTHER GRIEF IN THE WORKPLACE SEMINAR TOPICS

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| ◆ Death of an Owner/Senior Leader | ◆ Workplace Violence (Injury & Fatality) | ◆ Local Natural Disaster Events |
| ◆ Death of a Co-worker (off the job) | ◆ Criminal Acts Against Persons or Property | ◆ Large Scale Natural Disaster Elsewhere |
| ◆ Workplace Accident w/Fatality | ◆ Active Shooter Events | ◆ National Security Events (Terrorism) |

BENEFITS OF GRIEF IN THE WORKPLACE SEMINARS

- ◆ Immediate reduction or elimination of risk to revenue, productivity, safety, and morale in the workplace
- ◆ Encourages personal growth, mutual support, development, and transformation in all leaders and employees
- ◆ Demonstrate an employee well-being quality in leadership with a commitment to the single employee
- ◆ Improves the organization's branding in the industry, as well as in the community...and so much more



R. Glenn Kelly

Keynote Speaker
Seminar Presenter
Grief Support Coach
Award Winning Author
Business Executive
Bereaved Father

Arrange Your Organization's GRIEF IN THE WORKPLACE LEADERSHIP SEMINAR Today!

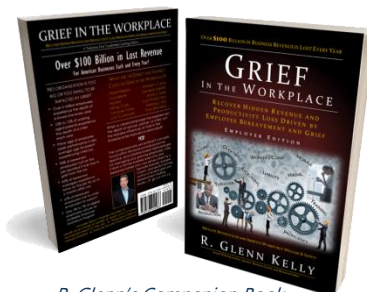
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R. Glenn's Companion Book
"Grief in the Workplace"