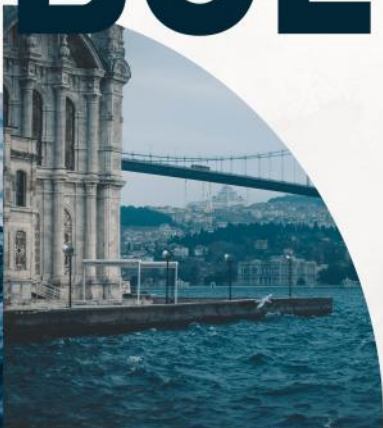


27th - 31st MAY 2025

İSTANBUL

TÜRKİYE



easummit.world

Global Employee Assistance Summit'e hoř geldiniz

Dear Summit Delegates,

It is with great pride and heartfelt enthusiasm that we welcome you to **Istanbul** and the **Global Employee Assistance Summit 2025**!

As your host **AVİTA**, Türkiye's leading provider of workplace mental health and wellbeing services, we are honoured to welcome this diverse and inspiring global community to our city. Istanbul, a city where continents meet, serves as the perfect backdrop for this groundbreaking collaboration between the **Employee Assistance European Forum (EAEF)** and the **Asia Pacific Employee Assistance Roundtable (APEAR)**. We see this as more than a summit, it is a launchpad for a new era in how we care for the people who power our organizations.

The challenges of our time demand fresh thinking, bold collaboration, and solutions that reflect the realities of a rapidly changing world. That's why we are excited to support a platform that goes beyond best practices, one that dares to reimagine the role of employee assistance in shaping resilient, human centred workplaces.

We invite you to explore new approaches, challenge conventional thinking, and draw inspiration from both the summit and the unique spirit of Istanbul. Whether this is your first visit or a return to familiar streets, we hope it will be a professionally enriching and personally meaningful experience.

Welcome to Istanbul. Welcome to the Global EA Summit.

Warm Regards,

Dr. Selçuk TİFTİK
Chairman of the Board

Mehmet ÖZBAY
General Manager, AVİTA

Welcome Message



Welcome to the Global Employee Assistance Summit

Dear Summit Delegates,

We are honoured and excited to welcome you to the first-ever **Global Employee Assistance Summit**, co-hosted by the **Employee Assistance European Forum (EAEF)** and the **Asia Pacific Employee Assistance Roundtable (APEAR)**.

This year marks a powerful milestone: bringing together professionals, providers, employers, and thought leaders from across the globe under one shared vision—to **shape the future of workplace mental health and wellbeing**.

We've designed a dynamic and diverse programme for you:

- 5 days of connection, inspiration, and learning from global experts.
- Keynotes, panels, and breakout sessions representing voices from every region.
- Rich networking opportunities and spaces to build new collaborations and friendships.

This summit will explore:

- Innovative and inclusive models of EAP delivery
- Technology's role in transforming access and engagement
- Cross-cultural insights and global mental health trends
- Resilience, leadership, and the evolving role of EAPs in a changing world

Let's take this moment to learn from one another, challenge the status quo, and grow stronger together as a global community. We are proud to stand side by side as associations—and as colleagues—to bring this summit to life.

Welcome to Istanbul. Welcome to the conversation.

Kaoru Ichikawa

President

*Asia Pacific Employee
Assistance Roundtable*

Anke Luts

President

*Employee Assistance
European Forum*

apear.org

eaef.org



Kaoru Ichikawa
President
(Japan)



Amber Alam
Board Member
(Australia)



Grace Ding
Board Member
(China)



Michele Grow
Board Member
(Australia)



David Levine
Board Member
(United States)



Miyen Low
Board Member
(Malaysia)



Jamie MacLennan
Board Member
(Australia)



Min Kyung Song
Board Member
(South Korea)



Majella Tumangan-Villaroma
Board Member
(Philippines)

Board of Directors



GLOBAL EMPLOYEE ASSISTANCE SUMMIT
2025



Anke Luts
President
(Belgium)



Harry Key
President-Elect
(United Kingdom)



