

**INFORM.
ENGAGE.
EMPOWER.**

2025 August

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



Taking the next step in your commitment to your employees affected by cancer

With 1 in 2 people facing a cancer diagnosis in their lifetime, supporting employees through cancer isn't a rare event, it's a recurring responsibility for every organization. Only about half of cancer survivors successfully return to work, highlighting the need for integrated support for both employees and managers. As public accountability increases and expectations for compassionate care rise, traditional benefits alone are no longer sufficient.

Over 2,500 companies worldwide have signed the Working with Cancer Pledge, committed to erasing stigma around cancer in the workplace and fostering recovery-forward cultures. This initiative has already impacted more than 35 million employees globally. We offer a solution to help take that commitment even further.

Workplace Options' Cancer Care Compass is a **specialized return-to-work program** that supports employees throughout their cancer journey, from diagnosis and treatment through to recovery and reintegration. Designed for today's workplace, this program supports **clinical, emotional, and vocational rehabilitation** that goes beyond traditional benefits like EAPs.

**RETURN TO WORK:
CANCER CARE COMPASS**


WORKPLACE OPTIONS

WW  **TURN YOUR
PLEDGE INTO
ACTION**

PEOPLE REMEMBER HOW YOU SHOW UP

**HELP EMPLOYEES RECOVER, RETURN, AND
THRIVE. LET'S EXPLORE HOW CANCER CARE
COMPASS CAN SUPPORT YOUR TEAM.**

Why this matters for organizations:

Cancer isn't just a health issue; it's a workplace issue that affects your people and your culture. Without coordinated support:

- Employees stay silent, fearing stigma
- Managers are uncertain how to offer flexibility or empathy
- Teams struggle with absenteeism, presenteeism, and disengagement
- Standard programs fall short in supporting complex cancer-related needs

Why **this solution** is different from traditional programs:

- Combines **personalized psychosocial support** with practical return-to-work coordination
- Equips managers and HR teams with **evidence-based tools** to lead with empathy And flexibility
- Bridges critical gaps in coverage by providing expert, personalized support from a **dedicated cancer care coordinator** and practical tools for managers to confidently support their teams
- Scales to support employees facing a **range of critical illnesses**
- Aligns with existing inclusivity, wellness, and **cost-containment strategies**

By investing in comprehensive, personalized support, organizations can foster early detection, reduce healthcare costs, improve productivity, and cultivate an inclusive and resilient work environment.

This is an opportunity to show employees that their health, dignity, and purpose matter—and to strengthen an organization's culture of compassion and trust.

[Contact us to learn more](#)

Awareness Intervention Resilience (A.I.R) Training: Empowering Managers to Lead with Empathy, Confidence, and Resilience



In today's fast-evolving world, characterized by volatility, uncertainty, complexity, and ambiguity (VUCA), mental health challenges in the workplace have never been more pressing. Global conflicts, economic instability, and rapid change are placing unprecedented pressure on employees, and managers are on the frontlines.

Workplace Options' **Awareness Intervention Resilience** (A.I.R) training equips people managers and leaders, with the vital skills to recognize and respond effectively to mental wellbeing challenges in their teams while safeguarding their own resilience.

Join us for upcoming online sessions on **World Mental Health Day, October 10, 2025**, available in English (**CET** and **AEST**) and Spanish (**CST**).

Why attend?

- A.I.R provides **practical, evidence-based tools** to
- Assess team wellbeing using the **stress scale**
- Identify signs of distress linked to a **VUCA environment**
- Support employees through **change with empathy**
- Conduct a **Manager Energy Audit** for self-care
- Maintain effective communication to build trust and foster **psychological safety**

Who should attend?

People managers and organizational leaders committed to nurturing resilient, high-performing teams in today's complex workplace.



WHAT PARTICIPANTS SAY

"The facilitator made complex topics clear and applicable."

"Concise and relevant, well worth the time."

"A chance to reflect and refocus on everyday workplace challenges."

Key Information:

- **Certificate** issued upon completion
- **Accredited** by Workplace Options and IIRSM
- Price: \$295 USD (Use promo code **EARLYBIRDAIR** for **15 percent off**, first 10 registrants only)

Secure your place and lead with confidence.

English (CET)
English (AEST)
Spanish (CST)

How to Build Workplace Trust in a Skeptical World
Free Workplace Options Center for Organizational Effectiveness Webinar



In our polarized society, trust is scarce, and skepticism is rising. According to the **2025 Edelman Trust Barometer**, ethical failures and financial insecurity are leading to declining faith in business leaders, organizations, and government entities.

While building trust is increasingly difficult, leaders who do this well can create thriving teams and high performing organizations. Employees who trust their leaders are **12 times more** likely to be fully engaged. In addition, **workers at high-trust companies** report 74% less stress, 50% higher productivity, and 13% fewer sick days. How can executives, human resource leadership, and people-leaders overcome polarizing social forces and build workplace trust?

