

# Grief

# AT WORK

with Ari Simon

*Bringing loss competency to workplaces to spur wellbeing, effectiveness, and resilience*


FOR URBAN PLANNERS  
FOR CLIMATE PRACTITIONERS  
FOR TRANSIT AGENCIES  
FOR CAST AND CREW  
FOR SETS AND STAGES  
FOR ALL WORKPLACES  
FOR HR MANAGERS  
FOR THE PUBLIC SECTOR  
FOR SOCIAL WORKERS  
FOR FREELANCERS  
FOR EDUCATORS  
FOR HEALTH SERVICES  
FOR NONPROFITS  
FOR COACHES

“To rise from crises and foster healthier, more inclusive workplaces, we need to start by **normalizing different kinds of loss and welcoming healthy grief.**”


**In Grief at Work**, you’ll learn how loss impacts various workplaces and why healthy grieving is necessary for wellbeing. We explore how loss is welcomed (and silenced) at work and **gain practical tools for creating a more resourceful, inclusive, and resilient workplace culture.**”

**Ari Simon** – facilitator, coach, and grief & loss care leader





I am so appreciative of Ari's grace at teaching about the layers of dealing with grief in the workplace. **They create comfortable spaces for colleagues to be vulnerable and open up** about the emotional toll work can have on a public servant. I received a lot of gratitude and affirmation from **Grief at Work** participants on the importance of creating more of these conversations.



- Uyen Ngo, Vision Zero Program Manager  
San Francisco MTA (SF MUNI)

IF YOU HAVE ANY OF THESE QUESTIONS...

How do we support our colleagues and **clients** when **they've** experienced a death or major loss?

What steps can we take to help **each other** **show up** with more resilience?

How do we deal with **major losses** that our **work** brings up or is trying to address?

How do we **avoid burnout** while **still meeting** our goals?

How do we equip our **workforce** with **skills** that **will help them** be more effective and resilient?



...THEN *GRIEF AT WORK* CAN SUPPORT YOU AND YOUR TEAM.

# COMMON MYTHS ABOUT GRIEF

**“Grief support is only necessary after the death of a loved one.”**

Death can be an especially life-changing loss. But so can job loss, breakups, a home flooding, acts of violence, climate change, the list goes on. **Any loss over something we felt attached to, wish we'd had, or hasn't healed merits grieving**, aka a repair and reconnection process.

**“Grief support is only needed for extra sensitive people.”**

Alas, all people (and most living beings) experience grief as our natural, necessary process for repair after loss. How people grieve, or **whether people feel safe to acknowledge and work with their loss repair process**, is what varies greatly.

**“Sh\*t happens. Resilience means toughening up and moving on.”**

Nope! This kind of “toughness” is proven to lead to disengagement, low morale, and burnout. A tree that can't sway in the wind will snap. Resilience is the ability to be with challenge, recover from difficulty, and carry forward. **Grieving itself is, thus, a primary act of resilience.**

**“Highlighting grief & loss will just sour the mood at work.”**

Normalizing loss in a place that's usually more focused on gains can be uncomfortable! **But with Ari's guidance, you'll see how acknowledging loss and offering grief resources actually spurs more connectedness and long-term effectiveness at work.**

At any given time **1 IN 4** employees are experiencing complicated grief.

**NEARLY ALL** people surveyed exposed to traumatic events without adequate processing develop medium-to-long term adverse effects that negatively impact productivity, cooperation, and healthy connection.

**58%** of people feel pressured to recover from loss within 3 months, yet healing from emotional and physical symptoms of grief takes much longer (avg. 13 months) under healthy, stable circumstances.

Over **1 IN 2** employed workers in the past two years planned to look for a new job, naming burnout, disengagement, and wanting better work/life balance as top reasons why.

WHEN WE'RE **COMPETENT AND CARE-FULL**  
AROUND NAVIGATING **GRIEF & LOSS,**  
**LEADERS AND TEAMS THRIVE AND**  
**OVERCOME CHALLENGES MOST FULLY.**

As colleagues, coworkers, and teams, we need tools for **supporting each other in uniquely difficult moments that arise** in our individual lives, collective world, and directly within our workplaces.