Kenny Medeiros
Immediate-Past President
(Portugal)



Ketut David-Liege
Secretary
(France)



Matthias Kreuger
Treasurer
(Germany)



David Levine
Executive Board Director
(United States)



Liliana Dias
Executive Board Director
(Portugal)



Ryan Miele
Executive Board Director
(United Kingdom)



Wendy Wang
Coordinator
(Belgium)

27th May 2025

Arrival

19:00—21:00 | Welcome Cocktail

*Join us at Bar 212 (hotel rooftop) and our hosts **AVITA** for a toast to welcome everyone to our conference!*

28th May 2025

DAY 1

Main Conference

8:30— 9:00 | Registration (& Networking)

9:00— 9:10 | Opening Remarks & Welcome Speech

9:10—10:00 | Keynote: Navigating the Unknown: The Inward Journey Through Challenges

10:00—10:45 | Panel: Looking Back to Move Forward: Origins and Future Vision of Employee Assistance

10:45—10:55 | Clinical Governance Task Force Update

10:55—11:10 | Introduction of Summit Excellence Award & Presentation of 1st & 2nd Nominees

11:10—11:40 | Coffee / Tea Break

28th May 2025

DAY 1

11:40—12:25 | Breakout Sessions 1

Session 1: Supporting the Supporters: How EAP's can support their Networks of clinicians

Session 2: Rethinking holistic healthcare

Session 3: Building Positive Organizations: Hong Kong's pioneering EAP Approach

Session 4: Above and Beyond: Holistic Wellbeing in Korea – Policy Insights and Innovative Approaches

12:25—13:25 | Lunch Break

13:30—14:00 | Keynote: Sakina's Approach to Transforming Workplace Mental Health – A Comprehensive EAP

14:05—14:35 | Keynote: Navigating the Unknown: The Inward Journey Through Challenges

14:35—14:45 | Summit Excellence Award
Presentation of 3rd & 4th Nominees

28th May 2025

DAY 1

14:50—15:35 | Breakout Sessions 2

Session 1: Managing Self-Harm Cases in a Developing Country

Session 2: Raising the Bar: What Organizations Should Expect from Their EAPs

Session 3: ReBrain Technology: Fast-Tracking Well-being and Productivity in the Workplace

Session 4: Pushing Back on Progress? - A Call To Action

15:35—15:55 | Lunch Break

15:55—16:40 | Panel: International Association Panel Discussion

16:40—16:55 | Summit Excellence Award—
Presentation of 5th, 6th & 7th Nominees

16:55—17:10 | Day 1 Closing Remarks

19:00—21:00 | Optional Networking Dinner *(separate ticket required)*

*Join us and our sponsor **CEL Singapore** for an interactive dinner activity filled with engaging conversations and debates.*

Schedule



29th May 2025

DAY 2

8:30— 9:00 | **Registration (& Networking)**

9:00— 9:10 | Opening Remarks & Welcome Speech

9:10—10:50 | **Keynote:** Global Insights: EA Utilization Across
Regions *(multiple presenters)*

10:50—11:30 | **Panel:** Perspectives from the Public Sector

11:30—11:45 | **Coffee / Tea Break**

11:45—12:30 | **Breakout Sessions 3**

Session 1: Resilience in Crisis: Supporting Teams Through
Sustained Disruption

Session 2: Commercial and promotional strategies for
wellbeing: AI, branding & engagement

Session 3: Enhancing Workplace Resilience & Business
Competitiveness: Leveraging EAP On-Site
Services for Employees

Session 4: Engaging Employers in EAP Awareness –
Creative Group Session

12:30—13:30 | **Lunch**

29th May 2025

DAY 2

13:30—13:55 | Keynote: AI and its effect on EA Providers

14:00 — 14:25 | Keynote: Results of recent AI EAP Survey

14:25—14:40 | Summit Excellence Award—
Presentation of 8th, 9th & 10th Nominees

14:45—15:30 | Breakout Sessions 4

Session 1: The Role of Blockchain in EA Business: Enhancing Security, Traceability, and Confidentiality

