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**2025 JANUARY**  
WORKPLACE OPTIONS  
**MARKETING  
NEWSLETTER**



## From Uncertainty to Resilience: A Leader's Wellbeing Guide for Navigating Political Transition



### FROM UNCERTAINTY TO RESILIENCE:

#### A LEADER'S WELLBEING GUIDE FOR NAVIGATING POLITICAL TRANSITION

In 2024, the global political landscape underwent significant changes, with over 60 countries, representing more than half of the world's population, conducting national elections. This period of political disruption saw a notable turnover, with 32% of incumbent governments voted out of power.

These rapid political changes have profound implications for organizations worldwide. Shifts in policy priorities, regulatory frameworks, and social conditions can lead to economic volatility and cultural tensions. In such environments, employees often seek guidance and reassurance from senior leadership to maintain their well-being and productivity.

In a new white paper "[From Uncertainty to Resilience: A Leader's Wellbeing Guide for Navigating Political Transition](#)", Workplace Options' VP & General Manager of Enterprise Solutions **Oliver Brecht** shares why now is the time for employers to prioritize two strategic areas: building resilience and ensuring global engagement and collaboration.

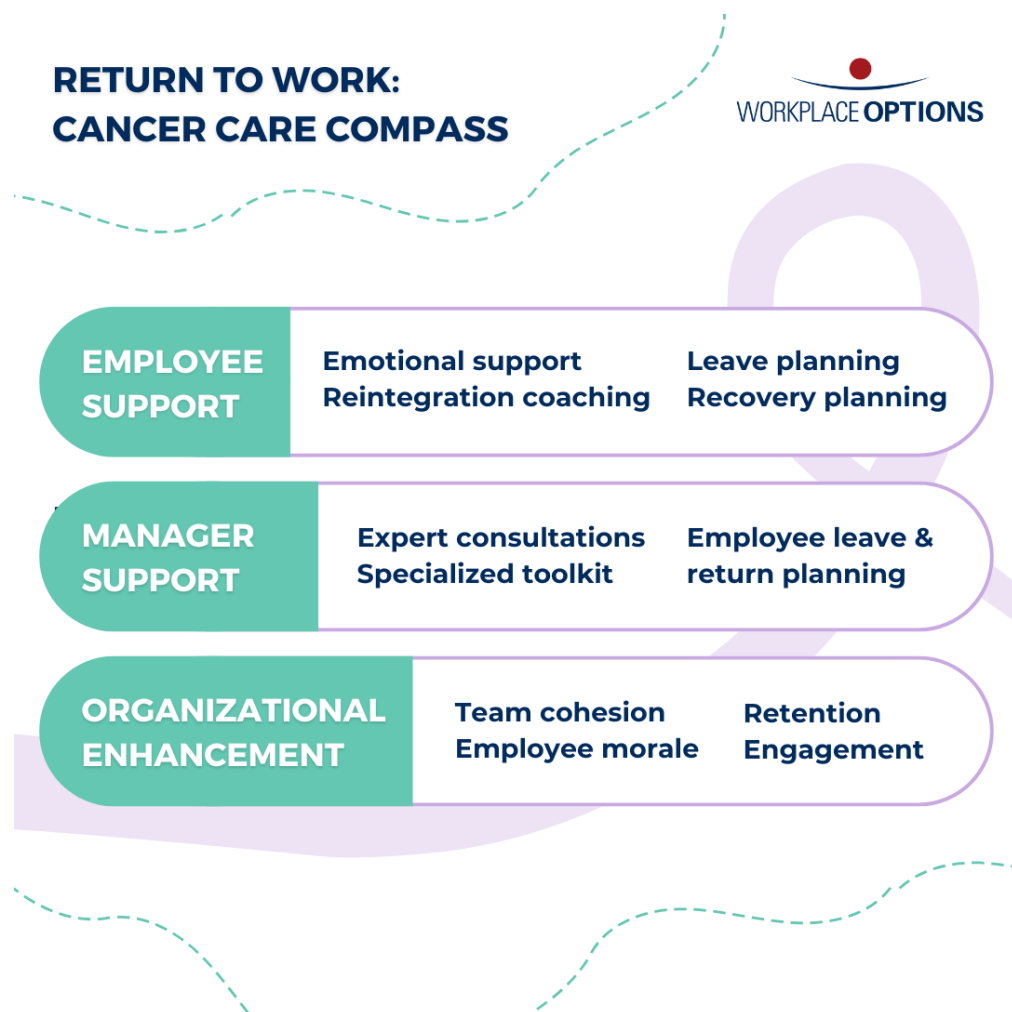
Global teams, operating across diverse cultural and political settings, require clear, empathetic leadership and accessible resources to manage these upheavals effectively. Implementing robust Employee Assistance Programs (EAPs) offers a significant advantage. Services such as confidential counseling, stress management workshops, and work-life support help employees navigate personal and professional challenges, building long-term organizational resilience.

For a more in-depth analysis, download [From Uncertainty to Resilience: A Leader's Wellbeing Guide for Navigating Political Transition](#).

