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ENGAGE.
EMPOWER.**

2025 September

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



**From Awareness to Action:
United in Preparation for World Mental Health Day 2025**



Preparing for **World Mental Health Day** requires thoughtful planning to drive authentic engagement. This year's theme, "*Access to services – mental health in catastrophes and emergencies*," comes as no surprise. Ongoing crises are weighing heavily on people's mental health, and many already have limited mental and emotional bandwidth to face another emergency.

It's a reminder that what we do at Workplace Options is not only our work. It is our calling. And we are honored to serve. "*At WPO, we are ready to respond; we are here to listen, guide, and care for people anytime, anywhere, as they navigate trauma, grief, fear, and uncertainty*," says WPO President and **CEO Alan King**. "*We cannot and will not accept a world where mental health support is optional, conditional, or out of reach.*"

With the help of our employer partners, we are committed to turning awareness into access—and access into action.

This World Mental Health Day, join us in raising awareness and mobilizing efforts to ensure that mental health support is there when and where it's needed most.

Download our toolkit to see how you can prepare and take meaningful action.

World Mental Health Day Training: Empowering Managers to Lead with Empathy, Confidence, and Resilience

Strong leadership isn't just about driving performance; it's about being there for your people when it matters most. Today's workplace requires managers to balance results with compassion, and that's where **A.I.R. Training** (Awareness, Intervention, Resilience) makes the difference.

This **interactive program** equips managers with practical skills they can use right away to support team wellbeing while protecting their own resilience. One recent participant shared: *"The facilitator explained complex topics in a clear and relatable way, making it easy to follow and apply in real-life situations."*

A promotional graphic for A.I.R. Training. It features a background image of two professionals, a woman and a man, sitting at a table and looking at a tablet. Overlaid on this is a yellow rectangular box containing text. At the top left of the yellow box is the A.I.R. logo (Awareness, Intervention, Resilience) and the Workplace Options logo. Below the logos is a blue banner with the text 'AWARENESS INTERVENTION RESILIENCE (A.I.R) TRAINING'. The main text in the yellow box reads 'EMPOWERING MANAGERS TO LEAD WITH EMPATHY, CONFIDENCE, AND RESILIENCE'. Below this, it says 'Upcoming Online Sessions for World Mental Health Day on October 10, 2025'. A play button icon is followed by 'Live at 2 PM CET, AEST & CST'. At the bottom is a red 'REGISTER' button. To the left of the yellow box, there are five circular icons: a red one with 'VUCA' and four light blue ones with icons and labels: 'VUCA', 'UNCERTAINTY', 'COMPLEXITY', and 'AMBIGUITY'.

By joining the training, **you'll gain:**

- Practical tools to support employee wellbeing
- Strategies to protect your own resilience
- Certificate of participation included

Because when managers feel equipped, employees feel supported and that drives healthier, more sustainable performance across the organization.

Don't miss this **World Mental Health Day training** on **October 10, 2025:**

- English (CET) [Register](#)
- English (AEST) [Register](#)
- Spanish (CST) [Register](#)

COE Summit: Building Workplace Trust

Trust is the foundation of every healthy, high-performing workplace—yet in today's rapidly shifting environment, it is also one of the most fragile assets leaders must safeguard.

The COE Summit: Building Workplace Trust is a virtual half-day event bringing together global insights, research, and practical strategies to help leaders understand the current state of trust in the workplace and how to strengthen it as a driver of resilience, wellbeing, and effectiveness.

Why Attend?

Over the course of **this summit**, participants will:

- Explore the forces shaping employee trust worldwide.
- Examine the impact of global psychosocial hazards, AI adoption, and workplace incivility.
- Gain actionable approaches for fostering strong relationships that scale trust and psychological safety across the enterprise.
- Learn directly from global experts and thought leaders.



Who Should Attend?

