

Disruptive Event Management

Empowering leaders to support employee behavioral health and wellbeing in times of workplace disruption

Disruptive Event Management (DEM)	
Definition	Disruptive Event Management (DEM) includes a range of supportive interventions designed to enhance a person's natural resilience, facilitating individual and workgroup return-to-work/return-to-functioning.
Goals	<p>Providing psychological first aid to employees following a disruptive event, in order to tangibly demonstrate corporate care and responsibility, lessen the potential negative effects to efficiency and productivity and help employees normalize their natural reactions</p> <ul style="list-style-type: none">• Address emotional injury• Focus on a specific incident• Manage acute personal reaction• Help individuals cope• Tap into natural resilience and build on it• Restore functionality
When to Request	<p>When a worksite has been impacted by any event that disrupts employees' ability to work. Such events can include:</p> <ul style="list-style-type: none">• Employee death (either on or off the job)• On-the-job accident• Robbery• Natural weather disaster (i.e., flood, earthquake, tornado, hurricane)• Shooting• Workplace stress• Organization downsizing or reduction in force
Coordination Considerations	<ul style="list-style-type: none">• Preferred service modality:<ul style="list-style-type: none">• Onsite or Virtual• What virtual platform will be used?• Date of incident• Address• Date and time of service request• Total number of employees impacted• Event details• Point of contact information• Name, title, phone number(s), and email address
Components	<p>Management Consultation: Meet with main point of contact to establish a schedule for services, and discuss worksite needs.</p> <p>Educational Group Briefing: Often delivered to larger groups, the consultant collaborates with leadership to acknowledge the incident, and share practical information and tactics to promote regaining hope and confidence.</p> <p>Interactive Group Briefing: Consultant meets with small group(s) of more highly impacted, facilitating an opportunity to share reactions, and provide resiliency/recovery strategies.</p> <p>One-on-One Support: The consultant is available to meet with employees privately to provide support in a safe, structured, caring environment.</p>



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