

Fisher & Associates Solutions

Organizational Health & Employee Wellness Specialists
Successfully Addressing Workplace Stress, Burnout & Trauma

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Build Capacity

Promote Resiliency

Increase Coping Skills

POST STRIKE RECOVERY

A 1-DAY SPECIALIZED PROGRAM PROVIDED BY FISHER & ASSOCIATES SOLUTIONS

Developed by: Dr. Patricia Fisher, R.Psych. © Fisher & Associates, (Revd.) 2006.

BACKGROUND

This workshop is designed to assist managers and staff to bring closure following a strike or significant labour disruption. It enhances personal and organizational resilience in the aftermath of a strike, and supports positive future planning and development.

Typically post-strike environments feature extensive accumulations of events and experiences that have occurred over extended periods of time, within complex social environments. Consequently, post-strike recovery protocols differ fundamentally from Critical Incident Stress Debriefings (CISD), which are designed to deal with single critical occurrences in the immediate aftermath of a traumatic event. Thus, the post-strike recovery process requires a more comprehensive approach.

With appropriate adjustments, this workshop can be delivered to managers, staff, or groups of staff and managers. Depending on the nature of the labour disruption, the workshop may be provided to managers either before or after the conclusion of a strike or labour disruption.

GOALS & OBJECTIVES

During this one-day intensive workshop, participants will be assisted as they:

- Identify their roles during the strike and the demands placed on them.
- Identify the effects of the strike experience on their personal and professional lives, and on their relationships.

- Recognize the most negative and the most positive aspects of the experience - as well as understanding the value of what they have learned about themselves.
- Understand the typical stages of response throughout the strike and in the post-strike aftermath.
- Normalize the participants' responses in the different phases of the strike and post-strike.
- Identify the common negative outcomes of the types of stress commonly associated with strikes.
- Identify the specific impact of their experience on them - at the personal, relationship and professional levels.
- Consider the types of support strategies and resources that may be helpful to them in the workplace and in their personal lives.
- Look ahead and define their personal needs and consider organizational and structural needs.

PROCESS & RESOURCES

This one-day intensive workshop uses a combination of overheads, small and large group discussions and exercises, and lecture format to assist participants in meeting the goals stated above. Each participant will be provided with a copy of the workshop resources booklet containing background information, self-assessment tools and additional resources.

Subsequent to the workshop, and while maintaining participant confidentiality, the program facilitator will prepare a brief summary report and recommendations for the organization.