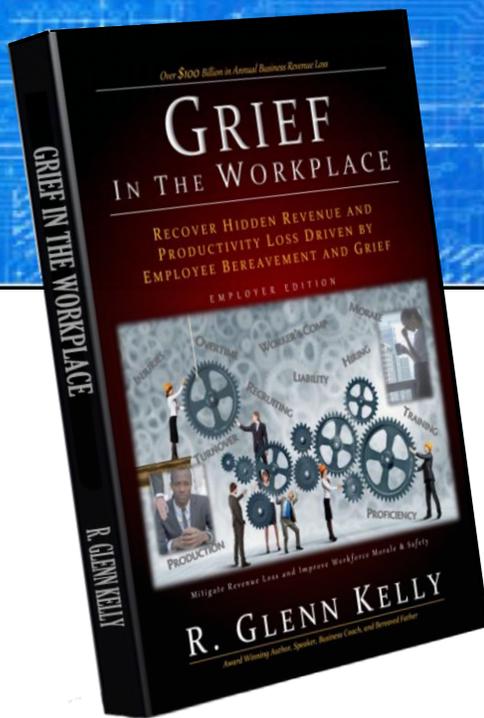


*“Let’s support your greatest assets...
...and your Bottom Line”*





HEADLINE:
BUSINESS LEADERSHIP BOOK AND SEMINAR
MITIGATES REVENUE LOSS FROM GRIEF



Book Details

Title: Grief in the Workplace: Recover Hidden Revenue and Productivity Loss Driven by Employee Bereavement and Grief
Author: R. Glenn Kelly
Category: Business Coaching
ISBN-13: 978-0578454986
Publish Date: January 26, 2019
Publisher: R. Glenn Kelly Publications, Inc.
Price: \$19.95 Print | \$5.99 eBook

Seminar Details

Seminar Title: Grief in the Workplace Leadership Seminar
Presenter: R. Glenn Kelly
Category: Business Coaching
Produced By: R. Glenn Kelly Publications, Inc.

2019
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AUTHOR / PRESENTER

BIO

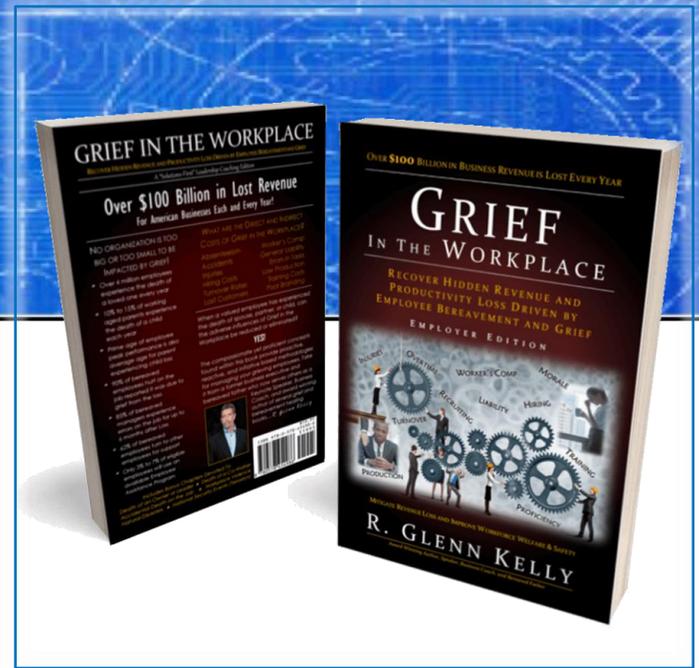


R. Glenn Kelly knows successful business leadership as well as he truly knows the pains of grief from the loss of loved ones. In 1997, his only child, Jonathan, was born with an undiagnosed and rare congenital heart defect known as Hypoplastic Left Heart Syndrome. The need for Jonathan to undergo several life-threatening open-heart surgeries as an infant would give the child a prognosis for a full life, but the early years necessitated extensive home-care by the family. This led R. Glenn to change careers from the dangers and late hours of law enforcement outside of Washington, DC, to that of a Monday through Friday executive in the defense contracting industry. Then, just as his toddler son began to fully heal and thrive, R. Glenn would experience the unexpected death of his dear mother at a very young age. It would not be many years later when an extremely aggressive and terminal cancer quickly took the life of his father. Then, just a few short years later, Jonathan's frail heart would unexpectedly fail, and R. Glenn's son would take his final breath on earth in the arms of his father.

