

Dealing with Grief, Loss, and Transition Difficulties



Purpose

To help individuals and leaders understand and navigate the emotional, cognitive, and behavioural impacts of grief, loss, and significant transitions—both personal and work-related—while developing compassion, coping strategies, and resilience to sustain personal well-being and workplace functioning.

Training Objectives

Equip participants with essential skills to support and promote mental health safety. Outcomes include:

Increase Understanding and Emotional Awareness

Enhance awareness of how grief, loss, and transition affect individuals emotionally, cognitively, and behaviorally—both in personal life and the workplace.

Strengthen Coping and Resilience Skills

Equip participants with practical, evidence-based strategies to process difficult emotions, regulate stress responses, and adapt more effectively to change.

Foster Compassionate Support and Healthy Recovery

Promote empathy, open communication, and supportive practices that help individuals and teams navigate loss and transition while maintaining well-being and connection.

Why Invest in this Training for Your Team?



Build Compassionate and Resilient Workplace Culture

Training fosters empathy, psychological safety, and open communication—key ingredients for a healthy, resilient, and values-driven organizational culture.



Support Employee Well-Being and Recovery

Employees experiencing loss or major change often struggle with focus, energy, and morale. Providing tools and understanding helps them recover more effectively and maintain stability at work.



Equip Leaders to Manage Sensitive Situations Confidently

Leaders learn how to respond appropriately and sensitively to employees dealing with grief or major transitions, minimizing disruption and preventing harm through well-informed, compassionate action.



Strengthen Retention and Engagement

When employees feel supported during difficult life or workplace transitions, they're more likely to stay engaged and loyal—reducing turnover and rebuilding trust after challenging events.

Training Options

1-Hour Workshop — Awareness and Emotional Grounding

Participants will gain an awareness of the nature of grief and loss, normalize common emotional responses, and introduce healthy ways to cope and support oneself or others through change.

Learning Objectives:

- Understand what grief and loss can look like in both personal and workplace contexts.
- Recognize normal emotional and behavioural reactions to grief or transition.
- Apply simple self-regulation and support strategies to manage difficult emotions.

3-Hour Workshop — Understanding and Navigating Change

Participants will gain a deeper understanding of how grief and transition affect individuals and teams, build emotional literacy, and practice healthy coping and communication strategies that foster resilience and connection.

Learning Objectives:

- Identify and understand the stages and variability of the grief process.
- Use communication and self-care tools to manage loss and transition constructively.
- Support others respectfully and recognize when to encourage professional help.

6-7-Hour Workshop — Deep Resilience and Leadership Integration

Participants will receive an in-depth, compassionate exploration of grief, loss, and transition—helping individuals and leaders process experiences, strengthen resilience, and learn to support others and teams through major change with empathy and confidence.

Learning Objectives:

- Understand the multifaceted impact of grief and transition on individuals, teams, and organizational functioning.
- Apply advanced emotional regulation, self-care, and meaning-making strategies for long-term adaptation.
- For leaders: use trauma-informed, compassionate leadership practices to support staff through loss and change.
- Develop a personal and/or team resilience plan for ongoing recovery and growth.

Summary Table

Element	1 Hour	3 Hours	6-7 Hours
Focus	Awareness and basic coping tools.	Deeper understanding, communication, and resilience building.	Full integration: processing, meaning-making, and leadership application.
Activities	Brief reflection and grounding exercise.	Emotion-mapping, role-play, and personal action plan.	Guided journaling, mindfulness practice, narrative work, and team planning.
Depth	Introductory overview of grief and loss.	Moderate exploration of emotional and interpersonal impacts.	Advanced, experiential learning with personal reflection and leadership integration.
Output	One self-care or grounding commitment.	Personalized recovery and coping plan.	Comprehensive resilience and renewal roadmap (personal or team-based).