

**INFORM.
ENGAGE.
EMPOWER.**

March 2026

WORKPLACE OPTIONS

**MARKETING
NEWSLETTER**



New Webinar! Psychosocial Risk: How Invisible Hazards Are Costing Your Company - PSR Webinar

April 16, 2026 | 1PM ET

The graphic is a blue and white promotional banner for a webinar. On the left, a white box contains the title 'Psychosocial Risk: How Invisible Hazards Are Costing Your Company' in blue and black text, with the date 'THURSDAY, APRIL 16 | 1PM ET' in red below it. The text 'FREE WEBINAR' is in white on a blue background above the title. The Center for Organizational Effectiveness logo is in the bottom left. On the right, three circular headshots of speakers are shown, each with their name and title in red and black text.

FREE WEBINAR

Psychosocial Risk:
How Invisible Hazards Are Costing Your Company

THURSDAY, APRIL 16 | 1PM ET

CENTER FOR ORGANIZATIONAL EFFECTIVENESS

SHELLEY WILLINGHAM
Chief Growth Officer, Center for Organizational Effectiveness

OLIVER BRECHT
Vice President, Center for Organizational Effectiveness

KURT MERRIWEATHER
Employee Engagement Solutions, Center for Organizational Effectiveness

In 2026, organizations are navigating a rapidly shifting risk landscape shaped by accelerating technology adoption, rising workplace incivility, and growing awareness of psychosocial hazards that directly impact employee wellbeing and organizational performance. Yet many leaders continue to underestimate the true cost of ignoring these emerging risks, leaving their organizations exposed to significant financial and operational consequences.

In this timely webinar, **the Center for Organizational Effectiveness** brings together leading perspectives to examine the most significant organizational risks emerging this year and what leaders can do now to mitigate them.

Led by Kurt Merriweather, Shelley Willingham, and Oliver Brecht from the Center for Organizational Effectiveness, this session examines how organizations can proactively navigate AI integration, workplace incivility, and emerging psychosocial risk requirements across regulatory and cultural landscapes.

Together, they will unpack the hidden costs organizations face when psychosocial risks go unaddressed: absenteeism, presenteeism, turnover, mental health claims, and diminished organizational resilience. Through real-world examples and evidence-based insights, they'll demonstrate why organizations that act early gain competitive advantage, while those that delay face escalating consequences.

Attendees will gain insight into how these interconnected risks influence workforce engagement, operational resilience, and long-term business outcomes. Drawing from both employer and insurer perspectives, the discussion will highlight practical strategies for reducing exposure, strengthening organizational culture, and aligning wellbeing initiatives with risk management priorities.

What you'll learn:

- Quantify the true cost of ignoring psychosocial risks and emerging workplace challenges
- Understand the business case for proactive psychosocial risk management in 2026
- Align wellbeing initiatives with evolving regulatory expectations

The question isn't whether psychosocial risks will impact your organization. The question is: will you act now, or manage the consequences later?

[Register here!](#)

From Disengagement to High Performance: A Practical Guide from The Center for Organizational Effectiveness

Disengagement isn't just a morale issue, it's a performance crisis. It fuels retention bleeding, kills innovation, and erodes the competitive advantage that culture should provide.

We just launched the Employee Engagement handbook, a research-backed guide that cuts through the noise. Authored by Donald Thompson, Managing Director of the Center for Organizational Effectiveness, this handbook draws on years of research and real-world expertise to deliver what actually works.

This isn't theory, it's a roadmap for:

- Building cultures of trust and psychological safety
- Translating engagement into measurable business outcomes
- Developing teams ready for tomorrow's challenges

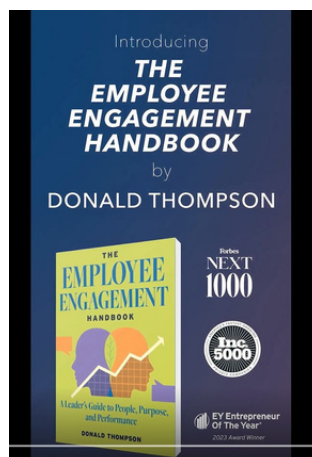
Engagement isn't a buzzword. It's your engine for performance.

This isn't theory, it's a roadmap for:

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Engagement isn't a buzzword. It's your engine for performance.