R. Glenn would write his first award-winning grief support book, *Sometimes I Cry in the Shower*, just over a year after the death of his precious son. As a rare man willing to openly discuss a male's grief emotions, he would soon begin to receive invitations to publicly speak at organized conferences. Since then, R. Glenn has served as a Keynote Speaker, Workshop Presenter, and Subject Panelist at numerous national bereavement support conferences, private businesses, universities, hospitals, churches, and more. He has discussed grief as a guest on numerous television talk shows, radio programs, internet webinars and podcasts, as well in newsprint and magazine periodicals. During this time, Ron has also authored other published award-winning books, and has contributed articles to various organizational magazines, newsletters, publications and websites. R. Glenn has served on the Advisory Board at Le Bonheur Children's Hospital in Memphis, TN, and as a Board of Directors officer for several national and international non-profit bereavement support organizations.

In 2016, R. Glenn accepted his first of two consecutive invitations as the Keynote Speaker at the headquarters of Delta Airline in Atlanta, GA, for a company sponsored "fly-in" of bereaved employees from around the company. It was in preparation for the initial speaking opportunity that he began to compile his experiences as both a successful business leader and as a bereaved father to bring forward a seminar program that serves both the bereaved employee and the employing organization. Today, R. Glenn continues to provide Keynote and Workshop presentations for the bereavement support organizations at large, but also offers the Grief in the Workplace Leadership Seminars to aid forward-thinking leaders in mitigating over \$100 Billion in annual revenue loss to business enterprises across America.

BOOK BRIEF



Organizations across America are losing the astounding figure of over \$100 billion in annual business revenue due to the adverse impacts of grieving employees on the job.

The author of *Grief in the Workplace* uses his professional and personal experiences as a former business executive, a noted grief support authority, and as a bereaved father to convey his teachings to personnel leaders. The aim is to provide knowledge and concepts that will mitigate grief's influences on the employee and also on the company's bottom line. This rare, "Solutions-First" publication considers that death is an uncomfortable topic not often included in business planning sessions. Therefore, many leadership readers will seek knowledge only when an imminent grief issue is at hand. To that end, the first four chapters are dedicated to addressing immediate concerns before the remainder of the book conveys the more proactive, reactive, and initiative-based methodologies required to successfully manage future grief issues in the workplace.

An important awareness that the book, *Grief in the Workplace*, provides the leadership reader is that no organization is too small or too large to be impacted by the adverse influences of grief to the bottom line. To do so, the author provides the following statistics, and more, throughout the publication:

- Over 4 Million active U.S. employees experience the death of a spouse, life-partner, or child every year.
- 25% of employees are grieving the loss of a loved one at any one time in any U.S. workplace.
- 10% to 15% of working-aged adults in the U.S. lose a child each year.
- 1 million women in the U.S. miscarry a child annually, while another 26,000 women experience stillbirths.
- 10% to 20% (400 to 600 thousand out of 4 million) of newly bereaved employees will experience a mental health condition known as *Complicated Grief* which often includes mental and/or physical impairments.
- 85% of bereaved management personnel reported significant errors in judgment on the job that went on for at least six months beyond the loss of a loved one.
- 90% of front-line employees who became injured on the job after a loss reported grief as the cause.
- 35 is the average age of employee peak performance and the average age of a bereaved parent.
- 90,000 Hours - The Average hours a U.S. employee will spend at work over a lifetime.
- Most U.S. employees spend more awake time with co-workers than with family members at home.

Through this book, *Grief in the Workplace*, the author takes the unusual view that not only should the bereaved employee be treated with compassion, but the best interests of the organization must always be accounted for. This book is an invaluable business management tool that should be in the top desk drawer of every leader in any company or agency. The awareness, understanding, and concepts found within will not only mitigate the massive, yet hidden, direct and indirect costs of grief, but it will actually do so at little to no cost to the organization.

SEMINAR BRIEF



The Grief in the Workplace Leadership Seminars are conducted by R. Glenn Kelly on-site at an organization's facility or other designated meeting location. The Leadership Seminars deeply expound on R. Glenn's book, Grief in the Workplace, concerning the adverse influences of grief in the workplace. These sessions are not intended to make mental health professionals out of personnel managers. Yet, at the completion of coaching, every organizational leader will possess a greater awareness and understanding of the emotional impacts of loss to the affected employee and the proven management response actions for bereavement difficulties. Add to that the ability to create a preemptive Bereavement Action Plan and a supportive environment that mitigates not only revenue loss but improves the organization's branding in the industry.