Join us **Thursday, Aug. 28, at 2 p.m. EST**, for a **one-hour webinar** explaining why trust is a strategic imperative and how leaders can cultivate it.

We will explore:

- Why workplace trust is crucial for **employee engagement** and business success
- What behaviors can undermine **trust in the workplace**
- How organizations can **measure workplace trust**
- Ways to **build trust** in the organization, within teams, and among external stakeholders

Register today and secure your place

Latest Resources

**Insights for Supplemental Insurers on
the Impact of Grief for Customers**

In today's complex benefits landscape, truly understanding the emotional journeys of Customers are essential. In this **powerful podcast episode**, **Dr. Kennette Thigpen-Harris, Chief Clinical Officer** at Workplace Options, and **Kay Burd, Director of Business Solutions**, share their perspectives on the profound impact grief can have on customers and how supplemental insurers can provide effective, compassionate support.

Grief can deeply affect an individual's overall well-being, often contributing to increased anxiety and depression. Recognizing and addressing this emotional toll is key for insurers who aim to support customers with empathy and care. As Dr. Thigpen-Harris explains, grief does not follow a simple, linear path, each person's experience is unique, with stages that may appear in different orders or resurface over time.



INSIGHTS FOR SUPPLEMENTAL INSURERS ON THE
IMPACT OF GRIEF FOR CUSTOMERS

WITH DR. KENNETTE THIGPEN-HARRIS - CHIEF CLINICAL
OFFICER, AND KAY BURD - DIRECTOR OF BUSINESS
SOLUTIONS

Listen on
 Apple Podcasts

Listen on
 Spotify

WORKPLACE OPTIONS

WELLBEING AT WORK
A Workplace Options Podcast

Key takeaways:

- Grief can significantly **impact mental health**, increasing anxiety and depression
- The stages of grief are non-linear and differ from person to person
- Compassionate, **authentic communication** fosters emotional connection and trust
- **Empathy training** for customer service teams enhances customer experience
- **Tailored support, including financial planning**, helps customers navigate difficult times

Drawing on their combined expertise in **clinical care and business solutions**, Dr. Thigpen-Harris and Kay Burd provide actionable strategies for supplemental insurers who want to strengthen their role as trusted partners.

Listen now to learn how to support customers through grief with genuine empathy, effective resources, and a flexible approach that meets people where they are.

Workplace Options Australia marks R U OK? Day with a call for expanding support when providing care to international students and remote workers

Workplace Options is celebrating R U OK? Day 2025 on September 11, Australia's national day for open conversations on mental health. This year's theme, "I'm Here to Hear," spotlights the value of active listening and ongoing support, and WPO is urging Australian universities to reflect it by expanding mental health resources for international students, offshore learners, and globally dispersed faculty.

Recent research reveals that nine in ten Australians feel supported when asked if they are OK, yet international students **report worse mental health than domestic peers**, including higher anxiety and multiple mental health challenges. Many international students and remote workers won't seek help unless support fits their language, time zone, and culture—making tailored resources key to fostering psychological safety and belonging.

"This year's R U OK? Day theme, 'I'm here to hear,' is about listening with intent and following up with action," says WPO CEO Alan King. "But how can we expect people to speak up if their support systems are not accessible? We must provide care that empowers everyone, including international students and dispersed workers who often face high stress, cultural isolation, and limited access to help, all while being far from home."

Mental Health Concerns Stemming from Workplace

Recent data from the COE reveals that toxic relationships, such as conflict and bullying, are the predominant psychosocial risk in Australian workplaces. These challenges negatively impact both faculty and students in higher education and are often intensified for international students and dispersed workers who face additional barriers like language differences, financial pressures, and separation from family and friends.

Linking Mental Health to Organisational and Individual Success

WPO data and work with employers and universities shows wellbeing is directly tied to success:

- Drives workforce engagement, productivity, and institutional performance
- Shapes retention, focus, and service delivery
- Serves as a strategic lever beyond a standard employee benefit

Free Webinar: Caring for You While Caring for Others

In recognition of R U OK? Day, WPO Australia will host a free online webinar, "Caring for You While Caring for Others," on Thursday, 11 September from 11:00–11:30 pm AEST. Topics will include:

- Practical techniques to improve personal wellbeing
- How to recognise and address unique caregiving challenges
- How to maintain a healthier, more sustainable lifestyle while caring for others
-

The webinar will be hosted by **Australian workplace wellbeing expert James Callender** who has over 12 years' experience building programs that remove time and language as barriers to accessing support, and **Larissa Qin**, a mental health practitioner with a Master of Professional Psychology who has worked extensively as an Employee Assistance Program counsellor and wellbeing trainer.

Register for the webinar [here](#).

Thanks for reading.

Want more? Sign up to [join our newsletter](#).

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