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2025 July

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Developing People, Delivering Results: 2025 British Training Award for L&D Excellence

We are thrilled to share that our Global Learning Solutions team has received the 2025 British Training Award for 'L&D Experience of the Year!'



The British Training Awards celebrate outstanding innovation and excellence in workplace learning and development both in the UK and around the world. The “**L&D Experience of the Year**” award highlights programs that deliver exceptional learner experiences, strategic value, and tangible, measurable impact.

Our program was recognized for:

- **Blending clinical insight** with innovative learning design
- **Delivering high-impact experiences** in over 100 countries and 35 languages
- Embedding **psychological safety** and emotional resilience into leadership training
- Using **data and feedback** loops to continuously adapt and scale

This achievement marks a significant milestone in advancing innovation, fostering inclusion, and making a meaningful impact in global workplace learning. We couldn't be more proud of our GLS team's ongoing passion and commitment to building a stronger, more resilient workforce worldwide.

Read more about the 2025 British Training Awards

Looking to elevate learning and development in your organization? Our award-winning Global Learning Solutions are designed to equip employees and leaders with the skills they need to thrive in a rapidly changing world of work. Whether you're focused on enhancing emotional resilience, building psychologically safe teams, or developing inclusive leadership, our evidence-based programs deliver meaningful results. With delivery in over 35 languages and scalable formats to fit any workplace, our solutions are built to fit different cultures, industries, and time zones. Discover how we can support your workforce with engaging, measurable, and high-impact learning experiences.

Explore our full training catalogue

In addition to organizational programs, we'll soon be offering training sessions **open to individual participants**, covering core topics like manager skills, emotional wellbeing, peer-to-peer support, and resilience. Dates to come, **stay tuned!**

Cancer Care Compass: Human-Centered Support

Cancer Care Compass is designed to meet the real-world needs of individuals navigating a cancer diagnosis. Grounded in the **LLSW model** (Learning, Living, Social, Working) and the principles of vocational rehabilitation, the program was developed to address the full scope of recovery, not only physical and emotional, but also social and professional.

Jorge de Sousa, **Service Center Manager in Lisbon**, explores the program's comprehensive approach in his [article](#). Grounded in the LLSW (Learning, Living, Social, Working) model, Cancer Care Compass addresses crucial psychological and social challenges such as stigma, fatigue, and disrupted professional identity.

Supporting the Return to Work After Cancer: A Holistic Approach

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REINTEGRATION REIMAGINED: THE VALUE OF CANCER CARE COMPASS

"The **Return to Work: Cancer Care Compass** program honors the reality that every cancer journey is different—and so is the path back to work.

With **personalized care plans for employees** and **tailored resources for managers**, the program moves beyond one-size-fits-all approaches to provide thoughtful support that meets the unique needs of each survivor and their workplace."

Jorge de Sousa,
Service Center Manager - Lisbon



Key elements include:

- Personalized return-to-work plans led by dedicated **Cancer Care Coordinators**.
- **Empowering managers and HR** with coaching and resources to create supportive workplaces.
- Providing region-specific legal guidance to **ensure compliance and protect employee rights**.

Read Jorge de Sousa' Analysis

Designed to complement critical illness cover, **Cancer Care Compass** is also a natural fit for insurers seeking to provide value-added, outcomes-driven support to policyholders. With its clinically guided, **human-centered model**, it enhances the policyholder experience while helping organizations meet key ESG, inclusion, and wellbeing benchmarks.

Christian Mainguy, **Senior Global Consultant** at Workplace Options, highlights these priorities in his **video**, "**Bringing Compassionate Support to Your Policyholders with Critical Illness Cover**."



He explains how Cancer Care Compass seamlessly integrates with critical illness coverage by offering:

- **Personalized, real-time guidance** from diagnosis through treatment to workplace return.
- **Enhanced organizational empathy**, strengthening HR and employee benefit strategies.
- **Measurable business benefits**, including smoother employee reintegration and more engaged workforces.

Christian stresses the importance of early, confidential support, noting many employees initially withhold their diagnosis. Cancer Care Compass fosters a safe environment that encourages trust and effective reintegration.

Watch Christian Mainguy's insights

Cancer Care Compass puts **people first**, offering meaningful support through the challenges of cancer recovery and the return to everyday life. By fostering **empathy and resilience**, it helps create a culture where individuals feel understood, valued, and supported at every step. It's a reminder that care in the workplace begins with **care for the person**.

