

Capability Statement



Based on the Wanganeen Model:

The Seven Phases to Integrating Loss and Grief[©]

*As developed and presented by
Rosemary Wanganeen.*

A suite of innovative
Support Services for
enhancing personal and
workplace wellbeing.

**Here to help all
humanity.**

*Cover image:
Karrawirra Pari – River Torrens
Red Gum Forest
© Alex Frayne 2021*



The future Aspirations of the Healing Centre for Griefology

1. Licencing Packages

The Healing Centre for Griefology (HCFG) will explore ways to license the following programs developed by us as the LICENSEE, including manuals and related documentation, which include a material portion of, or which are derived from our programs. Courses thus far include but not limited to: Train the Trainer on the following programs: Be Your Own Advocate; Bi-Cultural Awareness; Aboriginal Griefology Averting Mental Health Challenges and Loss and Grief First Aid.

Action Plan: To secure a researcher with an Indigenous knowledges and curriculum background to explore accreditation packages; develop manual and packages; research pricing for different courses and develop new courses and expand on current courses.

Timeline: Exploration 2022, Delivery from Jan 2023

2. Registered Training Organisation (RTO)

RTOs provide are educational providers assessed and approved by Australian Skills Quality Authority to deliver a suite of accreditation vocational education and training courses. HCFG would explore becoming a private and independent RTO offering Certificates in Loss and Grief Cert 1, 2, 3, 4 and Diploma.

Action Plan: discussions with Australian Skills Quality Authority – Adelaide Office.

Timeline: Exploration mid-late 2022

3. Partner with Universities for Tertiary Education (Associate Diploma/Masters)

Griefology could become an elective or a Master for Psychology, Psychiatry, History and Philosophy.

Action Plan: To secure a researcher with an Indigenous knowledges and curriculum background.

Timeline: Exploration by mid-late 2022/23

4. Franchising Healing Centre for Griefology

As a corporation, the HCFG becomes a franchisor that owns the trademarks and business model. The franchisee is the person or Corporation that owns and operates the business using the trademark and business model systems of the HCFG, licensed from the franchisor.

Timeline: Exploration 2023-2024

5. National Tour

Present findings of the Seven Phases to Integrating Loss and Grief Model with a view to consolidating knowledge, and research experience and knowledge. Can utilise the tour to promote awareness of categories 1-4.

Action Plan: Currently exploring the means to trademark "Griefology" to secure the HCFG to become a 1-stop-shop for Griefology.

Timeline: 2023

Founded in 1992, The Healing Centre for Griefology is a well-established 100% Aboriginal-owned and operated business that continues to grow rapidly. Based in Adelaide, the Centre delivers several successful programs, all based upon the Seven Phases to Integrating Loss and Grief model®. In the past 10-years the Centre has gained national and international reach. The Healing Centre for Griefology understands and values the concerns of confidentiality, particularly for Aboriginal and Torres Strait Islanders.

What is Griefology?

1.0

When developing The Seven Phases to Integrating Loss and Grief model, Rosemary Wanganeen 'founded' the name Griefology. It's a newfound discipline that knows no borders regarding service delivery. It is an evidence-based model that de-colonises Aboriginal disadvantage and prevents intergenerational disadvantage.

The ultimate aim is to restore Aboriginal prosperity. Importantly, because Loss and grief is a human experience that does not discriminate, Griefology is a model for all humanity. Therefore, we support people from all cultural backgrounds, locally, nationally and internationally.

A brief overview of the Wanganeen Model: Seven Phases to Integrating Loss and Grief.

The Seven Phases model is an innovative socio-cultural framework. It is directly inspired by Rosemary Wanganeen's personal life experiences as she and her family lived through inhumane government policies during her childhood.

In its most concise form, Rosemary's Seven Phases model is centered around Aboriginal peoples intergenerational suppressed unresolved grief. Specifically, how that history of trauma is compounding and complicating contemporary losses and unresolved grief.

Removed from her family as a child, Rosemary became a part of the Stolen Generation which exposed her to all forms of violations. Between 1987-1992 she was thrust into her 'intuitive research' attempting to understand not just her childhood experiences but her family, her community, and what happened to her Ancestors.

