

Sue Grogan Joined-Up Working

Employee Divorce in the
Workplace Support

What problems can Employee Divorce bring to your business?

What impact can Employee Divorce have on your business?

Divorce or Long Term Relationship Breakdown is very stressful for an individual.

It impacts their individual productivity.

It can cause a ripple effect.

Team productivity reduced

Overall business productivity reduced

Staff tensions

Increased workload for teams and leaders

Absenteeism costs increase

Recruitment may be needed - which is costly

Retention

If staff leave because they are unhappy or dissatisfied with a lack of support the company will need to hire new staff.

This not only impacts profit but also reflects a negative image to the public, and potential customers and clients.

Attendance

If your staff are absent, you then have a deficit – you need to fill it by sharing workloads between your staff or even yourself, and then customers lose their regular point of contact. Absence causes all sorts of gaps in your company's processes.

Culture

A team with a member going through a major life challenge with no support can create a negatively charged working environment, which ultimately spreads throughout the workplace and often affects the quality of work or interactions with your customers or clients.

Productivity

Low productivity could be caused by any number of reasons including divorce and long term relationship breakdown. If someone is stressed and unproductive, you slowly begin to lose money, efficiency and positivity in the workplace. Low productivity means lower profits.

The problems caused by any of the above often fall at the leader's door meaning an increase in your own stress levels and work-life balance.

It's not easy to do this alone, especially without the knowledge or tools to do so.

I have the skills, knowledge and experience to support you and your team.

“

Sue Grogan was recommended to us and provided a professional approach and structure to the project. She was able to quickly understand our needs and developed a structured plan and actions to support our Wellbeing programme ”

How do I do it?



From online awareness webinars, in house management training and 121 employee support I deliver bespoke solutions for you.

Identifying the red flags when employees become stressed and anxious due to their relationship breaking down.

Awareness raising sessions to support you and your employees. Training for managers , HR team, Mental Health First Aiders and Employee Wellbeing Champions to increase their confidence to ask how an employee is feeling and to signpost / refer them to support.

121 structured 4 month programme for employees to help them get their life back on track, be productive and reduce their stress.

Developing or enhancing your existing wellbeing policies to take a human centric approach to your workforce challenges.

Setting benchmarks do you can see your investment and where it pays off in both the short and long term.

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The collaborative meetings have resulted in the project being well structured and organised. It has been a great pleasure working with Sue Grogan”

Return on Investment



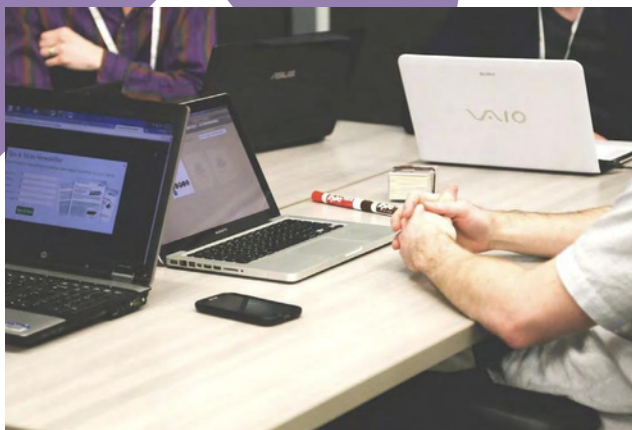
How does providing these services create a more successful business and therefore create a more productive, efficient, and profitable business?

Measuring the return on your investment is possible. The proof is with happy and supported employees when productivity is maintained, increases and profits ultimately rise.

A company investing in their People and HR needs to consider that the returns often come long-term rather than immediate.

Research from Deloitte states that £1,000 invested in people care reaps approximately £5,300, and that's just the numbers. People care results in a better night's sleep all round, less stress on you, a reduction your sickness rates and costs, increased productivity, a brilliant reputation as an employer, and less resignation letters on your desk.

Who can I help?



“ Amongst Sue’s considerable skills are effective planning, coordination, collaboration and excellent interpersonal skills and leadership. All this coupled with an ability to see the bigger strategy picture but without losing the attention to detail necessary to follow project development through to completion

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Businesses that care about their people, who want to make changes in the way they support them but don’t how to set about it.

Businesses wanting to reduce their sickness and absence costs.

Businesses with plans to support their staff but not enough people to do it.

People with Life Challenges that are affecting them at work.

Who am I?



Sue Grogan – Joined-Up Working

Divorce Support Consultant

I'm an award-winning business consultant and author with an NHS, Strategic Planning and Project Management background.

I've experienced my own divorce - and the lack of help that was out there to rebuild my life.

I've a wealth of experience in working with all types of people, focussing on supporting them develop their own long term life plans, their health, wellbeing and mental health.

I love working with people, teams, and management, developing strategic and collaborative solutions to challenges, and joining up the dots whilst working within budgets and parameters.

Other services delivered by my contacts and networks

Family Lawyers for people who've decided to divorce

Families first – legal services for families going through separation or divorce

Mediation services for couples considering separation or divorce

Counselling for individuals

Personal financial planning

Menopause in the workplace training

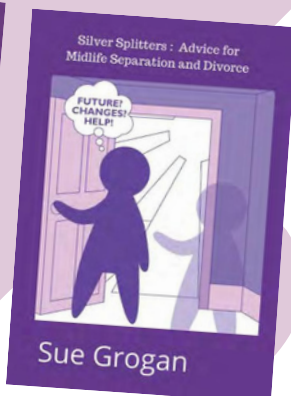
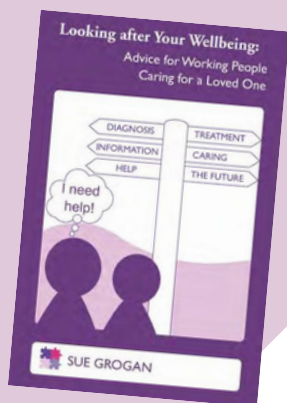
Care navigation – for those with eldercare responsibilities

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Thank you so much Sue, you did a brilliant job and our client is extremely happy with the outcomes

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Publications



I've written and published a number of books designed to help people when they have Life Challenges.

These changes can happen to any of us at any time, so practical information, advice and signposts to help are what's needed.

Some of my books can be found on Amazon – just search for 'Sue Grogan' in the Books section

Silver Splitters: Advice for Mid-Life Separation and Divorce

Looking after Your Wellbeing: Advice for Working People Caring for a Loved One

Dementia: A Practical Handbook for Working People Caring for a Loved One

I also wrote an Ebook over lockdown **Wellbeing: Healthy Staff, Healthy Business. Lessons Learned in Lockdown** available from the website www.joinedupwork.co.uk with profits going to **Alex's Wish: Cure Duchenne** charity





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