- C-Suite and Senior Executives
- HR and People Leaders
- Organizational Development and Change Management Professionals
- Wellbeing, DEI, and Engagement Champions

Event Details

- Date: Wednesday, October 22nd, 2025
- Time: 8 AM – 12 PM EST
- Location: [Virtual \(link provided upon registration\)](#)

Register now

Podcast

A psychologically safe workplace is the key to innovation, creativity, and possibility

The most successful organizations know this. That's why KBR, Inc.—a global provider of science, technology, and engineering solutions, and champions of a brighter and more sustainable future—called on Workplace Options to implement a **Wellbeing Ambassador Program** across its global worksites.

Through the program, participants were equipped and empowered to champion employee wellbeing—developing the skills to support colleagues experiencing a mental health challenge, raise awareness about mental wellbeing, recognize signs of concern, intervene appropriately, and hold sensitive conversations with confidence.

In a **new episode** of Wellbeing at Work, a **Workplace Options podcast**, **Bianca Buie**, Ambassador Program Manager at WPO, sits down with **Ashley Owens**, Global Mental Health & Safety Lead at KBR, to discuss the program and its impact across KBR.



The podcast cover features a dark blue background with two circular headshots of the hosts, Bianca Buie and Ashley Owens, at the top. Below the photos, the title 'THE PEER APPROACH TO WORKPLACE WELLBEING: KBR'S SUCCESS STORY' is written in white, all-caps font. Underneath the title, the hosts' names and roles are listed: 'WITH BIANCA BUIE, AMBASSADOR PROGRAM MANAGER AT WPO, AND ASHLEY OWENS, GLOBAL MENTAL HEALTH & SAFETY LEAD AT KBR'. At the bottom, there are two white buttons with rounded corners: 'Listen on Apple Podcasts' with the Apple Podcasts logo and 'Listen on Spotify' with the Spotify logo. In the bottom left corner, the 'WORKPLACE OPTIONS' logo is displayed, and in the bottom right corner, the text 'WELLBEING AT WORK A Workplace Options Podcast' is shown.

**THE PEER APPROACH TO
WORKPLACE WELLBEING:
KBR'S SUCCESS STORY**

WITH **BIANCA BUIE**, AMBASSADOR PROGRAM
MANAGER AT WPO, AND **ASHLEY OWENS**, GLOBAL
MENTAL HEALTH & SAFETY LEAD AT KBR

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WELLBEING AT WORK
A Workplace Options Podcast

Tune in now on Apple Podcasts, Spotify or YouTube

For organizations that have already invested in training their **Wellbeing Ambassadors**, you can keep your program relevant and impactful by taking advantage of our exclusive recertification offer, available through October 2025.

Ambassadors are required to renew their certification every two years to maintain the strength and credibility of your program. Renewal ensures your team stays officially recognized, equipped with up-to-date skills and empowered to continue making a meaningful difference.

Contact us today to make the most of this offer.

Article

Supporting Working Parents: Practical Toolkit for Family Wellbeing

In every disaster, children comprise at least a third of those impacted.

For employers, supporting employees in the aftermath of a crisis means supporting their families, too. Parental wellbeing and child wellbeing are inseparable—when one falters, the other follows. Today, **65% of working parents** report burnout tied to child wellbeing concerns.

That translates to nearly a quarter of the **global workforce (23%)** in need of comprehensive, whole-family support.



Ahead of World Mental Health Day on October 10, Workplace Options (WPO) has released a **free toolkit** offering practical guidance on how to support working parents and their families in times of catastrophe or uncertainty.

Inside, leaders will find **five actionable steps** to strengthen family support, ease parental stress and burnout, and foster wellbeing across the workforce—at work and at home.

Download the toolkit here.

WPO in News

"Business Psychological safety still lags despite gains in employee wellbeing" CEO warns

September 11 marked R U OK? Day in Australia, a reminder to check in on people's mental health and an opportunity to bring these conversations into the workplace, where psychological safety and employee wellbeing remain critical.



The screenshot shows a web article from HR Leader. The navigation bar includes categories like PEOPLE, WELLBEING, TECH, LAW, LEARNING, and BUSINESS. The article title is "Psychological safety still lags despite gains in employee wellbeing, CEO warns". The author is Grace Robbie, and it was published on September 17, 2025, with a 6-minute read time. Below the title is a portrait of Alan King, CEO of Workplace Options Australia. A caption below the photo states: "Despite notable progress by Australian workplaces in prioritising employee wellbeing, the CEO of Workplace Options Australia notes that many staff still hesitate to raise personal or professional concerns."