Session 2: Stress Inoculation - Integrating Technology & Neuroscience in Leadership

Session 3: Scaling Employee Wellbeing from Russia to Central Asia

Session 4: Modernizing EAPs: Integrating AI, Digital Solutions, and Human Expertise for Workplace Well Being

15:30—15:50 | Coffee Break

15:50—16:35 | Breakout Sessions 5

Session 1: Enhancing Counseling Effectiveness with AI: Real-Time Support for Counselor and Better Insights

Schedule



29th May 2025

DAY 2

15:50—16:35 | Breakout Sessions 5

Session 2: Rethinking Workplace Wellbeing Measurement (Beyond Surveys)

Session 3: Integrating workplace wellbeing beyond traditional EAP services

Session 4: The HealthTech Revolution: Harnessing Digital Tools for Mental Health and Wellbeing

16:40—16:55 | Summit Excellence Award—
Presentation of 11th, 12th & 102h Nominees

16:55—17:10 | Day 2 Closing Remarks

19:00—23:00 | Summit Gala Dinner & Awards Ceremony
(boat cruise—don't be late!)

Schedule



30th May 2025

DAY 3

8:30 — 9:00 | **Registration (& Networking)**

9:00 — 9:10 | Opening Remarks & Welcome Speech

9:10 — 9:40 | **Keynote:** Challenges of multicultural work environments across regions

9:40 — 10:00 | **Keynote:** No One Left Behind: A Global Commitment to Employee Wellbeing

10:00 — 10:45 | **Panel:** Employer Perspectives on EA: Reflections and the Road Ahead

10:45 — 11:00 | **Coffee / Tea Break**

11:00 — 11:45 | **Breakout Sessions 3**

Session 1: EAP Counseling from a multicultural perspective

Session 2: What Expats Need and How EAPs Can Help: Addressing Cross-Cultural Challenges

Session 3: Reducing Stigma & Positioning Menopause Support in EA

Session 4: The Leadership Crucible: Building Clarity, Connection, and Confidence in Uncertain Times

Schedule



30th May 2025

DAY 3

12:00—12:45 | **Closing Session:** Strategy to cope with Mental Health through Happiness and Laughter Yoga

12:45—13:00 | Day 3 Closing Remarks

13:00—14:00 | **Lunch**

14:30—17:00 | **Afternoon Social Networking Activity**

31st May 2025

DAY 4

7:00—18:00 | **Optional Tour:** Princes' Island Tour

*Join us and our sponsor **Global Care Experts** and escape the city's hustle and experience the serene charm of these car-free islands — a perfect blend of nature, history, and relaxation.*



GLOBAL EMPLOYEE ASSISTANCE SUMMIT
2025

Excellence Award

Excellence in EA Innovation Award

Honouring innovation and impact in Employee Assistance, this award celebrates outstanding contributions to advancing workplace mental health and wellbeing on a global scale.





Thank You to our Judging Panel!



Dr. Dale Masi
Masi Research
United States



Mr. Wolf Kirsten
Global Centre for
Healthy Workplaces
Germany



Mr. Jorge Cabrita
Eurofound
Ireland



Dr. Panita Suavansri
Chulalongkorn
University
Thailand



***Dr. Ritsa Fotinatos-
Ventouratos***
American College
Greece



Dr. Sung Joon Cho
Mental Health Work-
place Institute South
Korea

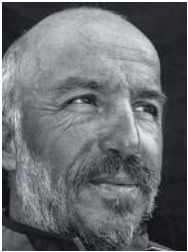
Gala Dinner & Awards Ceremony Thursday 29 May — 19:00–23:00

Join us for an unforgettable evening aboard a **private Bosphorus dinner cruise** as we celebrate the **Global EA Summit** in style. Enjoy breathtaking views, a sit-down meal, entertainment, and the presentation of this year's **Global EA Summit Awards**. This semi-formal event offers the perfect setting to relax, connect with fellow delegates, and honour excellence in our field.

A highlight of the week—don't miss it!