[Purchase the ebook here](#)



New Study: Unlock Performance with Psychological Safety



The 2026 COE Psychological Safety Study, launching today, reveals the critical link between psychological safety and business outcomes. This comprehensive report provides senior leaders with an unfiltered view into global workforces, **helping you:**

- Pinpoint hidden workplace risks.
- Implement inclusive leadership practices.
- Measure the ROI of psychological safety initiatives.

Fortify your workplace against today's shifting risk landscape. Download the study and start building a culture of trust and high performance.

[Download the Report](#)

LATEST RESOURCES

International Women's Day: 5 Best Practices for Equity

International Women's Day offers more than an opportunity for annual recognition. It calls for a closer look at how organizations address the structural barriers women continue to face in the workplace.

Recent data from an HR Morning article highlights persistent inequities — including microaggressions, exclusion and work-life balance challenges compounded by disproportionate childcare and adult care responsibilities.

To address this, Dr. Kennette Thigpen Harris, Chief Clinical Officer at Workplace Options, is featured in this piece, emphasizing that supporting women requires moving beyond surface-level initiatives:

“We see women seeking support for stress and burnout at consistently high rates. These are not personal issues — they are workplace realities. **Our International Women’s Day Toolkit** helps employers respond with evidence-based, compassionate support that reflects how women actually experience work.”

The transition from awareness to action is often the most fragile phase of equity efforts, and without structured psychosocial support and policy frameworks, well-intentioned initiatives fail to produce durable outcomes. Resources like WPO’s International Women’s Day Toolkit provide HR leaders with clinically guided resources to bridge the gap between recognition and meaningful intervention.

Read the full article to explore the research on women’s workplace realities and strategic approaches to improvement.


The Empathy Edge: Scaling Human-Centered Service in P&C Insurance

P&C insurers are no strangers to storms. Yet today, the industry faces a new kind of turbulence: a perfect storm of rising costs, tightening restrictions, and talent attrition that’s eroding client trust and straining insurers’ reputation.

The solution is **compassionate, human-centered support** that addresses the full scale of policyholders’ losses. Whether it’s their home, vehicle, or business, the psychological toll can be significant. Timely emotional support helps restore clients’ sense of security and confidence, reinforcing insurers’ promise to protect even when full compensation isn’t possible.


With **Presence**, WPO’s psychological support solution for traumatic claims, insurers can provide the human-centric care needed to ensure policyholders feel protected and truly heard—through **emotionally intelligent claims professionals and trauma-informed counselors** who help policyholders recover, rebuild, and resolve claims faster after a loss.

Read the article to learn more







PRESENCE:

*Emotional support for policyholders
in the aftermath of traumatic events.*



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Leveraging a expansive provider network experienced in post-trauma emotional support, Presence helps victims:

<div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Understand the mental impact of material loss</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> <p>Work through trauma responses (anger, fear)</p> </div>  </div>
<div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Restore their identity, security, and stability</p> </div> </div>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> <p>Recover their abilities and return to activities</p> </div>  </div>

There When It Matters: Real-Time Support for Real Insurance Value

A woman waits for breast cancer scan results that could alter the course of her life. A newly minted homeowner loses his job and wonders how long his savings will last. A daughter places her parents in a home and wrestles with a guilty conscience.

These are not claims events, but they are moments of profound vulnerability. Quiet inflection points that can shape the customer journey—yet remain largely overlooked by traditional insurance models.

As insurers face mounting pressure to demonstrate value across the policy lifecycle, accounting for **small but significant moments** like these can play a huge role in gaining clients' trust, satisfaction, and loyalty.

With the help of WPO, insurers can deliver the "anytime, anywhere" care policyholders need to navigate challenges that fall outside the bounds of claims coverage. Through solution-focused, **single session therapy (SST)**, clients may receive the guidance and perspective needed to find relief and move forward—often in just one conversation.

[Read the article to learn more.](#)

Real Stories, Real Impact: Supporting Recovery and Reintegration after Cancer

March is Colorectal Cancer Awareness Month, dedicated to ending the stigma surrounding colon cancer and empowering those affected to speak up, seek help, and break free from the silence and shame that too often accompany the disease.

At WPO, we understand the complex and compounding emotions a cancer diagnosis can bring—especially when the specifics feel too uncomfortable or taboo to discuss.

That's why we provide psycho-oncological support to help individuals navigate the many challenges of living with and beyond the disease—empowering them to reclaim control, restore self-esteem, and move forward with clarity and confidence.

With **Cancer Care Compass**, WPO provides guidance, resources, and compassionate support tailored to each person's unique journey, helping them feel supported every step of the way.

Thanks for reading.

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