

Take Back The Frame

Moral Injury Series

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ADVOCACY



And The Moral Injury

Workplace Safety:
Heal the Invisible Epidemic in Your Workplace

Workplace Leadership
The Moral Leadership Advantage Heals

When Systems Fail Those It Serves

In today's high-pressure workplace environments, particularly for systems leaders, first responders, healthcare professionals, moral injury has become an invisible epidemic.

Reclaim Moral Health in Your Organization

"Take Back the Frame" is a groundbreaking training film that provides leaders and organizations with evidence-based strategies to create morally centered cultures where employees can thrive rather than merely survive. It is a leadership program.

Our training translates academic research with a real life case study into actionable frameworks that organizations can implement immediately:

- ✓ Establish a morally centered culture that aligns values with organizational goals and prioritizes employee voice
- ✓ Implement practices that demonstrate accountability while resisting unjust regulations
- ✓ Develop self-awareness through non-retaliatory feedback mechanisms and prioritizing psychological safety

More Than Compliance—A Moral Imperative

"Take Back the Frame" isn't just another corporate training program. It's a vital resource for organizations committed to ethical leadership and employee wellbeing in an increasingly challenging regulatory environment.

Why Your Organization Needs This Now

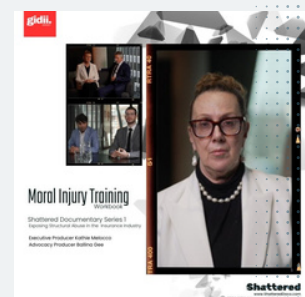
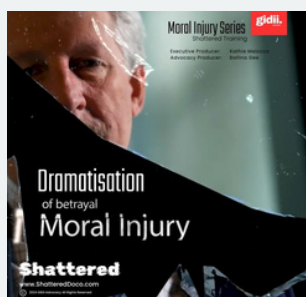
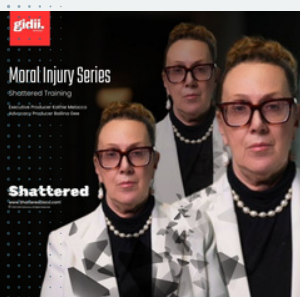
With workers' compensation systems increasingly prioritizing bureaucracy over healing, organizations must take proactive steps to protect their people and the people you serve from systemic moral injury.

The cost of moral injury is measured not just in lost productivity and staff turnover, but in human lives. Research shows that those experiencing workplace moral injury are at significantly higher risk for severe psychological distress.

Ready to Build a Morally Healthy Organization?

Contact us today to schedule your screening and implementation workshop. Together, we can create workplaces where people can do their best work without compromising their moral health.

Because in a world where systems are failing those who serve, taking back the frame isn't optional—it's essential.



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Working to End Moral Injury in Workers Compensation : How To Build Morally Healthy Organizations

Invest in moral centredness and wellbeing for leaders. Proactively normalize discussion around moral challenges.

Moral injury refers to the suffering experienced when individuals in high-stakes situations, things go wrong, and harm results from something a person did, witnessed, failed to prevent, or received.

This concept, introduced by Dr. Jonathan Shay in 1994 to describe the profound impact of combat on veterans' moral character, has gained increasing recognition among various professionals. These include healthcare workers, leaders in systems involving vulnerable populations, first responders, social workers, journalists, and activists.

This educational experience aims to deepen participants' understanding of trauma, moral distress, and moral injury. It draws from multidisciplinary research and practices, including social work, psychology, spiritual care, mental health counseling, religion, and healing arts. Additionally, it will enhance participants' ability to develop and implement peer support strategies. These strategies are designed to help process distressing experiences, facilitate moral repair, and build moral resilience.

A Transformative Experiential Training for Professionals Dealing with High-Stakes Decisions



Are you a business owner who works in the workers' compensation sector, senior manager, team leaders, healthcare professional, case manager, or decision-maker in workers compensation?



Do you sometimes feel torn between following processes and addressing the human needs in front of you? You're facing the complex world of moral injury—and we're here to help you navigate it.

Understanding Moral Injury: More Than Just Stress

Moral injury, a concept first introduced by psychiatrist Dr. Jonathan Shay in 1994, goes beyond typical workplace stress. Dr. Shay, working with Vietnam veterans, described moral injury as the profound psychological harm that results from:

1. A betrayal of "what's right"
2. By someone who holds legitimate authority
3. In a high-stakes situation

While initially applied to combat experiences, moral injury is now recognized in various high-stress professions—including workers compensation—where decisions can profoundly impact lives

What The Dramatisation Offers

Our innovative dramatisation case study provides:

- ✓ Deep insights into moral injury and its relevance to workers compensation
- ✓ Strategies to maintain your humanity in process-driven environments
- ✓ Tools to recognize and address moral distress in yourself and your colleagues
- ✓ Techniques for ethical decision-making in complex cases

Why This Dramatisation Case Study is Crucial for You

In workers compensation, your decisions and actions can profoundly impact lives. This dramatisation case study empowers you to:

- ✓ Establish a morally centred culture
 - Understand the importance of your response in preventing moral injury
- ✓ Learn how to be the human at the center of process-driven systems
 - Proactively normalise discussion of moral challenges

Don't let the unseen toll of moral injury impact your wellbeing and effectiveness or the impact on others. Invest in your ability to be a compassionate, ethical professional in a complex field.

Take Action



Enroll now to transform how you approach your role, minimizing harm and maximizing positive outcomes for all involved.



Morally grounded leadership starts here.

Moral Injury in Workers Compensation

In our field, moral injury can occur when:

- + We witness systemic injustices we feel powerless to change
- + We're compelled to make decisions that conflict with our personal ethics
- + We see the human cost of strictly adhering to policies and procedures

This case study dramatisation helps you recognize these situations and respond in ways that maintain your moral integrity.

Structure

- + Film depicting a dramatisation of moral distress and systemic failure – how it looks, how it feels, what happens – case study showcasing real-world moral dilemmas
- + Expert-led presentation and deep dive case studies on moral injury and its relevance to workers compensation
- + Interactive discussion guide on balancing process requirements with human needs
- + Build accountability in your organisation and resist 'unjust' regulations – tips and tools
- + Development of personalized strategies to prevent moral injury in your role

Enrol Today



Pricing

\$2000 USD Individual – 14 day single license

** For Enterprise and team pricing please email CountMeIn@gidliadvocacy.com