Each Leadership Seminar always brings the opportunity for questions and answers, and open discussions of current or past grief difficulties within the organization. Each three-hour session includes the opportunity for individual leaders to meet with R. Glenn afterward to consult on any current grief difficulties on the job. In addition, all seminars come with of copies of R. Glenn's book, Grief in the workplace. As an additional bonus, all participating organizations will receive a one-year agreement for telephone consultations with R. Glenn for future grief difficulties.

The Grief in the Workplace Leadership Seminar is three-hours in length, usually conducted in the morning or the afternoon. Larger companies may want to split this into two three-hour sessions in a day to avoid taking all leadership off the floor at one time. Two Day and Company Conference or Retreat Seminars can also offered by R. Glenn Kelly. To find out more about pricing or to read more facts about Grief in the Workplace, please click on the proper link below:

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FACT SHEET



TARGET AUDIENCE & BENEFITS

TARGET AUDIENCE

The *Grief in the Workplace* book, as well as the *Grief in the Workplace Leadership Seminars* are specifically targeted at business owners, organizational principals, managing executives, human resource personnel, and front-line supervision within any organization. Neither the book nor the seminars are intended to be provided directly to employees or other business-related associates who are experiencing the adverse impacts of grief from the death of a loved one.

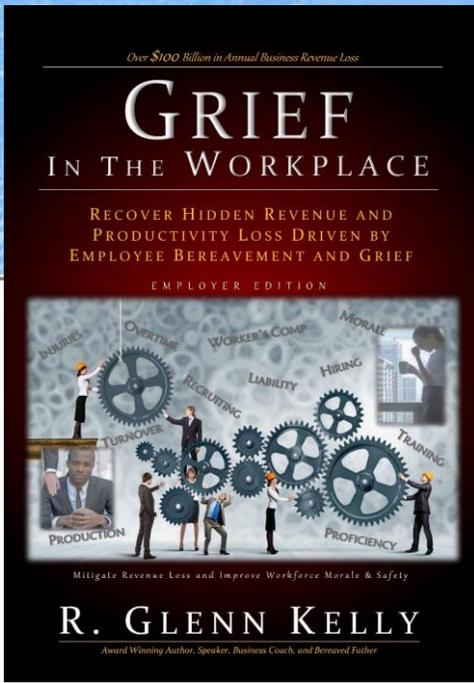
An Organization is defined as a unit of people that is structured and managed to meet a need or to pursue collective goals. To that end, the entities targeted through the *Grief in the Workplace* book and the Leadership Seminars include for-profit and non-profit organizations, federal, state, or local government agencies, as well as associations and civic groups. While the for-profit business model typically focuses on maximizing profits, all other organizational structures generally share the same goal of taking in revenue and minimizing costs. Therefore, the responsibilities of sound business stewardship fall equally on the leaders of every organizational framework.

AUDIENCE BENEFITS

With the awareness and understanding of the adverse influences of grief in the workplace, the forward-thinking leader within any organization can:

- ✓ Recognize and mitigate a share of over \$100 billion in hidden direct and indirect costs of grief to annual revenue in America
- ✓ Eliminate many avoidable workplace accidents and injuries
- ✓ Demonstrate a desired employee-first commitment to the workforce
- ✓ Increase all employee morale and welfare across the organization
- ✓ Increase attractiveness of the company to employment candidates
- ✓ Increase respect of current and potential clients, suppliers, and business partners
- ✓ Improve company branding within the industry and the community

BOOK EXCERPT



CHAPTER FIVE ~ GRIEF COSTS TO ALL ORGANIZATIONS

GRIEF IN THE WORKPLACE COST DATA

Organizations across America collectively lose well over \$100,000,000,000 (billion) in annual revenue due to the impacts of grieving employees. That astronomical loss figure was first reported in 2003, at an original amount of \$75.1 billion. The findings were a result of an extensive and well-accepted study that was conducted and reported by the Grief Recovery Institute Educational Foundation of Sherman Oaks, California. The study was published under the title *Grief Index: The "Hidden" Annual Costs of Grief in America's Workplace*. At the

time of the report, the institution had over 500,000 griever who had participated in their renowned Grief Recovery Outreach Program.

