

# Welcome To Leadership-Live-In-45!

## Introduction:

- **Series Host:**

- Leadership Variations, [www.Leadershipvariations.com](http://www.Leadershipvariations.com)
- Amy Bladen Shatto; Gail Anderson

- **LL45 Goals:**

- Opening conversations with senior internal executives about critical leadership topics (nuggets & networking)
- Invite you to put your name/email in chatbox
- Role of guest facilitator – part of the conversation/ POV

- **Notes/Ground Rules:**

- Safe space
- Format, kickoff with a guest < 10 min; open for all
- Your views and opinions matter!





# Corporate Grief

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15 APRIL 2024

*“Embracing the depth of human experience within the workplace is the cornerstone of unlocking employee potential and driving peak performance.”*

- Author Unknown

# Definitions

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- **GRIEF** : a complex, multifaceted response to loss, particularly to the loss of someone or something that is deeply bonded with, resulting in significant emotional pain. It's not linear but rather a fluctuating process that varies greatly among individuals.
- **INFORMAL DEFINITION** : trouble or annoyance. “We were too tired to cause any grief”
- If the former definition is not addressed, it may lead to the latter.

# Root Causes

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## **ORGANIZATIONAL**

- Re-organizations and lay-offs
- Mergers and take-overs
- Challenging or changing markets
- Job changes / new skills requirements
- Changes in leadership

## **PERSONAL**

- Separation / divorce
- Financial challenges
- Care for children or elderly parents / relatives
- Physical or mental illness
- Past trauma

Impact on performance, and ultimately, revenues

# Relevance to Corporations

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Grief, often overlooked in professional settings, can profoundly affect not just the emotional well-being of employees but also their productivity, engagement, and overall job satisfaction. Understanding of Corporate Grief can help :

- Make sense of the range of emotions and reactions that occur when working within a corporation, or upon termination (e.g. survivor's guilt, loss of identity, etc.)
- Individuals experiencing the event (e.g. the person being laid-off), the emotions of the person having to do the action (e.g. manager or HR professional laying off the individual), and the other impacted individuals (e.g. colleagues and other departmental staff).
- Maintain positive organizational health; if left unaddressed, it leads to higher turnover rates, increased healthcare costs, and decline in productivity



# Supercompensation in Sports

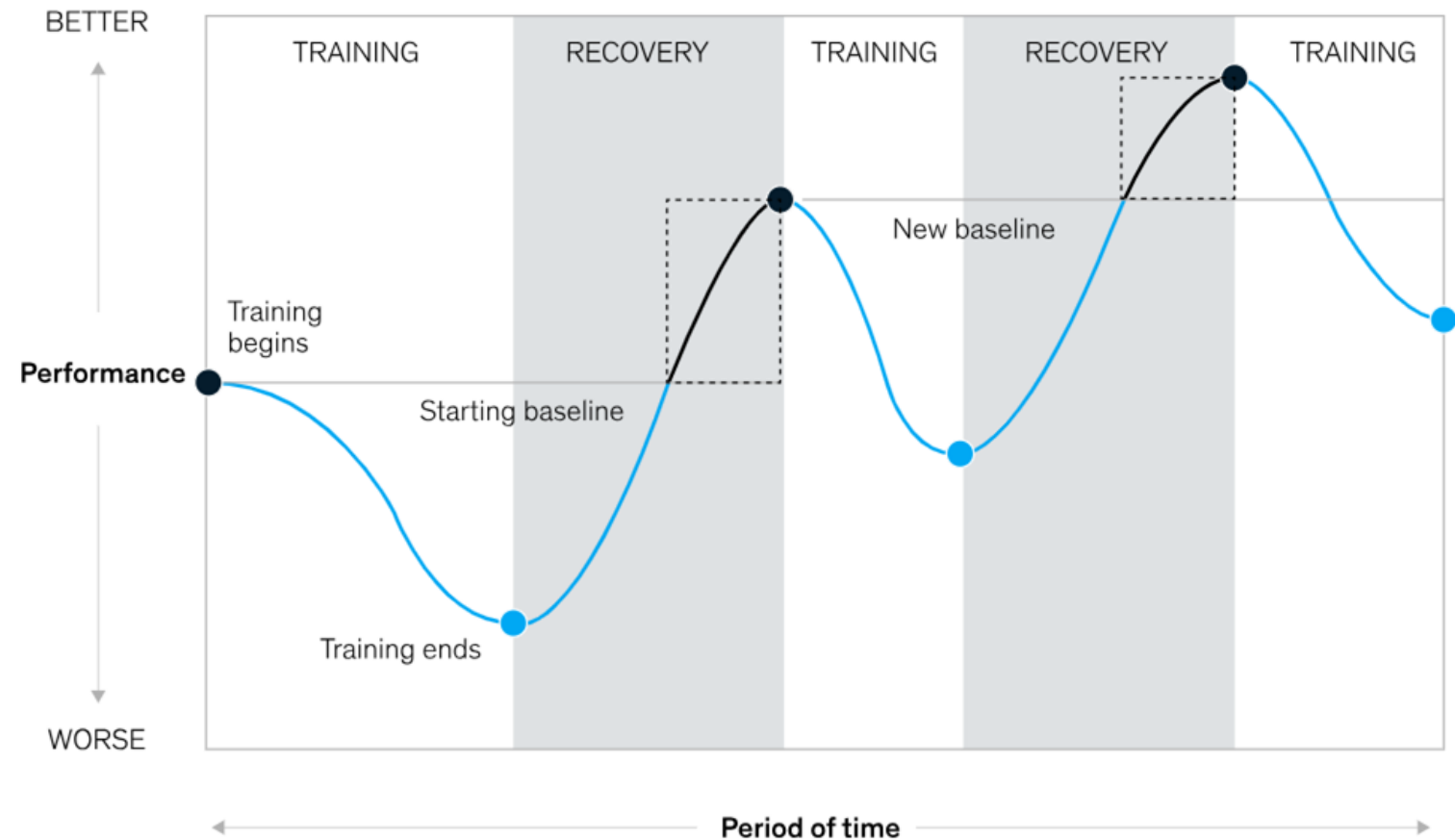
How to turn everyday stress into 'optimal stress'

February 18, 2021 | By Jan Ascher and Fleur Tonies

*McKinsey Quarterly*

## How supercompensation works

Supercompensation



Source: Adapted from Nikolai N. Yakovlev, *Sports biochemistry*, Leipzig: Deutsche Hochschule für Körperkultur (German Institute for Physical Culture), 1967

# Challenges

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Change is a constant factor in corporate and personal lives

- War for Talents - addressing evolving employee expectations is vital for success,
- Leadership - need to continuously upskill themselves to deal with the high demands,
- Challenging political climate - challenges revenues and the competition is fierce, and
- Employee Grievances - absorb valuable resources and incur high cost.



# Discussion Points

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1. What are your thoughts on the relevance to address Corporate Grief in the workplace to ensure continued performance?
2. What are your ideas how to build the muscle to address Corporate Grief?
3. What are the actions corporations should take to address Corporate Grief? (This can include processes to acknowledge and process the loss).

# Thank you!



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