

**INFORM.
ENGAGE.
EMPOWER.**

AUGUST 2024
WORKPLACE OPTIONS
**MARKETING
NEWSLETTER**



Global Learning Solutions: Enhancing Employees' Personal and Professional Development

The benefits of workforce training are extensive. Beyond teaching new skills, workforce development can boost employee motivation, engagement, and loyalty. Workplace Options' Global Learning Solutions offers a wide range of personal and professional development opportunities on topics such as caring for aging relatives and managing a multigenerational workplace.

Themed Live Webinars for Greater Impact

NEW AIR25 - Creating Psychological Safety Through Inclusive Leadership

- Define what constitutes a psychologically safe environment
- Recognize the stages of psychological safety
- Understand the interrelationship between psychological safety and psychosocial risks (PSR)
- Identify inclusive leadership competencies required to create a psychologically safe team environment

Supporting Colleagues Through Difficult Times

- Recognize common signs of struggle and reactions to difficult life events
- Understand individual reactions and the recovery process after challenging events
- Learn how to effectively offer support through open communication, appropriate conversation, and effective encouragement
- Strategies for coping with stress and improving resilience

Setting Healthy Boundaries

- Work-life balance
- Effective time management for work and home
- Delegation and communication

Healthy Mind Toolkit

- Techniques for building better mental health
- Practical strategies for stress management
- Effective coping with change and adversity

Supporting Your Child's Mental Health

- Fundamentals of mental health and signs of concern
- Effective communication strategies and appropriately responding to concerns
- Identifying and engaging resources to support your child's mental health

Embracing Change

- Understanding the impact of change on our mental health and the importance of individual perception
- Phases of change and common reactions
- Strategies for effectively adapting and coping with change

People-Centric Leadership

- How to communicate with compassion and empathy while maintaining professionalism
- Developing emotional intelligence, enhancing self-awareness, and gaining a better understanding of others' behaviors
- Optimizing motivation and improving morale

If you're interested in additional webinars, Workplace Options offers over **100 topics** to choose from and can tailor learning solutions to meet your specific needs. For more information, please reach out to your account manager or director of business solutions.

COMING SOON - Balancy App: One-stop-shop offering members easy access to their wellbeing support

Soon members will access a centralized hub of resources through the new Balancy mobile app. Balancy will provide a personalized, seamless user experience to maximize utilization and yield optimal results.

**Balancy Benefits:**

- Convenient, confidential access to support anytime, anywhere
- New resources including mood tracker, journal, and self-assessment features
- Scheduler to book first conversation directly from the app
- Diverse content available in multiple languages and formats to accommodate members
- Behavioral tracking and predictive analytics to adapt and learn from members' interests

[**LEARN MORE**](#)

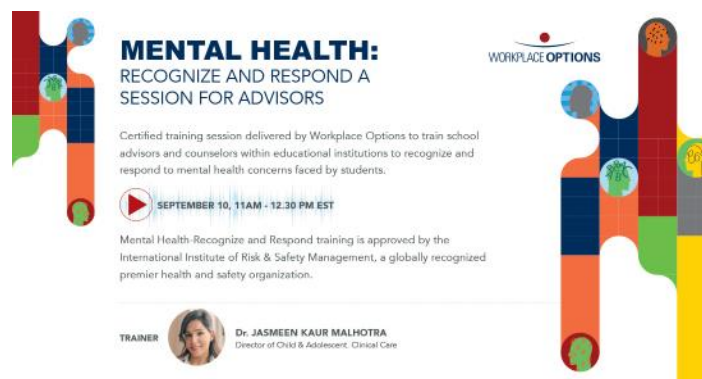
2024 SUMMIT - Leading with Purpose: Cultivating Employee Engagement Strategies to Inspire and Win

Join us for Workplace Options Employee Engagement Summit on **Tuesday, October 15, 2024, from 8:30 a.m. to 12:30 p.m. ET**. This exclusive event will bring together global leaders and experts to explore innovative strategies for fostering employee engagement and driving success in today's diverse workforce.

The summit will feature insightful sessions on psychological safety, inclusive leadership, DEIB, and effective communication practices. Attendees will gain valuable perspectives on how to lead with purpose, inspire teams, and create a thriving workplace culture. With sessions available in multiple languages and a focus on multicultural perspectives, this event is designed to resonate with an audience of leading global employers.