**Return to Work: Cancer Care Compass**

Cancer is a \$139 billion problem for organizations but not in the way employers might expect. Beyond medical costs or cancer's direct impact on work ability, much of this staggering cost stems from employers' failure to foster an inclusive and supportive environment for those affected by the disease, especially those returning to work. The imperative for employers to take meaningful action becomes more pressing since over 90% of cancer survivors consider workplace support essential to their health and recovery.

To help employers cultivate an inclusive and supportive environment for employees impacted by cancer, Workplace Options has introduced the Return to Work: Cancer Care Compass program. This comprehensive solution is designed to facilitate a seamless reintegration for cancer survivors, supporting their physical, psychological, and professional recovery. The program offers holistic support, including counseling, coaching, and resources tailored to individual needs.



**Yara Maria Kamel**, Clinical Success Coach at Workplace Options, emphasizes the significance of this approach:

*"Returning to work after cancer is about more than just resuming one's professional role. It's about regaining a sense of identity, purpose, and resilience. Employers who prioritize the holistic wellbeing of their employees affected by cancer—providing access to emotional support and reintegration coaching, along with a safe and supportive culture—not only promote their full return and recovery but enable them to emerge stronger, more resilient, and more engaged, driving exceptional outcomes for the employees and the organization as a whole."*

By implementing such programs, organizations can demonstrate a tangible commitment to employee wellbeing, fostering a culture where all employees feel valued and supported throughout their recovery journey.

Connect with us to explore how the [Return to Work - Cancer Care Compass program](#) can enhance your employees' wellbeing.

Read more about the growing demand for cancer support and how [Return to Work – Cancer Care Compass](#) can help.

[Learn more about the true cost of cancer.](#)

## **The 2025 Psychological Safety Study: What's Impacting Workplaces Globally?**

Stress. Burnout. Job uncertainty. These challenges are shaping workplaces worldwide, but the impact varies by region.

WPO's latest 2025 Psychological Safety Study uncovers key insights from Australia, France, Germany, Mexico, Portugal, and Uruguay, Belgium, Canada, China, India, Indonesia, Ireland, Italy, Japan, Singapore, UAE, UK, and the USA revealing how cultural attitudes, leadership styles, and mental health support influence employee wellbeing.

What's driving workplace stress? Where are employees thriving? And most importantly how can organizations create safer, more resilient teams?

Stay tuned for the full report, packed with actionable strategies to foster engagement, trust, and wellbeing in your workforce.

In the meantime, [access the 2024 results.](#)

## LATEST RESOURCES

### Podcast: Special Learning Series: Discovering the World of Emotional Intelligence

What if improving self-awareness, empathy, and communication could transform your workplace?

In our latest Special Learning Series, we dive into emotional intelligence what it is, why it matters, and how it can boost teamwork, leadership, and wellbeing. WPO trainer shares expert insights on building emotional resilience, managing stress, and fostering stronger connections.



The graphic features two circular headshots of men against a blue background. Below the photos, the title 'DISCOVERING THE WORLD OF EMOTIONAL INTELLIGENCE' is written in light blue. Underneath, the hosts are listed: 'WITH JAMES CALLENDER, DIRECTOR OF BUSINESS SOLUTIONS ANZ AND WALTER CARTER, GLOBAL LEARNING SOLUTIONS TRAINER'. Two buttons for 'Listen on Apple Podcasts' and 'Listen on Spotify' are shown. At the bottom, the 'WORKPLACE OPTIONS' logo is on the left and 'WELLBEING AT WORK A Workplace Options Podcast' is on the right.

**DISCOVERING THE WORLD OF EMOTIONAL INTELLIGENCE**

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## How to Plan a Successful Health & Wellness Event: Expert Insights

New findings from **Gallup** reveal that benefits alone are not enough to bolster employee wellbeing or convince staff that their health is a true priority for their organizations. Instead, employees want to feel part of a culture of wellbeing, where all are empowered to take care of their health and access the resources and support, they need to do so.

Corporate wellness events are a great way to bring that culture to life.

As **Lauren Lisko**, Internal Wellness Manager and Corporate Fitness Trainer at WPO, and a top finalist for 'Global Wellbeing Champion of the Year' for this year's The Investors in People Awards, explains: "*Organizing on-site wellness events are a great way for leaders to provide the information and resources employees need to make proactive and informed health decisions, while fostering a strong sense of community and support to sustain their momentum and reassure them that their health and career do not have to be in conflict.*"

[Read the full article](#) to discover six simple steps for organizing a successful wellness event for your teams.



## **New White Paper: Bridging Communication Gaps, How Inclusive Communication Can Transform Multinational, Multicultural Teams**

In a world connected by an increasingly globalized workforce, companies gain access to unique perspectives and skills that drive innovation, enhance problem-solving, and increase business value. While the benefits of a globalized workforce are invaluable, these opportunities call for organizations to prioritize inclusive communication.

