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WORKPLACE OPTIONS

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NEWSLETTER***



Building High-Performing Leadership Teams: Cohesion, Communication, and Care

Five Strong Leaders Can Still Make One Weak Team

The organizations that will define the next decade are not those with the most talented individuals at the top. They are the ones whose leadership team operate as a cohesive, self-aware, and high-performing unit. How executives operate together directly affects culture, engagement, and productivity. When a gap exists between how leaders see themselves and how their teams experience them, that disconnect can undermine trust and performance.

While most assessment tools evaluate leaders individually, **LeaderView** provides a complete analysis of the entire team. Our new white paper explores how **LeaderView** measures leadership team effectiveness across seven core competencies—and how leadership behaviors shape the wellbeing of everyone in the workplace.

Download the [white paper](#) now.

Changing the Narrative: A Free Guide to Suicide Prevention

Each September, World Suicide Prevention Day is an opportunity to transform awareness into meaningful actions that minimize suicide risk and help save countless lives. For organizations, this work begins with creating workplaces where people feel support and empowered to seek help without fear of judgment.

To help leaders get started, Workplace Options has created a **free resource guide** dedicated to strengthening workplace suicide prevention through psychological safety, early intervention, and psychosocial risk management.

Inside, you'll find practical strategies to:

- Recognize and respond to early signs of risk
- Intervene effectively in moments of crisis
- Mitigate workplace risks before they escalate
- Embed mental health support into the everyday employee experience.

Download [the guide](#) now.

Moving Beyond the Facts of Burnout

Burnout is no longer a question of awareness, but a question of action. It's time to move beyond the facts and figures and discover what organizations can do to address burnout at its source.

Two of the latest episodes of Wellbeing at Work explore this challenge in greater depth. [In one](#), [Kender Wu](#), a clinical counselor at Workplace Options, examines how healthcare organizations can build resilience and prevent fatigue. [In the other](#), Learning Solutions Project Manager [Joni Wright, M.Ed.](#) examines how training can reduce burnout risk and better prepare caregivers to navigate the demands of their work.

"Typically, the question is asked about how we can make people more resilient," Wu observes. "Instead, I think it's important that we ask how we can create the conditions that allow people to do meaningful work sustainably. Instead of taking care of individuals, we should focus on strengthening the organization."

Whether you're helping healthcare personnel manage the emotional demands of their roles or supporting caregivers as they balance work and family, these episodes equip you with practical strategies for preventing burnout and promoting sustainable wellbeing.

Tune in now on Apple Podcasts, Spotify, YouTube, or on our [podcasts page](#).

Silent, stressed employees cost millions. Instead, try work-life integration (WRAL News)

Individuals worldwide are buckling under the weight of work pressure and personal priorities. In [68 percent](#) of global markets, people feel overwhelmed by rising workloads and competing demands. What's worse, most of them are suffering unnecessarily.

In a [new piece](#) published by WRAL News, Managing Director of [The Center for Organizational Effectiveness Donald Thompson](#) explains why the pressure most workers are feeling today is not simply a time-management problem, but a sign of low psychological safety and ineffective leadership.

"When I see those figures about poor work-life balance," he writes, "I picture conversations that didn't happen and challenges that weren't identified."

The solution, he suggests, is for leaders and their teams to work together toward attaining better work-life integration: *"True work-life integration happens when employees can explain how they can be most effective, and their manager responds with understanding, not suspicion."*

"Unless employees and their leaders work together," he warns, "exhaustion can quickly turn into burnout and turnover—two expensive outcomes for a preventable issue."

Read more [here](#).

Latest Resources

The Career Ladder Is Disappearing: Most Leaders Aren't Talking About What Comes Next (Reworked)

"A crisis is coming for businesses that don't hire entry-level workers," writes [Jackie Ferguson](#), Vice President of Content and Programming for The Diversity Movement at Workplace Options company, in a [new piece](#) published by Reworked. "We are disrupting the developmental architecture of professional leadership," she warns. "And most of us are doing it without a plan."

While AI is making it possible to eliminate tasks, streamline teams, and accelerate output, it's also removing the "accumulated exposure" that's needed to transform early-career workers into capable leaders. Ethical ambiguity, conflict resolution, trust repair, and crisis response—these are among the capabilities lost when the experiences that build them are automated away.

"Most organizations are asking how to use AI to work faster and leaner. That is a legitimate question. The more important question, however, is how to build the next generation of leaders in a world where developmental experiences are disappearing."

Explore Jackie's answer to that question—and more—in her [latest feature](#).

Thanks for reading.

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