Mark your calendar for this summit designed by and for global leaders to understand employee engagement trends and provide actionable insights.

Join Us for a Virtual Training Session for School Advisors and Counselors: "Mental Health: Recognize and Respond"




**MENTAL HEALTH:
RECOGNIZE AND RESPOND A
SESSION FOR ADVISORS**

Certified training session delivered by Workplace Options to train school advisors and counselors within educational institutions to recognize and respond to mental health concerns faced by students.

▶ **SEPTEMBER 10, 11AM - 12:30 PM EST**

Mental Health-Recognize and Respond training is approved by the International Institute of Risk & Safety Management, a globally recognized premier health and safety organization.

TRAINER  **Dr. JASMEEN KAUR MALHOTRA**
Director of Child & Adolescent Clinical Care

WORKPLACE OPTIONS

Tue, Sep 10, 2024 11:00 a.m. - 12:30 p.m. ET

Mental health concerns among students have increasingly become one of the most pressing challenges for educational institutions as evolving stressors like academic pressures, social dynamics, and personal issues impact their mental wellbeing. As such, it is important for school advisors and counselors to identify signs of mental distress and intervene appropriately.

Dr Jasmeen Kaur Malhotra, Director of Child and Adolescent Clinical Care at Workplace Options, is leading a free virtual training session to help school advisors and counselors within educational institutions recognize and respond to mental health concerns faced by students. At the end of this 90-minute session, each participant will receive a certificate of completion from Workplace Options.

By prioritizing mental health education within academic institutions, schools can more effectively safeguard the psychological resilience and overall success of their student populations.

This training will help on-campus counselors, school advisors, and faculty:

- Understand the mental health continuum and identify the various faces of mental illness
- Establish strategies for having a conversation with a student in need of support
- Support students who exhibit depression, anxiety symptoms and suicide warning signs
- Respond to a threat
- Identify barriers to the conversation and learn practical conversation tips

REGISTER NOW

Join Live Webinar about Employee Engagement during Election Season



Tuesday, September 17, 2024, 12:00 p.m. - 1:00 p.m. EDT

Election periods often heighten emotions and create tensions, especially when high-stakes outcomes are at play. These emotions may spill over into the workplace, potentially leading to conflicts and an "us vs. them" mentality, disrupting collaboration. Join Workplace Options and The Diversity Movement on September 17th at 12 pm ET for a complimentary webinar. Our expert panel will discuss how leaders can model civility, cultivate mutual respect, and maintain employee engagement during election season.

By proactively managing the impact of political discussions, organizations can keep employees engaged during a historic and volatile election year.

SIGN UP NOW

Join Live Q&A for R U OK Day

The graphic is a yellow rectangle with the following content: At the top left is the 'R U OK?' logo with a smiley face in the 'O' and the tagline 'A conversation could change a life.' To the right is the 'WORKPLACE OPTIONS' logo. Below the logo is the text 'Join us for a conversational Q&A about how to stay connected and ask R U OK? any day.' Underneath is the heading 'PRESENTERS' followed by two circular headshots. The first is James Callender, Director of Business Solutions ANZ, Workplace Options. The second is Oliver Brecht, Managing Director of Enterprise Solutions, Workplace Options. To the right of the headshots is the date '12th September 2024'. Below the date is the text 'REGISTER FOR THIS EVENT' and a QR code.

Thursday, September 12, 2024, 12:30 p.m. - 1:00 p.m. AEST

Fostering employee engagement begins with creating space for good conversations! On September 12th, Oliver Brecht, Managing Director of Enterprise Solutions at WPO, and James Callender, Director of Business Solutions, will host a live Q&A session on how to stay connected and ask R U OK? any day. Leaders and team members will leave this session empowered to engage in open and honest conversations - both in the workplace and beyond.

Explore best practices around building connections in the workplace during this live Q&A. This training will help on-campus counselors, school advisors, and faculty:

- Understand the mental health continuum and identify the various faces of mental illness
- Establish strategies for having a conversation with a student in need of support
- Support students who exhibit depression, anxiety symptoms and suicide warning signs
- Respond to a threat
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REGISTER TODAY

LATEST RESOURCES

Supporting Child and Family Wellbeing

Through the support of a global employer, Dr Jasmeen Kaur Malhotra, Director of Child and Adolescent Clinical Care at Workplace Options, saw evidence-based results of the critical role of early intervention and caregiver support in addressing children’s mental health issues. In a conversation with Christy McGuire, Vice President of Business Solutions for the Americas at Workplace Options, Dr. Malhotra highlights the challenges families face when seeking mental health support for children, including limited resources, long waiting lists, and stigma.

