WORKPLACE OPTIONS

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WORKPLACE OPTIONS

MARKETING NEWSLETTER



Manager Tools for Advancing Wellbeing, Inclusion, and Belonging in the Workplace

World Mental Health Day: A Guide for Workplace Leaders

Each October, World Mental Health Day invites organizations to consider: "How can we support people sooner?"

Delayed intervention comes at a cost–affecting productivity, retention, and employee wellbeing. That is why **proactive wellbeing** matters, and why it represents the next era of employee health.

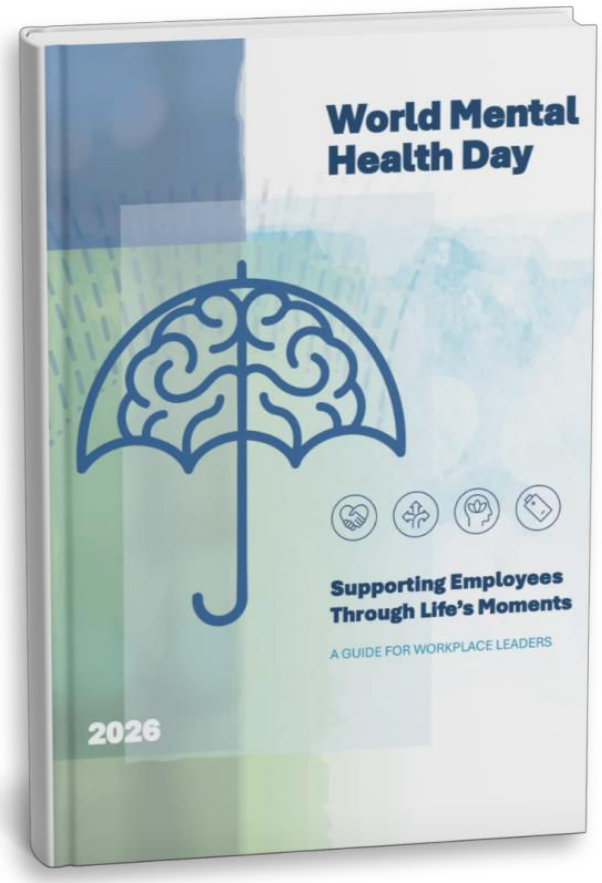
At **Workplace Options (WPO)**, we understand that the best support arrives early, during life's pivotal moments—whether that's starting a new job, welcoming a child, receiving a health diagnosis, or losing someone close. These are moments when guidance and compassion truly matter, and when proactive support can make a powerful difference.

To help organizations move beyond reactive care, we've developed a **free planning guide for leaders** with practical strategies for preventing mental health crises and building a year-round approach to wellbeing.

Inside, you'll find:

- A **manager's roadmap** for observing World Mental Health Day
- **Global insights** into workplace and wellbeing concerns
- **Case studies** showcasing WPO's continuum of care

Download the planning guide today and take the first step toward a healthier workplace.



COE Wellbeing Ambassador Training

Train the people who help others–before a crisis requires it.

When things get tough, people do not reach for their benefits handbook. They talk to a trusted friend–a colleague they believe can help. In that moment, that individual becomes the first line of support. Not HR. Not their manager. But a peer they trust.

The question for organizations is simple: Are those trusted peers equipped to help? Or are they left improvising, unsure where their role ends and professional intervention should begin?

This is where the **COE Wellbeing Ambassador Training** comes in, equipping employees to recognize distress, hold supportive conversations, and connect colleagues to the right resources without overstepping their role.

The training equips employees with the skills to:

- Recognize when a colleague may be struggling
- Respond with empathy and confidence
- Guide colleagues toward appropriate support
- Protect their own wellbeing in the process

The next virtual training starts **on Tuesday, November 10**. **Click here for more information** and don't miss this opportunity to build a more supportive workplace culture.



Executive White Paper: AI Impact on Culture and Performance:

AI adoption isn't a tech problem–it's a people problem. Without a strong investment in workforce readiness, organizations risk creating more challenges than the technology can solve.

The **latest white paper** from the **Center for Organizational Effectiveness (COE)** explores this growing adoption gap in detail. Drawing on insights from wellbeing professionals across **47 global market**s, the report offers a roadmap for strengthening the human infrastructure behind successful AI adoption, with a focus on workforce wellbeing, psychological safety, organizational trust, and manager capacity.

"*The question is not whether AI will reshape your organization," Managing Director* ***Donald Thompson*** *explains. "The question is whether the human systems around it are strong enough to make that reshaping work in your favor."*

The window to act is closing. **Download the white paper today** to assess your organization's readiness and build the human systems necessary to maximize AI's returns.



Far from Home, Not Far from Help: Delivering a Superior Student Experience

Traveling or studying abroad is an exhilarating time for students, but it can also present many unexpected challenges.

In the latest episode of *Cooperatively Speaking*, a podcast by E&I Cooperative Services, **WPO Director of Specialty Services Makaela Wood** joins host Allison Lambert to explore how students and institutions can protect student wellbeing before and during international trips.

From ensuring continuity of care to managing unforeseen situations, their conversation highlights the importance of preparedness and accessible support in helping students safely navigate their journeys abroad.

Tune in now.



Level Up Your Workforce Through Disability Inclusion

October is **National Disability Employment Awareness Month** in the United States, empowering leaders to recognize the value of an inclusive workforce and take meaningful steps to advance disability inclusion in the workplace.

Research shows that companies committed to accessibility and inclusion achieve **28 percent higher revenue** and **30 percent higher profit margins** than their peers.

If your business lacks an actionable strategy for disability inclusion, you could be leaving more than a quarter of US adults–along with a wealth of untapped talent and potential–waiting at the door.

Our guide to disability inclusion provides leaders with the actionable frameworks they need to build accessible workplaces, remove barriers to performance, and unlock the full potential of every employee.

Read the article to learn more.



Thanks for reading.
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Have a topic suggestion or feedback? **Email** us today!