Invitation to a confidential research interview for managers

Have you managed an employee when someone close to them died or was seriously ill?

Salling Group is working with the Danish National Center for Grief and the University of Bergen on the research project *Grief in the Workplace*. We do not tell Salling Group whether you book or take part.

We study how workplaces can support employees when someone close to them dies or becomes seriously ill. Your experiences will help us develop tools for managers, HR and colleagues.

We would like to learn from your experiences

We would like to hear about both what worked and what was difficult. It is okay if you were unsure what to do. The interview is not an assessment of you or your department.

Who can take part?

You can take part if:

- you have direct responsibility for staff at Salling Group
- in the past five years, you have been the direct manager of an employee when someone close to them died or was seriously ill.

The employee may also be a manager. The situation may still be ongoing.

If you have lost someone close to you, or someone close to you has been seriously ill, please read the employee invitation to see whether you can take part as an employee.

What will we talk about?

The conversation is about how you experienced your role and what you could do as a manager. How did you become aware of the situation? What did you do, who could you turn to, and what made it easier or harder to act?

We will also talk about balancing the needs of the employee, colleagues and daily operations, as well as absence and returning to work.

You talk about your own experiences as a manager, not on behalf of Salling Group.

Before you book

- The interview takes about 60 minutes and normally takes place on Teams, on your phone or computer. You do not need to create an account.
- The interview can take place in Danish or English.
- You can take part during working hours if work allows and your own manager has approved it. You do not need to tell your own manager what the interview is about.
- Interview times are normally between 8 am and 4 pm. Call or email us if you need a different time or cannot use Teams.
- You do not need to prepare, find documents or read through guidelines in advance. Try to find a place where you can talk without being disturbed.

Book an interview

On the booking page, choose a manager interview, a language and a time. You can also read how we use the contact details you enter.

The day before the interview, you will receive a link to a consent form. Please read and sign it before the interview begins.

Voluntary participation and confidentiality

Taking part is voluntary. You can skip questions, take a break, stop or cancel without giving a reason.

We record the interview and make a written version of it. Salling Group, HR and your own manager do not receive your answers, the recording or the written version. Your calendar or work schedule may, however, show that you are taking part.

Salling Group receives the project's findings without names. Details that could identify you, the employee or the specific situation are removed, changed or left out. In small groups, however, we cannot promise that no one will recognize parts of what happened.

The interviewer may need to get help only if they become seriously concerned about your safety or someone else's. If the situation allows, they will talk to you about it first.

You can read about your personal information and your rights in the project's privacy policy.

If the conversation is difficult

It can be hard to talk about, even if it happened a long time ago. You decide the pace. If the interview affects you more than you expected, we will talk with you about it and can agree to have another short conversation. The project does not offer long term treatment, but with your consent we can help you contact a suitable source of support.

Questions

Please call or email:

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