DAY 1 — Morning — Summit Keynote



Erden Eruç (*Air-den Air-rooch*)

Founder

Around-n-Over

Turkish-American Adventurer, Explorer, Athlete, Environmentalist, Mental Health Advocate:

- Guinness Hall of Fame & 18 Guinness World Record holder
- First solo circumnavigation of the globe by human power (2007-2012).
- First person to have rowed three oceans.
- First person to row across the Pacific Ocean from North America to Asia.
- Ocean Ambassador – Ocean Recovery Alliance
- Holds two MS degrees in Engineering and an MBA.

Navigating the Unknown: The Inward Journey Through Challenges

explores the deeply personal story of Erden's process of confronting fear, uncertainty and adversity. Rather than solely focusing on external solutions, Erden's journey emphasizes his inner transformation.

He will shed light on his own mental wellbeing journey and acknowledge the deep growth that arises from facing one's own demons. By turning inward, he would eventually find clarity, cultivate purpose, and ultimately emerge from his quest with a deeper understanding of his life, his purpose, and his place in the world.

DAY 1 — Morning — Panel

Looking Back to Move Forward: *Origins and Future Vision of Employee Assistance*

This interactive panel brings together Employee Assistance pioneers from around the globe to reflect on the origins and early inspirations that shaped EA practices in their regions. Panelists will share insights on key historical lessons and discuss how foundational principles continue to inform today's evolving landscape. With active audience participation, the discussion will explore how past experiences can guide innovative and effective approaches for the future of EA practice worldwide.



Moderator

Harry Key

President Elect

Employee Assistance European Forum

— Panellists —



David Levine

Founder / Principal

Global Care Experts

United States



Eduardo Lambardi

Managing Director

EAP Latina

Argentina



DAY 1 — Morning — Panel



Richard Hopkins
Founder
Employee Assistance European Forum
United Kingdom



Manuel Sommer
Country Manager
Pulso Portugal
Portugal



Patience Osekre
Managing Director
Supreme Healthcare / EAP Africa
Ghana



Kaoru Ichikawa
CEO
Resilie Laboratories
Japan

DAY 1 — Morning — Breakout Session 1

Supporting the Supporters:

How EAP's can support their Networks of clinicians

This roundtable invites participants to join a panel discussion on how EAPs can better support the mental health and resilience of their own clinical networks—both internal staff and external providers. The session will explore the emotional toll of working with distress and trauma, common challenges faced by clinicians, and practical strategies EAPs can implement to foster a culture of care, connection, and professional sustainability within their networks.



Rachael Longmire Hunt

Head of Clinical, Global and Specialist Services

CiC Wellbeing

United Kingdom

Psychotherapist and Supervisor in private practice in London, Rachael also heads the global clinical team at CIC, and has worked in the EAP sector for 15 years. She is clinical lead for the pro-active check in support sessions for those employees at risk of vicarious trauma, and is interested in 'caring for the carers'. She will convene a round table talk for those interested to know more about how to support their network of counsellors and to embed reflective practice throughout the EAP journey. This session will be relevant to clinicians, case managers, managers and all those who support clinical work in the EAP sector.

DAY 1 — Morning — Breakout Session 2

Rethinking holistic healthcare

Using the "Health Pyramid Model" to measure leading and lagging indicators of employee health to manage wellbeing more Strategically.

- How we use data to understand health risk - assessments and benchmarking
- Going beyond traditional EAPs - Key success factors for effective employee wellbeing programmes



Azran Osman Rani
CEO & Co-Founder
Naluri
Malaysia

Azran Osman-Rani is the founding CEO of Naluri, a digital health company that combines behavioral science and technology to help individuals manage chronic disease risks affordably. He previously served as CEO of iflix Malaysia and Group COO, growing the streaming platform across over 30 markets. As the founding CEO of AirAsia X, he launched and scaled the world's first low-cost long-haul airline, taking it public in 2013. Azran began his career with McKinsey & Company and Booz Allen & Hamilton, and is also an accomplished author, professional speaker, and certified HRDF trainer.

