

**COE Learning Network:** Wounded Healers and Loss: Supporting Staff with Grief

**Presenters:** William Stauffer

**Date and Time:** 6/14/23 - 12 pm to 1:15 pm

**Location:** Virtual Training (on Zoom)

**Host:** University of Pittsburgh, School of Pharmacy, Program and Evaluation Unit (PERU)

**Target Audience:** Centers of Excellence Leadership and Staff

**Training Objectives:**

- Discuss organizational strategies to support staff during periods of grief.
- Describe strategies for COE leadership to assess and incorporate staff wellness support into regular supervision.
- List signs to watch for that staff may be struggling with grief.
- List resources that COE leadership can utilize to support staff who experience grief as a result of their role.
- Use structured outreach so they are better prepared to communicate with grieving families and loved ones.

**Agenda:**

1. Welcome, introductions, training objectives
2. Wounded healers & the loss of those served
  - a. The scope of loss
  - b. Loss in professional settings
  - c. Wounded healers defined
  - d. The importance of addressing the issue of loss
  - e. Discussion
3. The grief process
  - a. Stages of grief
  - b. Dual process model
  - c. Spiraling grief
  - d. Discussion
4. The role of organizations
  - a. Grief is individualized
  - b. Loss in the workplace
  - c. Signs someone is struggling with grief
  - d. Debriefing after a loss
  - e. Acknowledging loss
5. Ethical and legal considerations
  - a. Loss of a program participant
  - b. Federal privacy regulations
  - c. Processing the loss
  - d. Learning of a loss
  - e. Closure and communicating condolences
  - f. The role of leadership

- g. Discussion
6. System level support of staff
  - a. Trauma as a result of loss
  - b. Historic trauma
  - c. Potential barriers to helping
    - i. Burnout
    - ii. Compassion fatigue
    - iii. Vicarious trauma
7. Compassion satisfaction
8. Systemic considerations
9. Preparation
10. Questions

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