

The Caregiver Lens™

Employee Caregiver Training & Leadership Advisory

Keynotes · Employee Resource Group sessions · manager training · benefits & policy advisory

THE PROBLEM

Your best people aren't quitting for money. They're quitting to care for someone who's dying — *and it never shows up as the real reason in an exit interview.*

PROGRAMS

- **Keynote — "The Leak You Can't See"**
For leadership summits, benefits and wellbeing events, or all-hands. The hidden cost of employee caregivers and the ROI of supporting them.
- **Employee Resource Group session**
A session delivered directly to your caregiver ERG or wellbeing community — from someone who has been where they are. The most common entry point.
- **Manager & HR training**
Practical training for the people who receive the disclosure — what to ask, what to offer, and how flexibility protects performance.
- **Leadership Intensive (half-day)**
A facilitated working session producing a Caregiver Empathy Map and 2–3 prioritized recommendations for your highest-impact touchpoints.

ERG session	From \$2,500
Leadership Intensive	From \$3,500
Keynote	From \$7,500
Full engagement bundle	\$15,000+
Delivery	On-site or virtual

WHY IT PAYS BACK

1 in 6 employees

is a family caregiver right now — most of whom have never disclosed it to anyone at work.

~\$35K per caregiving employee

in estimated annual lost productivity, the majority of it presenteeism rather than absence.

\$3–5 returned per \$1

invested in caregiver support, through reduced turnover, absenteeism, and presenteeism.

Your competitors already do this

Microsoft, Google, J&J, Deloitte, and IBM have all invested in caregiving benefits and programming.

THE METHOD

The Emotional Interpreter

Reading the unspoken need — recognizing the employee who will never raise their hand.

Slow Down to Decide

Designing policy and communication for overwhelmed people instead of steamrolling them.

The Dignity-First Lens

How an organization treats its most burdened people is the truest measure of its culture.

WHY ANDREW

He is what your caregiving employees are. Andrew Rahal spent ten years as the full-time caregiver for his grandmother through vascular dementia and advanced Alzheimer's — trained at UCLA, versed in the Montessori dementia method, her advocate in every hospital room — while trying to hold school and work together. The Guardian documented that decade in a four-year photo essay; The Chronicle of Higher Education opened its reporting on caregiver dropout risk with his story. Not a software vendor and not a consultant with a spreadsheet: the person on the other side of the problem, translating lived experience into how leadership learns to see.