The Grief Recovery Institute (GRI) was founded in 1987, by John W. James, with the related educational foundation to be opened in 1996. James also authored the book *Grief Recovery Handbook*, which has been translated into five foreign languages. It remains in distribution today and is in use around the globe. According to James, it was the tragic terrorist events of September 11, 2001, that prompted the study, and the resulting Grief Index Report. After observing the economic impacts of mass grief that followed the terrorist events, the foundation conducted extensive interviews with institute participants to help come up with their findings.

When the Grief Index Report was published, the Wall Street Journal investigated the results with great interest. When complete, the Journal published an article stating that *"The report is significant because of its use of as many quantitative measures as possible. GRI counselors interviewed more than 25,000 grieving people and almost all said their job performance was affected."* Following the interviews of these 25,000 grieving and employed participants by GRI counselors, twelve recognized productivity studies were used to conservatively factor the cost of a lost hour.

The cost-to-productivity findings were as follows:

Death of a loved one.....	\$37.5 billion
Death of extended family, friend, colleague.....	\$7.0 billion
Death of a pet.....	\$2.4 billion
Divorce.....	\$11.1 billion
Family crisis.....	\$9.0 billion
Financial loss.....	\$4.5 billion
Major lifestyle alterations.....	\$2.4 billion
Other losses.....	\$1.2 billion
Total	\$75.1 billion

\$75.1 BILLION BECOMES OVER \$100 BILLION IN REVENUE LOSS

Inflation of the U.S. dollar has played the largest role in increasing the originally reported \$75.1 billion to over \$100 billion in current annual revenue loss. Little has improved in grief support in the workplace since then, while the value of a dollar has certainly decreased over time. Between the years 2003 and 2018, the U.S. dollar experienced an average inflation rate of 2.09 percent per year. In other words, \$100.00 in 2003 was equivalent in purchasing power to \$136.47 in 2018...(end of Excerpt)

INTERVIEW

QUESTIONS



Q. Can you tell us where the data originates that shows employee grief costs American organizations over \$100 billion in revenue every year?

A. Widely accepted commissioned grief study with over 25,000 bereaved individuals who were actively employed at their time they experienced the death of a loved one.

Q. What are some of the hidden direct and indirect costs to a business that come from a bereaved employee's returning to work after experiencing the loss of a loved one?

A. Increased absenteeism, more frequent accidents and injuries, higher Worker's Comp rates and liability insurance costs, decreased motivation, productivity, and so much more.

Q. Most big companies use an Employee Assistance Program to help their troubled employees with personal and emotional issues. Isn't that enough?

A. No. Only 3 to 7% of eligible workers will use an EAP. EAPs are 3rd party providers who farm out to 4th party mental health services. Free visits are limited and may cause cost to employer/employee health insurance.

Q. You call your book and seminars unique. Can you let us know what makes your information unique in the business industry?

A. Not only am I a bereaved father, but a former business leader, as well. Not only do I advocate for the grieved employee, but I am a strong advocate of the employer too. I come at grief support from both directions.

Q. I understand that you are a bereaved parent. Can you share with us the story of your loss and how it brought you to where you are today?

A. Only child Jonathan born with a terminal heart defect yet passed in my arms at 16 even though numerous open-heart surgeries as an infant gave him a prognosis for full life.

Q. Can you tell us why grief in the workplace seems to be an issue rarely discussed by business leaders?

A. Death is an uncomfortable subject. Many leaders chose to farm out or even avoid support for personal matters under the false belief that the grieved employee will soon "Get over it" and be back to full proficiency.

Q. I understand that the average allowed for bereavement leave in the U.S. is only 3 days. Is that enough time for a newly bereaved employee to cope with the loss?

A. No. At 3 days after the loss of a loved one even the healthy griever is just transitioning from a time when the painful loss emotions were relentless and non-stop. The pains will continue for some time, but in intense waves that come without control of the bereaved.

MEDIA STORYLINE IDEAS



Dealing with workplace bereavement

Grief and bereavement can be an emotional yet expensive cost in the workplace. A former business leader and bereaved father is working with organizations of all sizes to manage the adverse impacts of grief in the workplace.

Ignoring the hidden cost of grief on the job

A study of over 25,000 bereaved employees revealed hidden direct and indirect costs to the employer. Today, a bereaved father and former business executive works with company leaders to expose the impacts of emotionally suffering workers.