She questioned not just 'what happened?' but more importantly 'why did it happen?'. In answering these questions, her unique and innovative Seven Phases model was developed.

**Vision Statement:**

By developing an array of innovative programs based on the 'Seven Phases to Integrating Loss and Grief' model, our aim is to reframe Aboriginal Disadvantage into Aboriginal prosperity.

Mission Statement:

Our business model will not stop until it is synonymous with Aboriginal prosperity.

The Seven Phases

2.0

The Seven Phases are:

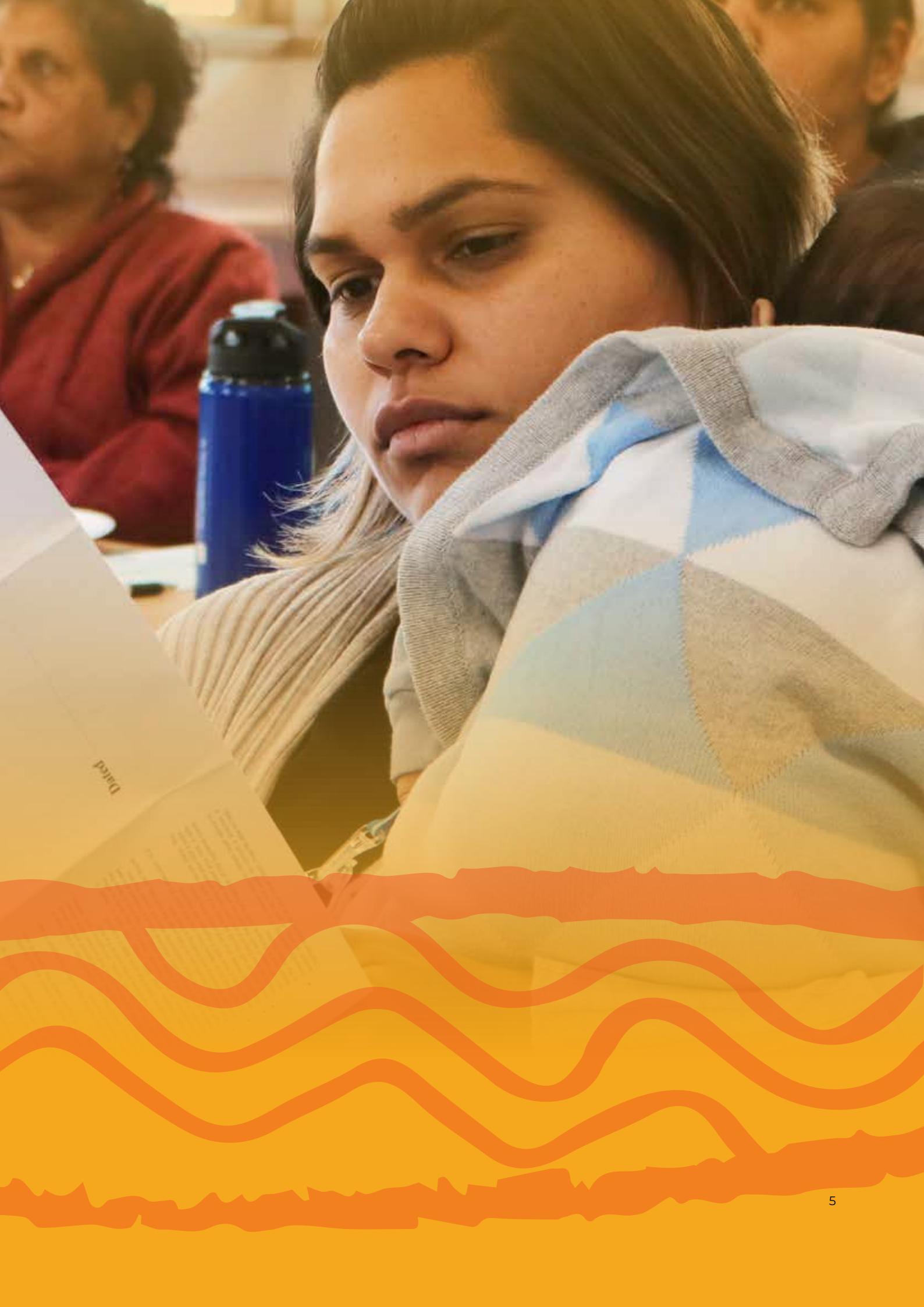
Phase 1	Contemporary Aboriginal Disadvantage
Phase 2	Childhood Violations / Losses & Unresolved Grief
Phase 3	Australian History; English History; Ancient History; Plato 388 BC.
Phase 4&5	Ancient Traditional Culture
Phase 6	Reclamation of Contemporary Loss & Grief Programs
Phase 7	Develop Training Programs for every sector across society

Rosemary discovered that loss and grief is a human experience that doesn't discriminate. Which is why her programs and services support people from all cultural backgrounds.