The Diversity Movement's 2025 ERG Summit



For organizations looking to deepen the impact of **Employee Resource Groups (ERGs)** or begin building them from the ground up, the **2025 ERG Summit** offers practical guidance and strategic insights tailored to the **evolving needs of ERG and DEI leadership**.

This **free virtual event** will take place on Wednesday, **September 17, from 11:30 a.m. to 1:00 p.m. EDT**, bringing together ERG leaders and DEI council members for a **90-minute executive session** designed to support measurable progress in the year ahead.

Highlights include:

- **Interactive workshop** on ERG alignment, engagement, and measurement with Susie Silver, CDE
- Client roundtable exploring **governance, sponsorship, and common ERG pitfalls**, moderated by Melanie Sanders, CDE
- **Live Q&A session** focused on applying best practices to real-world challenges

The session will explore **key topics** such as:

- Connecting ERGs to broader business goals
- Effectively engaging executive sponsors
- Maintaining momentum while preventing burnout
- Clarifying the distinction between ERGs and affinity groups, and why it matters

Participants will gain actionable strategies, peer insights, and a roadmap to guide the next phase of their ERG journey.

[Register now for the 2025 ERG Summit](#)

Latest Resources

Reframing Productivity: Addressing India's Workplace Mental Health Crisis

India's corporate sector is facing a critical inflection point. With over **62% of employees** reporting a burnout and an average workweek **exceeding 49 hours**, the country now ranks among the most overworked in Asia.

In this **important episode**, **Agneelo Dias**, **Director of Business Solutions** for North and West India at Workplace Options, offers an in-depth analysis of the systemic challenges undermining workforce wellbeing and what leaders must do to course-correct.



With over a decade of experience in the employee wellbeing sector, Agnelo provides actionable insights for business leaders, brokers, and reseller partners seeking to address these issues through sustainable, evidence-based strategies.

Key Highlights:

- The **operational and reputational risks** associated with unchecked burnout
- Why **legacy performance metrics** are falling short in the modern workplace
- The **strategic importance of embedding mental health** into organizational policy
- **Emerging expectations from employees** and stakeholders on well-being commitments
- The evolving **role of EAPs** and integrated wellbeing programs in driving engagement and retention

Workplace Options remains committed to supporting our clients and partners in building healthier, more resilient organizations. For tailored solutions or partnership inquiries, please contact your account representative or reach out to us directly.

Access the Full Episode

Conquering Chaos: 5 Essential Resilience Strategies for Leaders and Teams



Investing in emotional intelligence, trust, open communication, empowerment, and flexibility builds sustainable performance and engagement even in periods of turbulence. Leaders at all levels can apply these effective strategies to build resilience, both personally and organizationally, enabling them to stay grounded and helping their teams thrive amid uncertainty.

Tip 1: Cultivate Self-Awareness

Effective leadership begins within. By understanding personal values, stress triggers, and behavioral responses, leaders create a “*North Star*” that steadies their teams during volatility. This inner alignment fosters consistent, grounded leadership.

Tip 2: Extend that Awareness Outward (i.e., Emotional Intelligence)

Resilient teams rely on leaders who both understand their own emotions and empathize with others. Proactively addressing information gaps and checking in individually fosters psychological safety and prevents fear or doubt from taking hold.

Tip 3: Embrace 360° Communication

Resilience flourishes when information flows freely in all directions. Encouraging open dialogue—top-down, peer-to-peer, and bottom-up—builds collective awareness and speeds response times. It also signals trust, inviting contribution and innovation.

Tip 4: Choose Collaboration and Coaching over Control and Command

Thriving teams are empowered, not micromanaged. By adopting coaching mindsets and encouraging autonomy, leaders unlock creativity and agility. Collaboration signals trust and fuels confidence—crucial assets in adaptive organizations.

Tip 5: Be Flexible

The only constant in chaotic times is change. Remaining adaptable—whether shifting priorities, structure, or strategy—enables leaders and teams to pivot effectively when situations evolve.

Together, **these five strategies** form a resilient leadership approach—anchoring leaders, empowering teams, and positioning organizations to navigate disruption with clarity and confidence. [Learn more](#)

Top Family Wellbeing Concerns Revealed in Our 2025 Psychological Safety Study

Data from our **2025 Psychological Safety Study** shows that some of the **top daily life concerns** in the U.S, Canada, and Australia are closely tied to family wellbeing, including mental health challenges, divorce, legal concerns, and housing emergencies.