Indifference to workplace grief costs U.S. employers billions

Mortality is an uncomfortable subject, and not one often discussed willingly on the job. Many business leaders elect to contract out emotional support for their bereaved employees. Yet, one bereaved father and former business executive now coaches organizations on the risks of solely relying on outsourced help.

Once ignored employer support attracts high caliber candidates

Today's low unemployment rate finds more job openings than persons able to fill them. Forward thinking organizations are finding innovative employee morale programs to attract from the depleted hiring pool. One such program is being introduced to businesses across the country by R. Glenn Kelly; a bereaved father and former business executive.

Bereaved father coaches business leaders on grief in the workplace

In 2013, R. Glenn Kelly would hold his teenaged son and only child, Jonathan, as his frail heart failed, and the child took his final breath. Born 16 years earlier with a rare congenital heart defect known as Hypoplastic Left Heart Syndrome, Jonathan was not expected to make it beyond his first day of life. He would survive, however, through a series of innovative open-heart procedures which gave him a prognosis for a full life. After Jonathan's tragic and unexpected passing, R. Glenn would leave his position in the business world and become a well-known grief support authority. Today, he combines his business acumen with his grief healing expertise to aid organizations in managing the adverse impacts of grief in the workplace.

"Let's Support Your Greatest Assets...And Your Bottom Line"

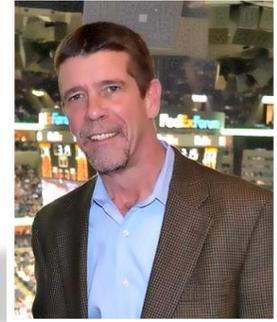
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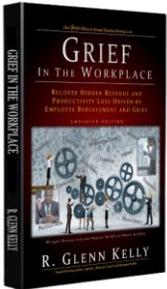
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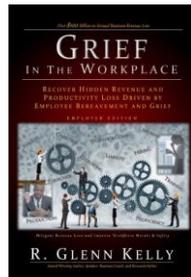
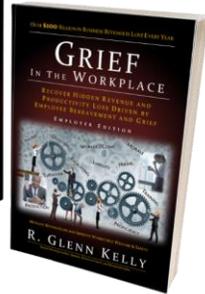
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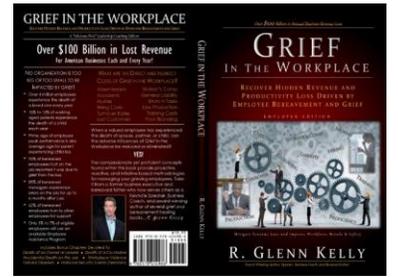
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KFIA, Sacramento
w/Mitch Carmody

Men, Women and Grief Webinar w/
Open to Hope Foundation

Mending the Self Online Summit w/
Dr. Rondi Robinson

T ESTIMONIALS



"R. Glenn Kelly was the guest speaker at Delta Air Lines Wrenched Hearts Spring Fly In for employees who have lost children. Mr. Kelly brought an engaging and compassionate message on "how we grieve. Mr. Kelly was not only our speaker, but he felt like one of our members. He is able to discuss grief from a personal stand point and intersperse the discussion with humor to lighten the mood when needed. Delta's Wrenched Hearts will absolutely have Mr. Kelly back to speak." ~ Tim Moye, Delta Airlines Headquarters, Atlanta, GA

"Frankly, we were all blown away by you. You are really good; very knowledgeable. Although I know you would have rather lived your whole life without gaining that knowledge, thank you for using your pain to help others." ~ Marybeth Conley, Talk Show Host, Live at 9 CBS, News Channel 3 Memphis

"R. Glenn is very knowledgeable about the grieving process and how to assist those on their grief journeys. He has an effervescent personality and easily engages his audience. His passion for his subject matter is evident as he conveys his heartfelt knowledge to his listeners. Mr. Kelly is an outgoing, friendly individual whom you will observe interacting with those in attendance at meals, between seminars and at the conference site. He has "stage presence", which is vitally important as a speaker. I have worked personally with R. Glenn at bereavement conferences and he is an asset to the bereavement community." ~ Kay Bevington, Founder and CEO Alive Alone, Inc.

