

TEND Debriefing & Mutual Support Program: Fall 2025, Online Intensive

The TEND Debriefing & Mutual Support Program helps participants create and implement tailored, evidence-informed, and sustainable debriefing practices that address both the immediate aftermath of critical events and the ongoing accumulation of stress in trauma-exposed work. In this program, you will learn which debriefing approaches are most effective and safe for your unique workplace; how to develop clear guidelines for primary, secondary, and tertiary support; practical tools to overcome common barriers; and strategies to facilitate, evaluate, and adapt debriefing sessions over time - empowering your team to embed regular check-ins and mutual support into daily workflows while minimizing the risk of harm.

Facilitator: Françoise Mathieu, M.Ed., RP.

Format: Zoom

DAY 1

Monday, November 17, 2025 | 9:00am – 4:30pm ET (Eastern Time)

9:00 AM	What is debriefing, why is it important, and what does the research show?
10:30 AM	Break
10:45 AM	Addressing the immediate and cumulative impact of trauma exposure.
12:00 PM	Break
1:00 PM	Building the scaffolding to support your people.
2:30 PM	Break
2:45 PM	Exploring the continuum of debriefing & mutual support practices.
4:30 PM	End of Day 1



DAY 2

Monday, November 24, 2025 | 9:00am – 4:30pm ET (Eastern Time)

9:00 AM	Animating your debriefing and mutual support practices.
10:30 AM	Break
10:45 AM	Exploring values and qualities + facilitation skills.
12:00 PM	Break
1:00 PM	Creating a culture of mutual support within your workplace.
2:30 PM	Break
2:45 PM	Bringing your D/MS practices home: a quick start guide + making an action plan.
4:30 PM	End of Day 2

FOLLOW UP REFLECTION SESSIONS

Monday, December 8, 2025 | 1:00pm - 2:15pm ET (Eastern Time)

Monday, January 19, 2026 | 1:00pm - 2:15pm ET (Eastern Time)

Questions? Please email Alison Goodfellow, Operations Manager at alison@tendacademy.ca