Training Course on Leadership in Times of Organizational Trauma and Grief

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic and often unpredictable landscape, organizations increasingly face unprecedented challenges ranging from economic downturns and natural disasters to internal crises and collective loss. These events can inflict profound organizational trauma, leading to widespread grief, diminished productivity, and a breakdown of trust. Effective leadership during such critical periods is not merely about crisis management; it demands a deep understanding of psychological safety, emotional intelligence, and resilient leadership. Training Course on Leadership in Times of Organizational Trauma and Grief is meticulously designed to equip leaders with the **essential skills, strategic frameworks, and compassionate approaches** needed to navigate organizational trauma and grief, fostering healing, rebuilding trust, and ultimately strengthening the organization's long-term resilience and well-being.

Navigating the aftermath of significant organizational upheaval requires a new paradigm of leadership; one that prioritizes empathy, transparent communication, and collective healing. Traditional leadership models often fall short in addressing the complex emotional and psychological toll that trauma and grief exact on employees and the entire organizational culture. This program focuses on developing **trauma-informed leadership**, empowering participants to create psychologically safe environments, facilitate healthy grieving processes, and guide their teams towards post-traumatic growth. By mastering these critical competencies, leaders will not only mitigate the negative impacts of adversity but also cultivate a more compassionate, cohesive, and robust workforce capable of thriving amidst future challenges.

Programme Curriculum

Training Course on Leadership in Times of Organizational Trauma and Grief

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Course Duration

5 days

Course Objectives

1. Develop a deep understanding of trauma's impact on individuals and organizations, adopting a "what happened to you?" rather than "what's wrong with you?" mindset.
2. Implement transparent, empathetic, and timely communication strategies during periods of organizational crisis and collective grief.
3. Create environments where employees feel safe to express emotions, share experiences, and engage in vulnerable conversations without fear of reprisal.
4. Enhance self-awareness, self-regulation, empathy, and social skills to effectively support grieving and traumatized employees.
5. Develop proactive strategies to strengthen the organization's capacity to absorb, adapt to, and recover from adverse events.
6. Understand the stages of grief and implement supportive mechanisms for individuals and teams experiencing loss within the workplace.
7. Prioritize holistic employee well-being through stress management, mental health support, and work-life integration initiatives.
8. Guide teams through periods of uncertainty and change by embracing flexibility, learning, and continuous adaptation.
9. Rebuild and enhance team dynamics, trust, and collaboration in the wake of disruptive events.
10. Identify opportunities for positive transformation and growth following periods of significant adversity.
11. Practice authentic care, understanding, and support for employees facing personal and collective challenges.
12. Equip leaders with strategies to recognize and address burnout and secondary trauma in themselves and their teams.
13. Initiate and sustain cultural shifts towards a more empathetic, supportive, and resilient organizational ethos.

Organizational Benefits

- A supportive and trauma-informed environment reduces turnover and boosts morale.
- Employees feeling safe and supported are more focused, creative, and productive.
- Fosters a culture of empathy, trust, and psychological safety, improving overall workplace harmony.
- Equips leaders to respond effectively and adapt quickly to future unforeseen challenges.
- Proactive support for mental health and well-being decreases stress-related absences and burnout rates.
- Demonstrates a commitment to employee welfare, enhancing public perception and attracting top talent.
- A psychologically safe environment encourages risk-taking, open communication, and creative problem-solving.
- Builds a resilient organization capable of thriving through adversity and achieving long-term success.

Target Audience

1. Senior Executives & C-Suite Leaders
2. Human Resources Professionals
3. Team Leaders & Managers
4. Organizational Development Specialists
5. Crisis Management Teams
6. Employee Assistance Program (EAP) Coordinators
7. Change Management Leaders
8. Anyone in a leadership role

Course Outline

Module 1: Understanding Organizational Trauma and Grief

- Defining organizational trauma: Types, triggers, and systemic impact.
- The nature of collective grief in the workplace: Loss of security, identity, and future.
- Psychological and physiological responses to trauma and grief in employees.
- Recognizing the hidden costs of unaddressed organizational trauma (e.g., absenteeism, low morale, turnover).
- **Case Study:** The impact of large-scale layoffs on employee trust and long-term organizational health.