These are exactly the kinds of challenges our **Child and Family Wellbeing Program** aims to address. Designed to empower parents and caregivers, the program **offers practical tools**, expert guidance, and emotional support to help families navigate everyday challenges and foster long-term wellbeing for their children.

Explore insights by country to learn more about the unique family wellbeing challenges faced in the U.S., Canada, and Australia. These visuals provide a deeper understanding of how mental health concerns, legal issues, housing emergencies, and other stressors impact daily life across different regions.

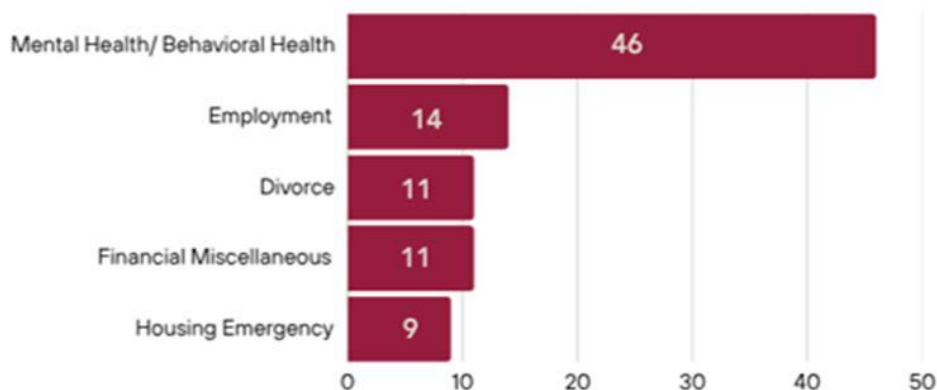


Australia

Child and Family Wellbeing

2025 Psychological Safety Study

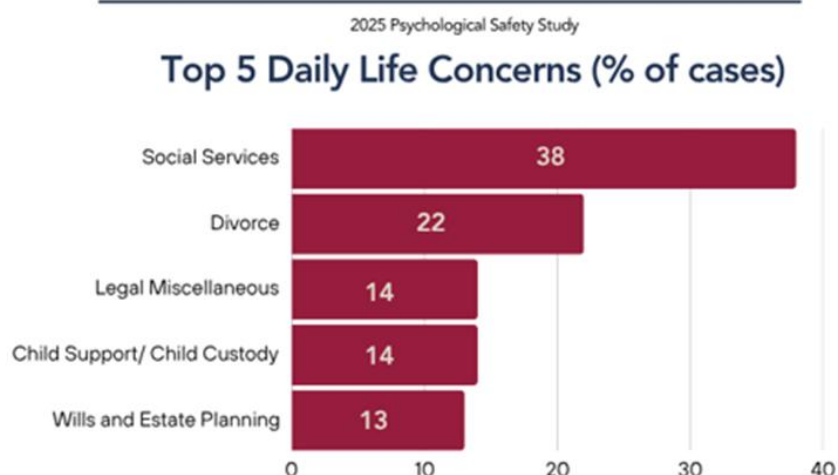
Top 5 Daily Life Concerns (% of cases)





United States

Child and Family Wellbeing



To learn how our [Child and Family Wellbeing Program](#) is specifically designed to address these challenges by **offering practical tools, expert guidance, and emotional support** for parents and caregivers, [click here for more information](#).

WPO in the News: Addressing Psychosocial Risks to Prevent Burnout

In a recent [HR Leader article](#), [Oliver Brecht](#) explains why the missing piece to burnout prevention is psychosocial risk analysis. He highlights today's key workplace stressors, revealing that interpersonal conflict and bullying now account for over half of mental health concerns in Australia.

For leaders, there are early warning signs that can help identify these issues before they damage employee wellbeing or workplace culture.



[Read more here](#)

Discover how the **Center for Organizational Effectiveness** can help your organization mitigate psychosocial risks and build resilient, engaged teams. Explore our tailored solutions designed to identify psychosocial risks early, support employee wellbeing, and foster healthier workplace culture.

[Learn more here](#)

Thanks for reading.

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Have a topic suggestion or feedback? [Email](#) us today!