**Grief at Work's trainings and consulting** tackles this critical challenge, leading us towards a more equitable, efficient, and resilient workplace.



# WHAT TO EXPECT

***Grief at Work*** offers skill building, culture-setting, and consulting for integrating skills and strategies that help us respond to loss & grief and spur wellbeing & resilience in the workplace.

## THROUGH SESSIONS AND STRATEGIES, YOUR TEAM WILL:

- Become proficient in grief & loss and recognize tendencies of what gets in the way
- Understand differences in how to approach navigating loss outside of work that affects workplaces and loss that arises due to/within workplaces.
- Gain practical tools for spurring personal and collective resilience and encourage individual and team wellbeing
- Learn better approaches to managing bereavement, mental health, and workplace wellness policies
- Walk away with a deeper sense of how to maintain caring, supportive, and sustainable work environments





# GRIEF AT WORK'S *OFFERINGS*

## ONE TIME ENGAGEMENTS

*Lunch & learns, conference sessions, and one-off presentations*

- Intros to loss/grief definitions
- How loss affects work and work affects ability to process loss
- Turning the taboo of talking about loss into an opportunity for engagement and connection
- Introducing the Grief ARCH and other tools for transforming barriers into pathways towards resilience

## SESSIONS & TRAININGS

*Staff training, multi-session programs, and as part of retreats & team-building practices*

- Co-developed with your particular workforce in mind
- Group sessions for teams and leadership
- Learning modules on grief & loss
- Exploration of particular challenges your workforce/workplace faces and ways the work intersects with grief and loss
- Demonstration of unique tools and practices for resilience
- Team-specific takeaways
- Activity to spur self-regulation, mindfulness, and wellbeing

# GRIEF AT WORK'S *OFFERINGS*

## STRATEGY & POLICY CONSULTING

*Strategy and development for integrating program, policies, and support systems*

- Co-creating programs and policies to integrate better grief & loss-focused support within the workplace
- Listening sessions with staff to understand level of need
- Working closely with HR & leadership to build programs that support teams
- Developing toolkits, guides, and best practice manuals
- Redesigning policies & offerings such as bereavement leave and EAP to be more efficient, ethical, and supportive
- Embedded tools and programs that spur greater wellbeing, resilience, and workplace effectiveness

## LEADERSHIP COACHING

*Best suited for individual leaders, particularly those who have people-facing roles*

- One-on-one grief care and leadership growth coaching
- Guided practice where personal processing informs larger-scale transformation
- One's own healing yields increased competence in supporting others through loss

# FIVE KEY REASONS TO BRING *GRIEF AT WORK*'S PROGRAMS TO YOUR TEAM OR NETWORK

## 1) ENHANCED EMPLOYEE WELLBEING

By acknowledging and supporting employees during times of grief, we create an environment that prioritizes their mental and emotional well-being. This, in turn, boosts overall employee satisfaction, reduces stress levels, and contributes to better health and safety.

## 2) INCREASED EFFECTIVENESS

When employees feel supported and understood, they can navigate loss more effectively and help others do so too. *Grief at Work* equips managers, colleagues, and community leaders with the tools and resources to provide meaningful support and foster personal and professional growth even during challenging times.

### **3) STRENGTHENED COLLABORATION AND CARE**

“Disaster shocks us out of slumber, but only skillful efforts keeps us awake,” says Rebecca Solnit. Facing experiences of loss & grief offers a key moment for processing and integrating new pathways forward. *Grief at Work* fosters open and compassionate dialogue paired with tools & skill-building, spurring a shared sense of purpose and cohesion.

### **4) RETENTION AND RECRUITMENT ADVANTAGE**

Organizations that prioritize employee wellbeing and provide comprehensive support during difficult times stand out as employers of choice. *Grief at Work* demonstrates your commitment to nurturing a compassionate workplace, making your organization more attractive to prospective talent and contributing to higher employee retention rates.

### **5) MITIGATED RISKS**

Loss-related issues, when left unaddressed, can result in decreased employee engagement, absenteeism, and potential conflicts within the workplace. *Grief at Work's* tools and consulting helps to mitigate these risks, safeguarding the overall health and culture of your organization.