In a recent [HR Leader article](#), Workplace Options' **CEO Alan King** notes that despite progress, psychological safety continues to be a challenge in Australia. True support, he explained, goes beyond programs and requires a workplace culture rooted in "*trust, respect, and empathy.*"

Learn how to foster psychologically safe teams and [why it's vital for thriving workplaces here](#).

The Arab Child Summit returns to Dubai in September: A regional platform for Arab identity, family, and educational empowerment

On **September 24-25**, Dubai will host the **Arab Child Summit**, a regional platform advancing Arab identity, family cohesion, and educational empowerment. Workplace Options is proud to be a **Gold Sponsor**, demonstrating thought leadership in child and family wellbeing in the region and supporting initiatives that strengthen families and communities.

A recent **Middle East Health article** highlights the upcoming summit and features commentary from **WPO speaker Marianne Khat**, clinical psychologist and Pediatric care case manager, on initiatives that extend beyond the workplace, including the **Child and Family Wellbeing Program**.

The screenshot shows a news article on the Middle East Health website. The article title is "The Arab Child Summit returns to Dubai in September: A regional platform for Arab identity, family, and educational empowerment". It is dated "By Editor - 5K Sep 12, 2025". The article text states: "Dubai will host the second edition of the Arab Child Summit on 24th and 25th September 2025 at the Connect Conference Centre in Expo City, Dubai, in alignment with the United Arab Emirates' clear vision to support Arab children and strengthen the family and educational ecosystem in the region, contributing to the upbringing of proud Arab children who can thrive in a global society. The second edition of the summit comes after the great success of its first edition in 2024, which witnessed wide participation". The article is sponsored by Workplace Options, a Gold Sponsor. The sidebar features an advertisement for The Ohio State University Wexner Medical Center and a "MOST POPULAR" section with articles like "Setting New Standards in Gastroenterology & Endoscopy with Medcare Royal Speciality Hospital" and "Clinique Valmont: Excellence and innovation in neurological rehabilitation".

The summit will **feature 40+ workshops** and panels on child development, education, technology, and cultural identity — offering **parents, educators, HR professionals** and other attendees' practical strategies, tools, and networking opportunities to support children and families effectively.

Learn more about the summit, **register, and explore** what to expect in the **Middle East Health article here**.

Emotional Intelligence In Leadership: Why Empathy Wins Where Strategy Falls Short

In a workplace defined by burnout and talent competition, strategy alone isn't enough. In a new [HR.com article](#), **Donald Thompson**, WPO's Center for Organizational Effectiveness Managing Director, explores the often-underestimated power of emotional intelligence and empathetic leadership.

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Emotional Intelligence In Leadership: Why Empathy Wins Where Strategy Falls Short

Practical daily strategies

Posted on 09-03-2025, Read Time: 7 Min

**Donald Thompson**
The Diversity Movement

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3.3 from 3 votes

Highlights:

- ✓ Empathetic leaders increase engagement, innovation, and team loyalty.
- ✓ Listening, recognizing contributions, and acting on concerns are key to leading with empathy.
- ✓ Embedding empathy into leadership culture reduces turnover and strengthens organizational performance.



Leaders who put people first are better equipped to retain talent, inspire loyalty, and drive performance. From boosting engagement to driving innovation, **empathy consistently delivers stronger results.**