*"Workplace Options is focused on helping our clients advance authentic and impactful employee engagement and inclusive communication. Authenticity is at the heart of workplace wellbeing – authenticity drives growth, connection, and collaboration,"* said **Alan King**, WPO President and CEO.

*"Our consultants and coaches understand how to build workplaces where trust, respect, and resilience flourish – environments where employees feel valued, empowered, and motivated to show up as their authentic selves. Inclusive communication is not just a concept – it is a cornerstone of long-term business competitiveness and success."*

The Diversity Movement, a Workplace Options Company, released a white paper this month to explore how accent bias and cultural disconnects widen communication gaps, hindering creativity and collaboration, reducing team productivity, and compromising organizational success. When inclusive communication is not prioritized, misunderstandings lead to inefficiencies, project delays, and high turnover.

The white paper helps leaders and people managers proactively address communication strategies including cultural awareness and inclusive listening skills to build strong, resilient teams across the globe.

### **[Download Bridging Communication Gaps, How Inclusive Communication Can Transform Multinational, Multicultural Teams](#)**

#### **WPO in the News**

WPO's white paper "[From Uncertainty to Resilience: A Leader's Wellbeing Guide for Navigating Political Transition](#)", authored by **Oliver Brecht**, Vice President & General Manager of Enterprise Solutions at Workplace Options, offers a roadmap for organizations to not only adapt but thrive during transitions. Periods of political uncertainty are inevitable, but leaders and people managers who prioritize holistic health and psychological safety can turn uncertainty into opportunity.

Oliver was interviewed by CNN to share practical tools to help leaders foster psychological safety, model resilience, and create thriving workplaces during times of change and uncertainty.

**Read: [Talking politics at work: If you must, tread respectfully](#)**

## Latest Press Release

### Workplace Options Guides Leaders to Foster Cultures of Respect and Resilience

*Empathetic leadership and empowered employees are the foundation for thriving organizations in times of change.*

**Raleigh, NC** – Political transitions whether in the U.S. or around the world often spark uncertainty that ripples through workplaces, leaving employees anxious and organizations seeking stability. To address these challenges, WPO's (Workplace Options) Centre for Organizational Effectiveness, the leading global consultants of psychological safety and employee engagement solutions, has released ***From Uncertainty to Resilience: A Leader's Well-being Guide for Navigating Political Transition***.

This new white paper equips leaders and people managers with evidence-based strategies to help organizations adapt, prioritize physical and mental health, and build resilience during times of change and uncertainty.

Leadership during periods of disruption is critical, yet the unknown can trigger workplace stress, impacting employee morale and productivity. WPO's white paper provides practical tools to help leaders foster psychological safety, model resilience, and create thriving workplaces.

*"Political or societal changes bring unique challenges, but, where there are obstacles, there are also opportunities for leaders to create stronger, more connected teams,"* said **Alan King**, President and CEO of Workplace Options. *"At WPO, we empower organizations with the resources to lead authentically and empathetically, engage employees, and sustain success through uncertain times."*

### Key Insights for Leaders

The white paper is authored by **Oliver Brecht**, Vice President & General Manager of Enterprise Solutions at WPO. *"Leaders set the tone for their teams,"* said Brecht. *"When employees feel their voice is valued and heard, they remain engaged, productive, and ready to tackle challenges head-on."*

The white paper includes actionable strategies designed to support leaders and employees alike, such as:

- **Navigating Workplace Anxiety:** Identifying stress triggers and addressing employee concerns effectively.
- **Building Resilience:** Techniques to foster positive mindsets, manage stress, and create adaptable teams.
- **EAP Integration:** Leveraging Employee Assistance Programs to enhance change management and holistic health.



- **Psychological Safety as a Foundation:** How to establish environments where employees feel valued, supported, and safe to speak openly, be their authentic selves at work.

**Dr. Kennette Harris**, Chief Clinical Officer at WPO, highlights the critical role leaders play: *“Resilient leadership begins with self-care and authenticity. By modeling these behaviors and creating psychologically safe environments, leaders foster trust, respect, and adaptability—essential ingredients for navigating change successfully.”*

### Why This Matters Now

Periods of political uncertainty are inevitable, but leaders and people managers who prioritize holistic health and psychological safety can turn uncertainty into opportunity. The [From Uncertainty to Resilience](#) white paper offers a roadmap for organizations to not only adapt but thrive during transitions.

To learn more about the white paper and explore how leaders can transform challenges into opportunities, download [From Uncertainty to Resilience](#).

### New Video Message from Alan King



In a new video, **Alan King**, President and CEO of Workplace Options, shares insights about services WPO will provide in 2025, including support for employees and their families during critical life events, such as returning to work after cancer or seeking sobriety.

These services go beyond compliance, these solutions are about compassion. When leaders genuinely care for their people and clearly communicate how employees contribute to success, it fosters a culture where everyone gains.

Alan also discusses the release of Work-life 2.0, our fundamental rethinking of the work-life service, an evolution from qualified referrals to more meaningful and impactful deliverables.

### **Watch the Video**

### **Thanks for reading.**

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