# ABOUT **ARI**

**I'm Ari Simon (they/them). I'm a facilitator, strategy & engagement specialist, wellbeing coach & grief care worker.**

After nearly a decade in civic and public engagement roles, I founded my own practice in 2018. Weaving my background in policy, planning, and management with training in Zen Buddhism, mindfulness, and hospice care, I've made **navigating loss & change** the centerpiece of my work – applying it to a myriad of personal, professional, and policy development realms.

I've moved thousands of leaders, communities, and teams forward on climate action, mental health & wellbeing, mission & values-setting, gender inclusion, and grief, death & loss. In addition to *Grief at Work*, my loss-focused programs have included *Queering Death* for intergenerational LGBTQ+ community and *You've Got Male Grief* in support and transformation of men and male-reared people.

**Weaving strategy with wisdom, and effectiveness with whole-heartedness,** it is my mission to bring an expansive approach to offerings that help people thrive.

UCLA



Ari has led ***Grief at Work*** and related **workshops, practices, and engagement** for **organizations and companies including:**

County of Los Angeles

San Francisco Municipal Transportation (SF MUNI)

City of West Hollywood

UCLA

NYU Silver

School of Social Work

Inland SoCal

Climate Collaborative

LA Regional Collaborative

Jellyfish

Pinterest

Reimagine: End of Life

Buro Happold

NAVEL LA

Saniset

Fancy Film

LA Choral Lab

Jive Live Entertainment

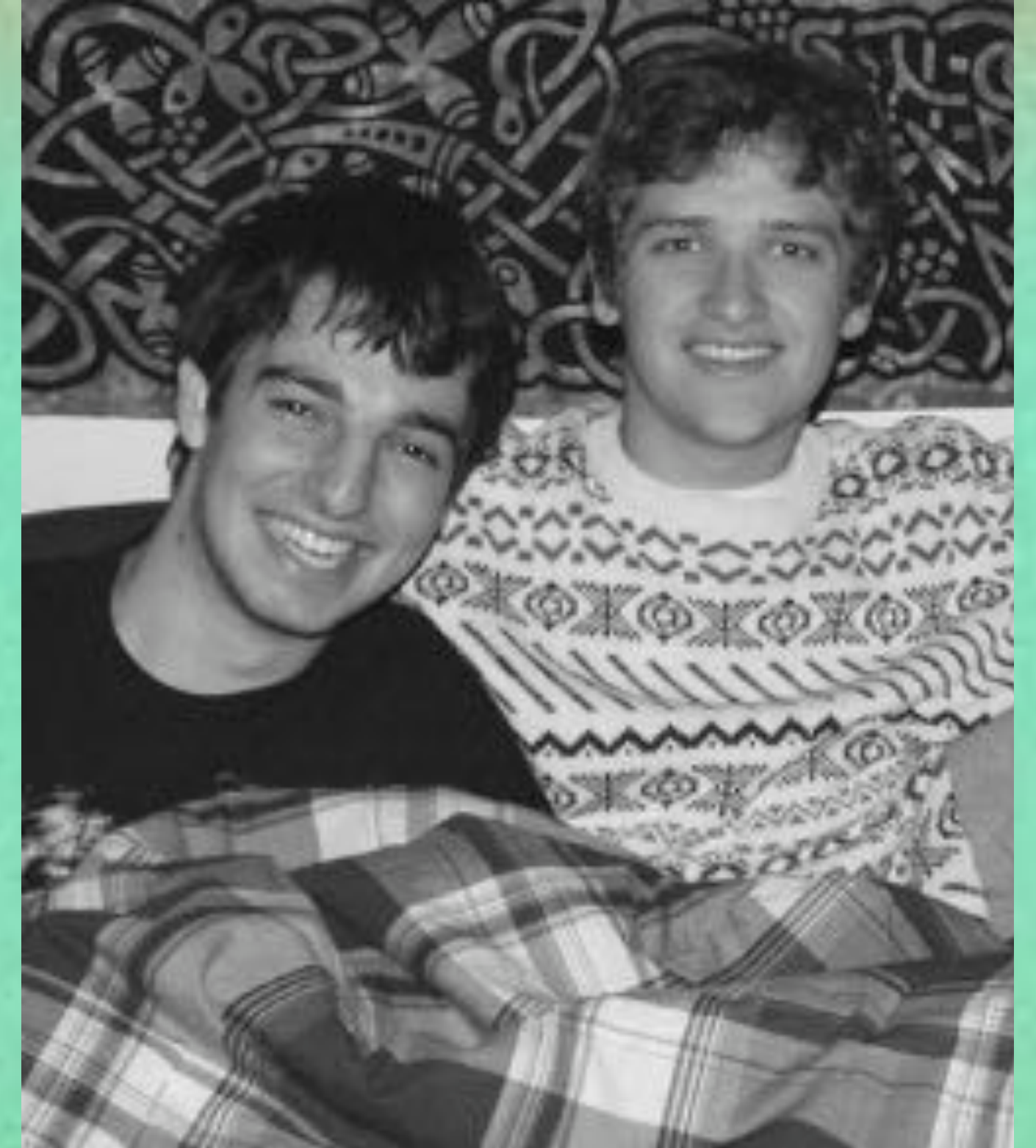
**...AND MORE**



# MY STORY

When my roommate and dear friend tragically died in college, the university we attended offered little to nothing in proactive outreach, consensual support, or space for grief. The messages I and my peers heard instead were **“try to stay focused”, “keep up the good work”, and “make it to graduation.”**

Later, while working in city government, I kept noticing how when staff experienced loss, when communities faced injustice, or when an election and subsequent news felt devastating, there was no pausing, no reflection, and no support. There it was again: **“Just keep powering through.”**





**I began seeing the impacts of underlying loss everywhere.**

I personally felt the toll that widespread avoidance and aversion to pausing, reflecting, and integrating takes on individuals and teams. And I saw the injustice in denying people the support they deserve. It's what led me towards a career of facilitation, coaching, and grief care.