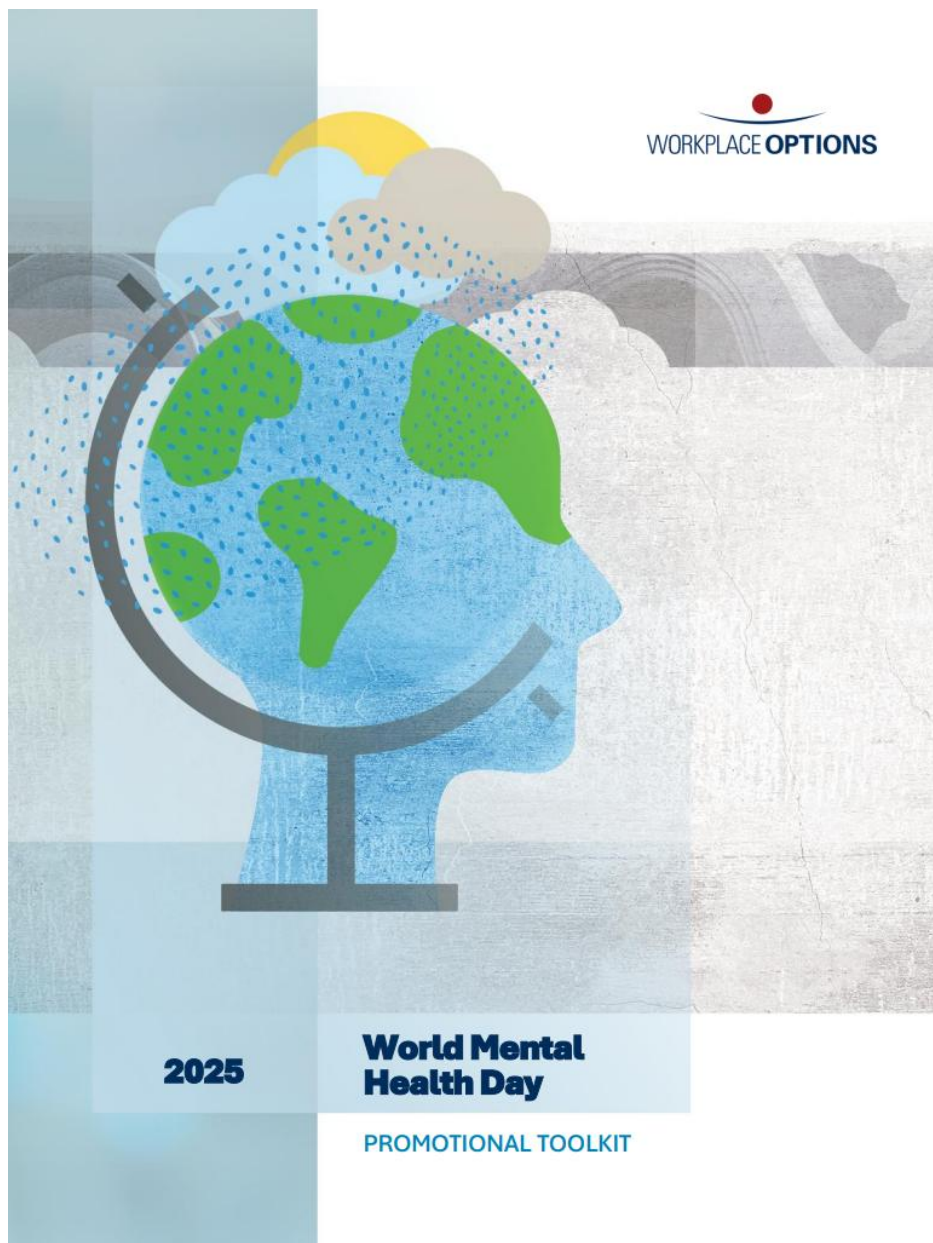
Discover practical ways leaders can put empathy into [action here](#).

Press Release

**From Awareness to Action:
Meaningful Steps for World Mental Health Day**

World **Mental Health Day** serves as both a reminder and a responsibility to turn awareness into action. This year's theme, "*Access to Services – Mental Health in Catastrophes and Emergencies*," spotlights the importance of support during crises such as natural disasters, conflicts, and pandemics.

Workplace Options is urging employers to look beyond reactive crisis response and provide sustainable, proactive care. Anniversaries of disasters often reopen emotional wounds, making long-term support essential for employee wellbeing and resilience.



To support, WPO has released **a free toolkit** that helps employees both raise awareness and take action. With an intentional, proactive approach, organisations can turn awareness into access, and access into action. Available in **eight languages**, this toolkit is designed to help everyone, no matter where they are, take **practical steps** to mark the day.

Download the toolkit for free here.

Thanks for reading.

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Have a topic suggestion or feedback? **Email** us today !