Workplace Options' Child and Family Wellbeing program tackles these challenges by offering specialized therapies for children aged 3 to 18, delivered by a network of experienced providers. Dr. Malhotra highlights the program’s dual benefits: providing vital resources to support children while also reducing parental stress and enhancing family cohesion.

Learn more about the types of support best suited for children and families.

LISTEN TO THIS PODCAST

LATEST RESOURCES***Managing Psychosocial Risks***

Did you know that 70% of employed Canadians say their work experience impacts their mental health? Addressing psychosocial risks is crucial for building a healthier and safer work environment.

Here's a checklist of strategies for managing psychosocial hazards and promoting psychological safety, as outlined by experts in our recent webinar, featuring Melissa Hughes, Robert Gould, and special guest Barbara Veder.

Discover more about programs and trainings to safeguard your team's mental wellbeing.

ACCESS ON-DEMAND WEBINAR

LATEST RESOURCES

Psychological Safety Expert Workplace Options Launches AIR25



Workplace Options has announced the launch of its enhanced workshop for managers, AIR25. This global service is an innovative and interactive tool tailored to meet specific organizational needs and industry priorities. AIR25, which stands for Awareness, Intervention and Resilience, equips managers with proactive strategies and bespoke options to foster an inclusive workplace where everyone feels a sense of belonging. Through AIR25 training, managers are empowered to recognize and mitigate unconscious biases that can undermine diversity efforts and psychological safety in the workplace.

“As workplaces worldwide grapple with polarizing conversations and passionate viewpoints, leaders are increasingly challenged to create inclusive environments where employees feel respected, valued and safe to express themselves,” said Alan King, WPO President and CEO.

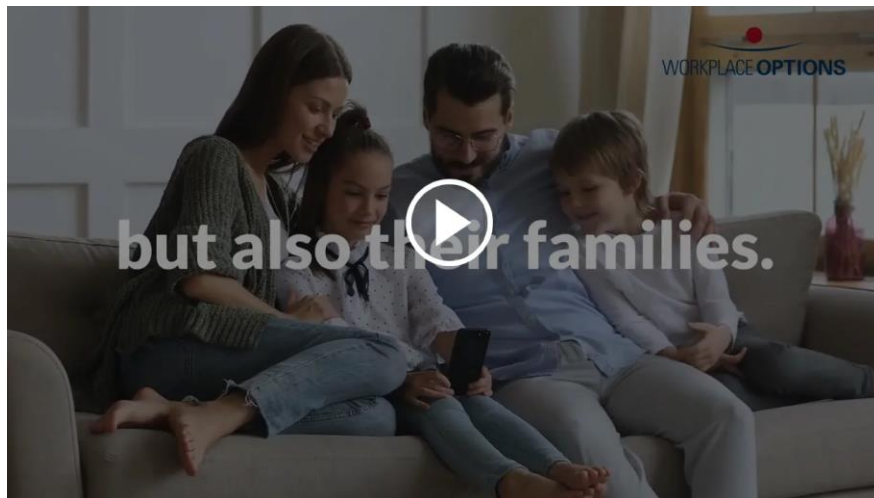
Participants who complete the AIR25 training program will receive a certificate of completion along with a comprehensive playbook. This playbook serves as a valuable resource, containing all the essential content covered during the training session, including tools like the Anxiety Scale and the Manager Energy Audit.

Equip your managers with tools to foster psychological safety and inclusive leadership.

[LEARN MORE](#)

LATEST RESOURCES

Child and Family Wellbeing



When kids hurt, families feel the pain! One in five children face mental health challenges, such as depression and anxiety, which deeply affect the child and their families.

Workplace Options' Child & Family Wellbeing Program proactively supports every family member's holistic health, while also demonstrating an employer's empathy and understanding of work-life balance. Together, we can create a brighter future for children and families.

[ACCESS VIDEO](#)

Thanks for reading.

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