DAY 1 — Morning — Breakout Session 3

Building Positive Organizations: Hong Kong's Pioneering EAP Approach

As Hong Kong's first EAP provider, Four Dimensions Consulting (an arm of Hong Kong Christian Service) has championed holistic employee well-being for over three decades. In this session, FDC will introduce the Positive Organization Index (POI)—the world's first validated tool of its kind—and share findings from its application in Hong Kong. Participants will also explore the START model (Scanning, Targeting, Aligning, Re-shaping, Transforming) and real-world case studies on how organizations are fostering happy, healthy, and high-performing workplaces.



Nathalie Cheung
General Manager
Four Dimension
Hong Kong

Natalie is the General Manager of Four Dimensions Consulting Limited in Hong Kong and a founding member of its predecessor, Employee Development Service. With over 30 years of experience in social services and management, she specializes in helping organizations build positive workplace cultures. Natalie designs tailored strategies to assess and enhance organizational well-being, aligning strengths with business goals. She also delivers staff development programs that promote positive psychology, engagement, and sustainable workplace growth.



Angel Leung
Case Manager
Four Dimension
Hong Kong

Angel is a Clinical Psychologist and Case Manager at Four Dimensions Consulting Limited in Hong Kong. With multiple postgraduate degrees in psychology and social work, she provides psychotherapy and assessments for clients of all ages and cultural backgrounds. She focuses on workplace mental health, particularly employee well-being, depression, and anxiety. Angel also designs and delivers corporate training on mental health awareness, emotional resilience, and supporting employees in distress across diverse workplace settings.

DAY 1 — Morning — Breakout Session 4

Above and Beyond: Holistic Wellbeing in Korea: Policy Insights and Innovative Approaches

As mental health becomes a growing priority in workplaces worldwide, South Korea offers a compelling example of how government policy and innovation can come together to drive meaningful change. This session explores the country's evolving mental health strategy and its influence on organizational wellbeing. From policy-driven reform to practical, tech-enabled EAP solutions, attendees will gain insights into how Korean companies are addressing stigma, improving access, and promoting holistic support. The session presents scalable, forward-thinking approaches that align public initiatives with workplace realities—offering inspiration for building more inclusive, resilient, and future-ready mental health programs across diverse global settings.



Jimmy Kim
Senior Manager
DAIN
South Korea

Jimmy Kim is a Senior Manager at DAIN EAP in Seoul, Korea, where he leads global partnerships and workplace well-being initiatives. With a background in professional counseling, he develops and delivers culturally tailored mental health programs for multinational organizations and spearheads cross-cultural projects that foster healthier, more connected teams. Fluent in both English and Korean, Jimmy excels at bridging communication gaps and creating meaningful connections across diverse workplaces. He holds a Master's degree in Professional Counseling from the U.S. and is passionate about helping individuals and organizations grow through empathy, collaboration, and inclusive support.

DAY 1 — Afternoon — Keynote 1

Sakina's Approach to Transforming Workplace Mental Health

In a world of rising burnout and mental health challenges, Sakina introduces a comprehensive EAP model designed to promote resilience, reduce stigma, and embed well-being into workplace culture. This session highlights strategic tools such as mental health training, digital support, and crisis response—backed by data-driven KPIs and measurable outcomes. Attendees will gain practical insights into implementing holistic, evidence-based mental health programs that enhance productivity, retention, and long-term organizational success.



Dr. Nahida Nayaz Ahmed

Chief Medical Officer

Sakina

United Arab Emirates

Dr. Nahida Nayaz Ahmed is an American board-certified Consultant Psychiatrist and Chief Medical Officer at Sakina Mental Health & Well-being Services. She completed Psychiatry residency at Tufts University-affiliated St. Elizabeth Medical Centre and Fellowship at Harvard-affiliated Cambridge Health Alliance. Dr. Ahmed has led major mental health initiatives in Abu Dhabi, serving as Chair of the Behavioral Health Council (SEHA) and Mental Health Task Force (Department of Health). She actively promotes improved access to mental health services and stigma reduction across the UAE.

