

**INFORM.
ENGAGE.
EMPOWER.**

2025 December

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



End-of-Year Recap: Celebrating 2025 and Looking Ahead to 2026

Looking Ahead: 2026 Employee Engagement Trends

Engaging today's employees means investing in tomorrow's leaders. Employees are no longer swayed by wellness perks or digital "high fives." They're seeking genuine, tangible investment in their long-term growth and wellbeing, in their evolution as people, not just their engagement as workers.

The Evolution of Employee Development

The traditional one-size-fits-all approach to employee development is rapidly becoming obsolete. *"Flexible, on-demand learning, live workshops, mentorship programs, and leadership tracks will define the next era of employee development,"* according to **Emily Fournier, Marketing Manager at Workplace Options**. This shift represents a fundamental change in how organizations nurture and retain talent.

The key to sustainable engagement lies in understanding that today's engaged employees become tomorrow's inspirational leaders. Our research highlights how successful organizations are already adapting their strategies to bridge this crucial gap.



So what should organizations focus on in 2026?

- The rise of personalized development pathways
- Integration of next-gen learning technologies
- Evolution of mentorship programs
- Leadership track innovations
- Strategic engagement frameworks

Read the full article to discover the complete set of trends and actionable insights that will shape employee engagement in 2026.

Embracing Change

How We Adapt, Evolve, & Move Through Transitions

As social and economic changes fuel a workplace defined by uncertainty, predictability drops — and employees feel the impact. Confidence, empathy, and creativity shrink while stress rises, reducing the capacity to take on new challenges. Now more than ever, leaders must be equipped to guide teams through these transitions

In a recent fireside chat, *Embracing Change: How We Adapt, Evolve, & Move Through Transitions*, Workplace Options' **Certified Coach Rivkah Sherman** explored how people experience change and what leaders can do to navigate uncertainty with care and clarity.

Joined by **Oliver Brecht, VP and GM of Enterprise Solutions**, and **Isam Sharqawi, VP of Clinical Service Delivery EMEA**, the discussion shared evidence-based strategies to help leaders support their teams through transitions.

Navigating Change:
How Leaders Can Support Teams Through Transitions
Kaitlyn Ivory

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COMMUNICATE CLEARLY, FREQUENTLY, AND TRANSPARENTLY
Silence creates more anxiety than bad news.



CREATE CONSISTENT CHECK-INS (FORMAL AND INFORMAL)
Waiting too long can turn small concerns into larger problems.



INVOLVE PEOPLE INSTEAD OF INFORMING THEM
People support what they can help shape.



LEAD YOURSELF BEFORE YOU LEAD OTHERS
Grounding oneself allows you to respond thoughtfully



STRENGTHEN THE CULTURE DURING TRANSITION
A strong culture helps teams stay grounded

[Read the full article](#) for practical tips on guiding your team through change here.

LATEST RESOURCES

A Smarter Path Back to Work

How Employers Can Truly Support Employees Impacted by Cancer

As global cancer rates rise and survivor numbers increase, employers are facing an important question: ***How can they support employees affected by cancer in returning to work safely, sustainably, and with confidence?*** There is no single roadmap. Each person's recovery looks different and is shaped by unique physical, emotional, and personal circumstances.

WPO's **Cancer Care Compass** was created with this reality in mind. The program helps employees manage both their health journey and their professional responsibilities in ways that feel achievable and aligned with their individual needs.

Central to this model are WPO's **Cancer Care Coordinators**, who work closely with each employee throughout the entire process. Their training, provided by oncology expert **Dr Deborah Mukherji** and psychiatric rehabilitation specialist **Dr Veronica Carey**, ensures that the support offered is both clinically grounded and emotionally responsive.

**A HUMAN-CENTERED,
EXPERT-GUIDED APPROACH
TO CANCER CARE**

WITH:



SARAH WOOD,
VICE PRESIDENT & GENERAL
MANAGER OF EMERGING
SOLUTIONS AT WORKPLACE
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VERONICA CAREY,
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ACADEMY FOR PSYCHIATRIC
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CLEMENTE MEDICAL
CENTER



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WELLBEING AT WORK
A Workplace Options Podcast

Key Takeaways:

- Cancer recovery is highly individual, so employees need personalised return-to-work pathways.
- Cancer Care Compass offers structured, clinically informed guidance tailored to each employee.
- Coordinators provide consistent, expert support throughout the cancer journey.

As organisations navigate the growing impact of chronic illness on the workforce, **Cancer Care Compass** is setting a new standard for meaningful, compassionate employee support.

Hear the full discussion on the latest *Wellbeing at Work* podcast episode, available on **Apple Podcasts, Spotify, YouTube**, or [here](#).

Insurance Reimagined: Prioritizing Proactivity Over Indemnity

In a time where the gap between longevity and healthy life expectancy continues to widen, insurers face a unique opportunity to reshape the future of healthcare. Experts at Deloitte and Bain & Company emphasize the need for a whole-journey, whole-person support system.

Workplace Options is at the forefront of this revolution, offering:

- Preventive coaching and counseling
- Daily living support
- Post-trauma emotional assistance

As **Ricardo Sousa, Director of Business Solutions Iberia** at WPO, states: "*Policyholders are seeking more than just a payout—they're seeking better health.*"




NEW ARTICLE

INSURANCE REIMAGINED

PRIORITIZING PROACTIVITY OVER INDEMNITY

With the rising gap between longevity and healthy life expectancy, insurers face a unique opportunity to reshape the future of healthcare.

For their policyholders, Workplace Options provides:

-  Preventive coaching & counseling
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"Policyholders are seeking more than just a payout—they're seeking better health."

Ricardo Sousa, Director of Business Solutions Iberia at Workplace Options

Read the full article to learn more.

WORKPLACE OPTIONS

To discover how Workplace Options is transforming the insurance landscape, [read the full article](#).

Contact us to learn how your organization can lead the charge in creating a more sustainable, human-centered model of care.

Thanks for reading.

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