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Sample Downsizing Workshop
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Scenario:

Recently, your company had to lay off some of its staff. In downsizing, the company had to break up some very well-functioning teams. The staff is still trying to find its footing in the new arrangement. New teams have been formed, but you are concerned that the new teams won't be able to work well together, due to residual hard feelings about who got laid off and who remained. Chemistry hasn't had a chance to develop among the new teams. Everyone is grieving the loss of staff. You want to get the teams back on track so that they can work harmoniously with one another and focus on accomplishing their goals.

Workshop:

This workshop begins with a presentation of varied cultural approaches to marking loss, including loss of homeland or natural environment (Navaho/Hopi), and loss of loved ones (Armenian). We will look at these rites of loss in terms of their capacity to restore health to a grieving community, through accessing the psychological, social, and emotional processes that enable a community to recover from a loss and turn to new ventures.

Outcome:

Participants have shared their feelings of loss and disappointment with their colleagues. Individuals have been able to air their fears about new arrangements, goals, and groups. Collective acknowledgement of these feelings enables new bonds to form among members of the community. Individuals recommit to the community and its mission, and teams can resume their work with fresh hope and focus.