DAY 1 — Afternoon — Keynote 2

Building Resilient Future Ready Workplaces: EAP Strategies for Supporting Employee Mental-Wellbeing

As mental health emerges as a global crisis, this keynote explores why the issue demands urgent attention from governments, policymakers, EAP providers, and employers. Drawing on best practices from leading organizations in India, the session highlights innovative, culturally adaptive, and tech-enabled EAP strategies that align with business goals. Learn how to increase EAP adoption, reduce stigma, implement early interventions, and apply meaningful health metrics to measure impact and build a mentally resilient workforce.



Srabani Banerjee
Chief of Programs
Argoya World
India

Srabani Banerjee is Chief of Programs at Arogya World and Founder & CEO of SWARANYA, dedicated to advancing diversity, equity, and inclusion. With over 20 years in human capital consulting, she previously served as Vice President & Practice Head at Great Place to Work India. Srabani specializes in transforming organizational culture, talent management, and workplace engagement, championing women's empowerment and equal representation in workplaces.

DAY 1 — Afternoon — Breakout Session 1

Managing Self-Harm Cases in a Developing Country

Despite growing mental health awareness in the Philippines, infrastructure for handling emergencies like self-harm remains limited. This session explores how EAPs can partner with client organizations to fill this critical gap. Presenters will share a prevention and intervention approach involving case management protocols, employee education, manager training, counseling, and follow-ups. Through real-world examples, the session invites discussion on practical strategies and best practices to support at-risk employees in under-resourced settings.



Jean Lim
Managing Director
PowerVision EAP
Philippines



Anne Reyes
Clinical Manager
PowerVision EAP
Philippines

Jean Reyes is the Founder and Managing Director of PowerVision EAP. She holds a master's degree in Counseling from Alliance Graduate School and is a Certified Employee Assistance Professional (CEAP) and Certified Solution Focused Practitioner. Jean brings over 20 years of experience in IT management and consulting across multinational firms. Today, she blends her corporate background with clinical expertise to lead PowerVision's team of counselors and psychologists serving organizations across the Philippines.

Ann Reyes is the co-founder and Clinical Manager of PowerVision EAP Inc., with a doctorate in Counseling from the Asia Graduate School of Theology. She oversees clinical supervision and training to ensure effective support and crisis response. Prior to PowerVision, Ann worked with NGOs and mission organizations, offering stress debriefing locally and abroad. Trained in psychodynamic and integrative therapy, she specializes in emotional well-being, relationship dynamics, and trauma, and regularly conducts workshops on counseling and stress management.

DAY 1 — Afternoon — Breakout Session 2

Raising the Bar:

What Organizations Should Expect from Their EAPs

Drawing on over 40 years of experience across internal, external, and hybrid EAP models, Bruce shares practical insights into what organizations should expect from a high-quality Employee Assistance Program. This session explores the essential purpose of EAPs, the importance of true partnership, and the standards that define effective service delivery—from basic requirements to best-in-class practices. Topics include vendor relationships, data use, pricing, account management, critical incident response, and more, offering a comprehensive guide for evaluating and strengthening EAP performance.



Bruce Greenhalgh

Director for Wellbeing Executives

The Conference Board

United Kingdom

Bruce is the council director for Wellbeing Executives at The Conference Board. Previously he has been Head of Global Wellbeing at Rolls-Royce Aerospace and before that Global Head of Wellbeing at BT (British Telecom). He is a Fellow of the UK Chartered Institute of Personnel and Development and an accredited psychotherapist with the British Association for Counselling and Psychotherapy. Bruce has been working in the Employee Assistance field for over 40 years and his experience has included working with, internal, external and hybrid models of Employee Assistance Programmes. Currently he is providing Critical Incident responses for UK based EAP's.

DAY 1 — Afternoon — Breakout Session 3

ReBrain Technology: Fast-Tracking Well-being and Productivity in the Workplace

This session explores ReBrain technology—a mind transformation method designed to rapidly enhance well-being, mental health, and productivity in the workplace. Presented by a master and ambassador of the method, the session will highlight real-world group study results, practical applications, and tailored one-on-one programs. Attendees will gain insight into how ReBrain can be adapted to meet the unique needs of departments and organizations seeking to invest in employee development and sustainable engagement.