All Rosemary's programs build on years of life experience, plus extensive personal and professional research and 28 years of real-world clinical practice.

As a Griefologist, her proudest moment came in 2018 when the University of Adelaide awarded her with the professional accolade of Master of Philosophy.



Director & Founder

3.0



Rosemary Wanganeen

Griefologist - Clinical Loss&Grief
Counsellor-General Public & EAP
provider; Facilitator; Program Designer;
Assessor; Public Speaker; Consultant for
research projects etc.

Cert IV Training & Assessment (20??)

Candidature: Master of Philosophy –
University of Adelaide (2018-2022)

Rosemary is a proud South Australian
Aboriginal woman with ancestry and
ancestral links to Kaurna of the Adelaide
Plains and Wirringu from the West Coast.
After the Death of their beloved mother,

Rosemary and six of her eight siblings
became part of the Stolen Generation.
It's a traumatic story, but by reconnecting
with her Spiritual Ancestors, Rosemary
managed to survive the many years of loss,
grief and fear.

Years later, as a cultural researcher and
respected academic trying to make sense
of her experience, Rosemary had a life-
changing epiphany. She realised her own
contemporary loss and unresolved grief
was compounding and complicating
the broader, systemic cultural losses and
unresolved grief that all Aboriginal people
have experienced since Colonisation. She
saw how all Aboriginal Australians - an
entire community - was being corralled
into disadvantage.

Rosemary utilised this intuitive research to
develop a new and innovative academic
cultural methodology. She reframed the
deficit western construct of 'Aboriginal
disadvantage' and re-classify it under the
umbrella of Griefology. The unique and
innovative model she personally developed
- the Seven Phases to Intergating Loss &
Grief - is the path to Aboriginal prosperity.

Working in the space of health, welfare
and social justice for Aboriginal people,
Rosemary has nearly 30 years' experience.

Between 1986-1988, Rosemary worked as an advocate and full-time research officer in the Committee to Defend Black Rights (CDBR). In the Sydney office, she campaigned vigorously for a Royal Commission into Aboriginal Deaths in Custody. CDBR became instrumental in forcing the Hawke government into calling for the Royal Commission into Aboriginal Deaths in Custody (RCIADIC 1988-1991).

As an Aboriginal research officer, she worked in the Adelaide office of the Royal Commission into Aboriginal Deaths in Custody (1988-1991), while at the same time, still grieving and healing from her own personal lived experiences. Combining her work, her studies and her personal lived experiences, Rosemary developed the holistic and culturally safe and appropriate framework: The Seven Phases to Integrating Loss and Grief®.

Awards & Accolades

NITV: Our Stories Our Way - SBS Documentary (2017)

SA Health Finalist in Mental Health Excellence and Innovation Awards (2016) SA Government

SA Health Finalist in Mental Health Excellence and Innovation Awards (2016) SA Government

Outstanding Health Project/Program - Aboriginal Health Council (SA) NAIDOC Health Awards 2016

Australian Ethnic Award Nomination 2012

Recipient of Gladys Elphick Award 2011

Winner: South Australian of the Year 2009 - Community Award

Telstra Businesswoman of the Year – Nomination 2000

ZontaClub of Adelaide - Women of Achievement Award South Australia 2000

ICAM –Living Black. SBS Documentary Indigenous Unit 1999



Administration Support Debra Hardy

- Administration
- Customer Service
- Business Management
- Cert IV Business Management

Our Three Key Services

4.0

A brief overview

All Services are based on the Seven Phases model.

1. Workshops

Utilising a range of approaches and techniques developed over time, we give workshop participants an opportunity to be intellectually informed, be gently challenged, and leave inspired.