The pandemic, uprisings for justice, and a collective sense that many of us aren't doing okay has brought so many more into awareness of the need for processing loss. The more I do this work, the clearer it's becoming to people that **resilience – to recover from difficulty and carry forward better – requires normalizing loss and allowing grief.**



**Ari Simon is a master facilitator and convener.** Their work offers new perspectives on spiritual care at the end of life and in loss. They demonstrate great ability to juggle multiple objectives with grace, an open heart, and with professional skill.

– **ANDY INGALL,**  
SENIOR DIRECTOR, REIMAGINE: END OF LIFE

With clarity, lightness, and a deep well of empathy, **Ari provides safe and loving spaces to explore issues provocative and cloaked in avoidance and apprehension.** Their *Grief at Work* program's keen insights and quiet strengths are a model for leadership and a template for participants toward acceptance and grace.

– **PETER L. HOFFMAN,** LMFT

**Ari is one of the most thoughtful facilitators that I have ever had the privilege of working with.** They encourage stakeholders and colleagues to bring their whole selves to their professional work – and Ari is the living, breathing embodiment of this principle.

– **CHRIS RHIE,** ASSOCIATE PRINCIPAL, BURO HAPPOLD

# ADDITIONAL OFFERINGS

## VALUES-DRIVEN FACILITATION

Through a designed approach where wellbeing & values are at the forefront, Ari leads staff retreats, strategic planning & visioning, stakeholder engagement, community activations, and more.

## WE'RE LIVE: WELLBEING ON SETS, STAGES & PRODUCTIONS

In partnership with WECA (Wellbeing in Entertainment & Creative Arts), Ari has co-developed a hub of wellbeing & mental health training and solutions specifically designed for events, sets, and stages, the first of its kind in the US.

## COACHING AT LIFE'S EDGES

Through Ari's coaching program, you'll gain powerful tools to work through blockages and pain points, prepare you to take action, and guide you along luminous paths forward.

**Haven't seen what you're looking for yet, but interested in these intersections too? Have a conversation with Ari to explore what's possible to create.**

# NEXT STEPS

Contact Ari Simon for more information at [ari@ari.fyi](mailto:ari@ari.fyi)

**Set up a time to connect** with Ari to share about your team, learn more, and determine when and how we'll bring *Grief at Work* to you and your group

**Visit [ari.fyi](http://ari.fyi)** to learn more about my practice and other offerings

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