Pınar Yükselci

Rebrain-Pro Plus Master

Crystal Clear Training & Consultancy

Türkiye

Born in Ankara, Türkiye in 1976, I graduated from Ankara University's Faculty of Political Sciences with a degree in Business Administration. After a 21-year career in a public bank, my lifelong pursuit of lasting well-being led me to ReBrain technology. Witnessing its transformative impact, I became a certified ReBrain Pro Master and founded Crystal Clear Training and Consultancy LLC. As the founder and principal consultant, I now empower companies employing Gen Z, women leaders, schools, students, teachers, and parents. Fluent in Turkish and English, I work both in Türkiye and internationally, guiding individuals and groups towards emotional well-being through ReBrain tools, with a focus on creating a greater impact for youth and women.

DAY 1 — Afternoon — Breakout Session 4

Pushing Back on Progress? - A Call To Action

We are witnessing worldwide a significant pushback against progress in policies, programs, and initiatives, particularly from government officials and business leaders. This backlash threatens and undermines gender equity efforts, with especially detrimental effects on marginalized communities. Despite this reality, employees are demanding more from their workplaces and, in record numbers, are leaving organisations to seek the change they deserve. Specific insights will be shared from the following regions: LATAM, Western Europe, India, Japan, Malaysia, Turkey, and the UK. We invite you to join a room full of determined change makers who will share actionable insights on moving forward.



Nancy Board
Founder & COO
Global Women 4 Wellbeing
United States

Nancy Board is a global leader in corporate health, mental wellbeing, and EAPs. Her career spans continents, including building a behavioral health network across 30+ Asia-Pacific countries. Known for her crisis leadership and cultural competence, she has supported organizations through major disruptions and advised senior executives at the U.S. Postal Service. Today, she helps companies strengthen mental health strategies to reduce risk and support employees. In 2016, she co-founded **Global Women 4 Wellbeing (GW4W)** to champion gender, health, and pay equity. Nancy is a passionate advocate for creating equitable, inclusive, and psychologically safe workplaces.



GLOBAL EMPLOYEE ASSISTANCE SUMMIT
2025

Session Profiles

DAY 1 — Afternoon — Panel

International Association Panel: Global Perspectives on EA Leadership

Leaders from key international Employee Assistance associations come together to explore how their organizations are evolving to meet today's workplace health and wellbeing challenges. This session will reflect on association missions, shifting relevance, and the future of EA in a rapidly changing global environment. Panellists will share insights on regional trends, common barriers, and collaborative opportunities—all grounded in the Day One themes of the Summit.



Moderator

David Levine
Executive Board Director
EAEF & APEAR

— Panellists —



Kaoru Ichikawa
President
APEAR
Japan



Anke Luts
President
EAEF
Belgium



DAY 1 — Afternoon — Panel



Julie Fabsik-Swarts
CEO
EAPA
United States



Radhi Vandayar
President
EAPA South Africa
South Africa



Julie Cressey
President
EAPAA (Australasia)
New Zealand



Rita Passos,
Chair of the Boars of Trustees
ABQV
Brazil

DAY 2 — Morning — Keynote

Global Insights

This special keynote session brings together diverse regional voices to explore how workplace wellbeing and Employee Assistance are evolving across the globe. The session begins with global trends from the TELUS Health Mental Health Index, with a focus on APAC. It then features three distinct perspectives from Europe, Latin America, and Africa, each offering insight into the cultural, structural, and economic factors shaping EA in their regions. A powerful look at both the differences and shared challenges in advancing mental health worldwide.



APAC / Global

Jamie MacLennan
Managing Director, APAC
TELUS Health

Jamie MacLennan is Managing Director at TELUS Health for the APAC region. With over 30 years of experience across health, energy, and facility services, he has held leadership roles in Australia, the US, UK, and Singapore. Jamie brings expertise in strategy, M&A, sales, and change leadership, with a proven track record of business transformation. He has served as a board director for Shell, TELUS Corporation, UnitedHealth Group, and the Spotless Group. Under his leadership, TELUS Health has become the leading EAP and wellbeing provider in the Asia-Pacific region.