The five key Workshop topics are:

Bi-cultural Awareness Training -
Safety for Inclusion

Aboriginal Griefology -
Averting Mental Health Challenges

Be Your Own Advocate Workshop

Aboriginal Women in Leadership Roles.

Loss and Grief First Aid

Please note: A detailed Price list is available upon request. In addition, please contact us for detailed information on the specific topics covered in each Workshop.

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/ admin@lossandgrief.com.au

2. Counselling Services

Tailored for all cultural backgrounds, we provide unique, innovative and holistic Loss & Grief counselling. In addition, we offer a choice of workplace focused **Employee Assistance Programs**. There are two employee assistance programs available:

Assistance suitable for Aboriginal and non-Aboriginal and Torres Strait Islander employees, and their family members

Cultural Supervision for Managers of Aboriginal and Torres Strait Islander staff, colleagues or customers

3. Public Speaker Bookings

Rosemary Wanganeen is renowned nationally and internationally as a public speaker for conferences, seminars and round table talks. Her compelling words pertain to Griefology which pervades the lives of all Aboriginal people and therefore matters to the healing potential for all Australians.



Our Workshops

5.0

1. Bi-Cultural Awareness Training

One or Two Day workshop

By supporting your organisation to better connect to Aboriginal people, the aim of these workshops is to enable Aboriginal people to feel culturally safe and inclusive in the service they are providing and/or accessing. Designed for Aboriginal and non-Aboriginal service providers, these workshops are beneficial to organisations who have Aboriginal employees and colleagues. We explore practical strategies that lead to deconstructing Aboriginal disadvantage and help to create and maintain culturally safer environments.

Our workshops cater for people at all levels of cultural understanding. Aboriginal service providers and organisations with Aboriginal staff are encouraged to attend.

2. Aboriginal Griefology – Averting Mental Health Challenges

Three Day Program

The aim of this workshop is to help your organisation to better support Aboriginal individuals, families and communities

within the realm of mental health.

Rosemary explores how inter-generational suppressed unresolved grief has compounded and complicated contemporary grief. And, as such, it has a significant relationship to Aboriginal mental health challenges, particularly how it relates to completed suicides and how it could be a model to preventing suicide. For Aboriginal and non-Aboriginal service providers, the workshop is culturally safe and sensitive to the needs of the Aboriginal community.

“Awareness of a different perspective of the genesis of mental disorders”.

Adelaide Trainee – SA Psychiatry Branch Training Committee (2020)

3. Be Your Own Advocate Workshop

Two Day Program

This inspirational workshop will assist Aboriginal participants to become confident in advocating on their own behalf. In being a part of the solution, they can transform their own lives and their family, out of Aboriginal disadvantage and into sustainable prosperity. Rosemary demonstrates how thinking creatively, working innovatively,

and acting independently can change lives. Drawing extensively on her own story, she provides clear advice on how Aboriginal people can use their own intuitive intelligence to create and maintain resilience.

Rosemary's key message is: you can be the change you want for your community.

Come along to be informed, be challenged and leave inspired.

Together we will aim for a deeper and more meaningful understanding of our shared history and the depths of Aboriginal loss and grief trauma so that we can engage with each other culturally and safely.

4. Aboriginal Women in Leadership Roles

Two Day Program

This program supports Aboriginal women, assisting them to advance and become successful leaders and mentors in their chosen field. Based on Rosemary's Seven Phases© model, the program directly addresses the needs of Aboriginal women who are working in organisations that

work with (or have a desire to work with) Aboriginal individuals and communities. Together, we explore pathways out of Aboriginal disadvantage and into Aboriginal prosperity.

5. Loss and Grief First Aid

Two Day Program

This unique program, based on the Seven Phases model, will train staff (of all levels) to be first-responders when a critical incident occurs in the workplace or to their colleagues. The training is relevant to a personal loss experience in the life of a colleague. Organisations are recognising that there may be occasions when an employee's work performance can be affected by problems experienced in their professional working life or their personal and family life. Applying their skills and understanding, the loss and grief first responders can contribute to the reduction in the levels of distress among employees; in the numbers of stress-related illnesses; support in the overall work performance; support in the general health and welfare of employees; improvement in retention.

