

# Trauma & Grief Informed Leaders



## Purpose

To equip leaders with the understanding, sensitivity, and skills to recognize and respond effectively to trauma and grief in the workplace — fostering psychological safety, trust, and resilience while maintaining appropriate boundaries and organizational stability.

## Training Objectives

### Develop Trauma and Grief Awareness in Leadership

Leaders will gain an understanding of how trauma and grief manifest in the workplace—emotionally, cognitively, and behaviourally—and learn to recognize early signs of distress in themselves and others.

### Strengthen Trauma-Informed Communication and Response Skills

Leaders will build the skills to respond to employees experiencing trauma or grief with empathy, clarity, and professionalism—balancing compassion with healthy boundaries and appropriate referral practices.

### Foster Psychologically Safe and Resilient Team Cultures

Leaders will learn to embed trauma- and grief-informed principles into their leadership style, creating environments of safety, trust, and stability that support recovery, engagement, and long-term organizational resilience.

## Why Invest in this Training for Your Team?



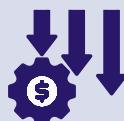
### Reduce Absenteeism and Turnover After Critical Incidents

When leaders respond effectively to grief or trauma, employees recover and reintegrate faster—reducing the productivity loss, absenteeism, and turnover that often follow difficult events or major organizational change.



### Build Organizational Trust and Reputation

Visible, compassionate leadership fosters psychological safety and demonstrates care for employee well-being—strengthening engagement, retention, and the organization's reputation as a responsible and supportive employer.



### Prevent Secondary Harm and Legal Exposure

Trauma- and grief-informed leadership reduces the risk of mishandled conversations, privacy breaches, or perceived neglect that can lead to grievances, psychological injury claims, or reputational harm.



### Strengthen Leadership Competence and Confidence in Crisis

Trained leaders are better equipped to manage emotionally charged situations calmly and safely, minimizing disruption and ensuring continuity of performance and morale during challenging times.

# Training Options

## 1-Hour Workshop — Awareness and Foundations

Leaders will be introduced to the concepts of trauma and grief-informed leadership and understand key do's and don'ts for responding supportively while maintaining professional boundaries.

### Learning Objectives:

- Understand what it means to be a trauma- and grief-informed leader.
- Recognize the common signs of trauma or grief responses in employees.
- Apply basic, compassionate communication strategies that promote safety and respect.

## 3-Hour Workshop — Applied Awareness and Leadership Practice

Leaders will gain a deep understanding of trauma and grief dynamics in the workplace, strengthen their emotional intelligence and communication skills, and develop confidence in providing trauma-informed support while maintaining role boundaries.

### Learning Objectives & Key Features:

- Explain how trauma and grief affect brain function, behaviour, and workplace performance.
- Respond empathetically and effectively to employees in distress without crossing professional boundaries.
- Integrate trauma-informed principles into day-to-day leadership interactions and team culture.

## 6-7 Hour Workshop — Mastery and Integration

Leaders will gain advanced understanding, communication mastery, and implementation skills to embed trauma- and grief-informed approaches into their leadership style, team management, and organizational culture.

### Learning Objectives & Key Features:

- Identify and manage the impact of trauma and grief on individuals, teams, and organizational systems.
- Apply advanced trauma-informed communication, regulation, and boundary-setting techniques.
- Lead teams through crises, loss, or change while maintaining psychological safety and stability.
- Develop a personal leadership action plan for ongoing trauma- and grief-informed practice.

## Summary Table

Duration	Focus	Activities	Depth
1-Hour	Foundational awareness and simple response strategies.	Brief reflection and one scenario discussion.	Introductory overview.
3-Hour	Practical application and communication confidence.	Group analysis, role-play, and applied communication practice.	Moderate exploration of trauma and grief effects.
6-7 Hour	Deep integration of trauma-informed leadership into culture and systems.	Advanced scenario simulations, peer coaching, and team culture planning.	Advanced understanding of neurobiology, system-level responses, and leader resilience.