"It was a pleasure to hear R. Glenn at the ILM (In Loving Memory) Conference. Our thanks to him for participating in the Gender Issues workshop with us. He had great information and presented it clearly. We especially were blessed by his enthusiasm throughout the conference and willingness to help wherever needed. R. Glenn's outgoing personality brought hope to many." ~ Penny and Ray Young, Board Members – In Loving Memory Conference, Fair Oaks, VA

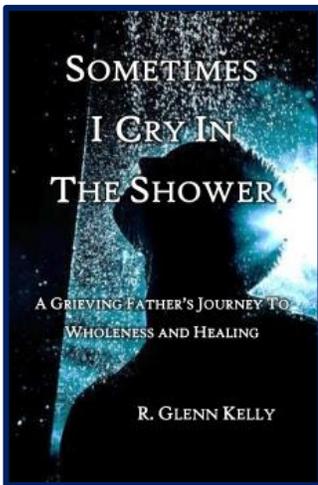
"Thank you so much for sharing with our families this Saturday. Your presentation was awesome, as usual. Blessings as you continue to move forward in helping other bereaved families find peace in loss." ~ Sarita Wilson-Guffin, Chaplin & Bereavement Support Coordinator, Le Bonheur Children's Hospital





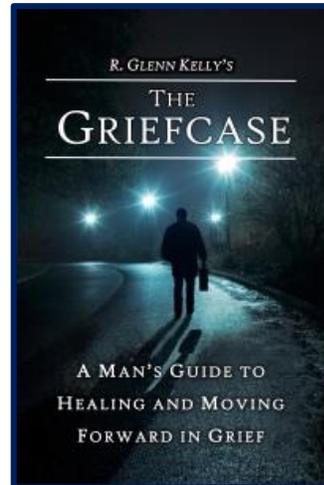
PREVIOUS BOOKS

BY R. GLENN KELLY



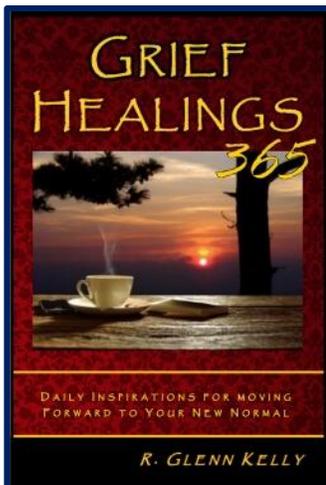
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TITLE: Sometimes I Cry in The Shower: A Grieving Father's Journey to Wholeness and Healing
AUTHOR: R. Glenn Kelly
FORMATS: Paperback (p.158), eBook, Audiobook
ISBN-13: 978-0692483855
ASIN: B010YBFGRQ
PUBLISH DATE: July 11, 2015
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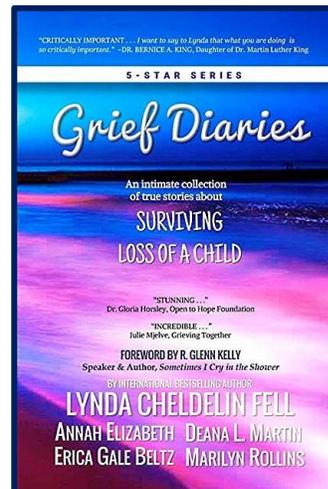
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TITLE: The Griefcase: A Man's Guide to Healing and Moving forward in Grief
AUTHOR: R. Glenn Kelly
FORMATS: Paperback (p.158), eBook, Audiobook
ISBN-13: 978-1522856245
ASIN: B019MZN8FM
PUBLISH DATE: December 20, 2015
PUBLISHER: R. Glenn Kelly Publications, Inc.



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TITLE: Grief Healings 365: Daily Inspirations for Moving Forward to Your New Normal
AUTHOR: R. Glenn Kelly
FORMATS: Paperback (p. 378) & eBook
ISBN-13: 978-1523329243
ASIN: B01AID3L7W
PUBLISH DATE: January 11, 2016
PUBLISHER: R. Glenn Kelly Publications, Inc.



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TITLE: Grief Diaries: Surviving Loss of a Child
FOREWORD: R. Glenn Kelly
AUTHOR: Lynda Cheldelin Fell
FORMATS: Paperback (p.410) & eBook
ISBN-13: 978-1944328009
ASIN: B010YBFGRQ
PUBLISH DATE: December 17, 2015
PUBLISHER: AlyBlue Media

C ONTACT

I NFORMATION



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