All Workshops are based on the Seven Phases to Integrating Loss and Grief model.

Counselling Services

Our Counselling services include:

Clinical Sessions by appointment

Employee Assistance Programs

We inspire people to start a conversation that leads to healing and increased productivity for all.

Counselling

Rosemary is a clinical loss and grief counsellor. Directly informed by her own Stolen Generation lived experience, she became a Griefologist to support the Aboriginal community with a culturally safe counselling program.

The Seven Phases model was developed by Rosemary after recognizing – through years of research – that her own inter-generational suppressed unresolved grief was significantly compounding and complicating her contemporary grief.

The model is tailored with respect and responsibly as each client's lived experience is uniquely theirs. Supporting Aboriginal and non-Aboriginal people as they journey through their loss and grief processes.



Counselling Services

Employee Assistance Programs

Many organisations can benefit by providing a professional, confidential counselling service for their managers and employees (and families). Staff are assisted in resolving any work related or personal problems, which in turn enables them to return as soon as possible to their normal level of functioning. Our programs can support reduction in the levels of distress among employees and a reduction in the numbers of stress related illnesses. Even more, we support improvement in the overall work performance and improvement in the general health and welfare of employees.

Two Employee programs are available:

1. Assistance for Aboriginal and Torres Strait Islander (ATSI) Employees and Non-Aboriginal and Torres Strait Islander Employees

Enables Aboriginal and Torres Strait Islander staff to access a counselling service specializing in loss and grief that is culturally appropriate. As such, it is renowned as the most culturally sensitive

assistance program available in Australia today. Also suitable for non-Aboriginal staff who are seeking specific loss and grief counselling and support. Rosemary's model supports both Aboriginal and non-Aboriginal people because loss and grief are human experiences that does not discriminate. People from non-Aboriginal and Torres Strait Islander backgrounds report that this unique and innovative non-colonial approach can open eyes to new possibilities and potentials.

2. Cultural Supervision for Managers of Aboriginal and Torres Strait Islander people

For people who are managing Aboriginal staff. Rosemary supports management to create cultural safety and culturally sensitive environments for Aboriginal staff. Managers can be apprehensive or afraid to address culturally sensitive and highly charged issues. Addressing these issues can be so challenging and awkward that it can often lead to being deferred entirely. Even worse, culturally inappropriate attempts to address the issues can seriously fracture working relationships.



Public Speaking

Rosemary Wanganeen is a highly respected speaker available for conferences, seminars and round table discussions. As a keynote speaker, she amalgamates her personal and professional experiences to offer a unique humanitarian perspective. Rosemary has recognised that loss and grief is a human experience that doesn't discriminate, which is why her

model covers both Aboriginal and non-Aboriginal experiences across Australia and around the world. Her audience is always informed, challenged and inspired. Each presentation introduces a roadmap out of Aboriginal disadvantage into Aboriginal prosperity, encouraging your organisation to participate in deeper and more meaningful ways to Closing the Gap.



Just some of the notable events Rosemary has presented at include:

Psychiatric trainees of the SA Psychiatry Board Committee in 2016, 2018, 2020.

Trauma & Healing Roundtable WA Dept. for Prime Minister & Cabinet & WA Dept. of Communities Oct. 2017

Trauma Informed Practices in Education Dept. Education & Child Development Sept. 2017

ANZAC Day Keynote for Aboriginal Veterans SA Adelaide 2017

National Indigenous Mental Health & Wellbeing Forum Perth 2017

South Australian Psychiatry Branch Training Committee August 2016

The Healing Foundation: Our Future Our Way Webinar August 2016

District Court Judges Conference Judicial Development Day SA 2015

Aboriginal Health Council of South Australia Inc. Adelaide August 2013

The Royal Australasian College of Surgeons Sydney July 2013

Aboriginal Lands Parliamentary Standing Committee: Inquiry into the SA Stolen Generations Reparation Tribunal Bill 2012

Palliative Care Council SA Closing the Gap 2012

Social Emotional Wellbeing National Conference Panel Member / Keynote Address

International Conferences in Italy, India and New Zealand

Contact Us

Course Guides, with information on the specific topics covered in each Workshop, are available upon request. A complete price list for every service is also available.

For more information or to learn more, contact us.

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