Module 2: The Foundation of Trauma-Informed Leadership

- Principles of trauma-informed care adapted for organizational settings.
- Shifting from "What's wrong with you?" to "What happened to you?"
- Building a culture of safety: Physical, psychological, and emotional.
- The role of empathy and compassion in trauma-informed leadership.
- **Case Study:** A healthcare organization transforming its patient and staff care model to be trauma-informed after a series of critical incidents.

Module 3: Crisis Communication and Transparency

- Developing effective crisis communication plans for diverse stakeholders.
- Strategies for transparent and honest communication during uncertainty and loss.
- Managing rumors, misinformation, and emotional contagion.

- Active listening and responsive feedback mechanisms.
- **Case Study:** A tech company's communication strategy during a major data breach and the subsequent impact on employee morale and public trust.

Module 4: Fostering Psychological Safety and Trust

- Creating environments where vulnerability is accepted and encouraged.
- Techniques for rebuilding trust after betrayal or significant disruption.
- Addressing fear, anxiety, and resistance to change.
- Promoting open dialogue and psychological brave spaces.
- **Case Study:** Rebuilding team cohesion and trust within a department after a leader's sudden departure under controversial circumstances.

Module 5: Supporting Individual and Collective Grief

- Understanding individual differences in grieving processes.
- Practical strategies for supporting employees experiencing personal or collective loss.
- Establishing rituals and ceremonies for collective remembrance and healing.
- Navigating complex grief, disenfranchised grief, and anticipatory grief.
- **Case Study:** A manufacturing plant supporting its workforce after a tragic workplace accident, including counseling and memorialization.

Module 6: Building Organizational Resilience

- Components of organizational resilience: Preparedness, adaptation, and recovery.
- Developing resilience at individual, team, and systemic levels.
- Crisis simulation and debriefing as tools for learning and growth.
- Leveraging adversity for organizational learning and strategic evolution.
- **Case Study:** A non-profit organization's journey to strengthen its resilience following a significant natural disaster that impacted its operations and staff.

Module 7: Leading Towards Post-Traumatic Growth

- Identifying the five pathways of post-traumatic growth in organizations.
- Cultivating a growth mindset amidst adversity.
- Harnessing lessons learned and transforming challenges into opportunities.
- Celebrating small wins and fostering hope for the future.
- **Case Study:** A company emerging stronger and more unified after navigating a prolonged economic recession, leading to innovative new business models.

Module 8: Self-Care and Sustainability for Leaders

- Recognizing and preventing leader burnout and compassion fatigue.
- Developing personal self-care strategies and support networks.
- Setting healthy boundaries and managing emotional labor.
- Building a sustainable leadership practice in challenging environments.
- **Case Study:** A CEO sharing their personal journey of maintaining well-being while leading their company through an extended period of high-stress industry changes.

Training Methodology

This training course will utilize a highly interactive and experiential methodology designed for maximum engagement and practical application. Approaches will include:

- **Interactive Workshops:** Facilitated discussions, group exercises, and breakout sessions.
- **Case Studies & Real-World Scenarios:** In-depth analysis of diverse organizational trauma and grief examples.
- **Role-Playing & Simulations:** Practicing difficult conversations and crisis response in a safe environment.
- **Expert-Led Presentations:** Insights from leading practitioners in organizational psychology, trauma, and leadership.
- **Peer Learning & Networking:** Opportunities for participants to share experiences and learn from one another.
- **Reflective Practices:** Journaling, self-assessment, and personal action planning.
- **Resource Toolkits:** Providing practical templates, checklists, and recommended readings for ongoing learning.
- **Q&A Sessions:** Dedicated time for addressing specific challenges and questions.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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