Europe

Brigitte Vaudolon
CEO France
Pulso Group

Brigitte Vaudolon, CEO of Pulso France since 2001, has a background as psychologist specialized in Well-being at work. She has more than 20 years of experience in the field of Psycho-Social Risks prevention including deployment of Employee Assistance Program projects. She is Vice-President of the FIRPS, the French Federation gathering the main professionals of PsychoSocial Risk prevention. She is the author of 2 books on EAP for HR professionals (published in 2005 & 2010) and a book for the general public on resilience (published in 2019).



DAY 2 — Morning — Keynote

LATAM



María Migali
Director
Grupo Wellness
Latina

Co-founder and Director at Grupo Wellness Latina, María is a Clinical Psychologist and Mindfulness Instructor. She leads commercial strategy and client services, ensuring program quality across Latin America. She also develops digital wellbeing tools and has co-designed EAPs and wellness programs regionally. María is a member of EAPA and EAEF, and author of “Increasing Employee Mindfulness” in the Journal of Employee Assistance.

LATAM



Andrea Lardani
Director
Grupo Wellness
Latina

Co-founder and Director of Grupo Wellness Latina with over 20 years of experience managing Employee Assistance and Wellbeing Programs across Latin America. She has built and led affiliate networks in 18 countries and oversees critical incident services in the region. A former Co-chair of EAPA’s Communications Advisory Panel, Andrea has published articles on COVID-19, gender violence, and mental health in Latin America.

Africa



Radhi Vandayar
People Engagement Consultant
ThruVision Consulting

Radhi Vandayar is a seasoned people engagement professional with 25+ years in employee wellness and strategic consulting. She is President of the EAPA-SA Board (2023) and has served as a board member for 18 years. Radhi leads a training and coaching consultancy, consults at HLC, and mentors MBA students at Henley Business School. She focuses on integrating wellness and technology to meet evolving workplace needs.



GLOBAL EMPLOYEE ASSISTANCE SUMMIT
2025

Session Profiles

DAY 2 — Morning — Panel

Public Sector Panel: Mental Health Strategies in Government and Public Institutions

This panel brings together leaders from across regions to share how public sector institutions are navigating mental health, EAP implementation, and workforce wellbeing. Following the Global Insights session, panellists will reflect on unique challenges and innovations within government and civil service environments, offering practical lessons and perspectives from Africa, Europe, and Asia.



Moderator

Michelle Grow
Executive Board Director
APEAR

— Panellists —



Franz Eiffe
Research Manager
EUROFOUND
Ireland



Dr. Nahida Nayaz Ahmed
Chief Medical Officer
Sakina / SEHA
United Arab Emirates



Dr. Sanoosha Badul,
Deputy Director for Employee Wellbeing Services,
KwaZulu Natal Provincial Government
South Africa

DAY 2 — Morning — Breakout Session 1

Resilience in Crisis:

Supporting Teams Through Sustained Disruption

This session offers a rare, practice-based perspective on how EAPs can help teams stay resilient amid sustained disruption. Drawing from firsthand experience with over 100 Ukrainian organisations during war, blackouts, and environmental crises, we will present actionable strategies for building organisational antifragility. The session covers approaches for maintaining productivity under pressure, supporting team cohesion, and integrating veterans and employees with specific needs. Participants will gain insight into: how to challenge stigma around mental health support, avoid common pitfalls in EAP implementation, and explore key innovations shaping EAPs in 2025. We will also share exclusive findings from the Deloitte Ukraine Human Capital Pulse Survey — offering a data-informed look at how global EAP trends are being redefined through the lens of war. This is not theory. It's real-world expertise from the most extreme test case in modern Europe — relevant to anyone responsible for employee wellbeing in uncertain times.



Olena Bondar
CEO
Wellbeing Company
Ukraine

Olena Bondar is CEO of Wellbeing Company, a Ukrainian consultancy focused on organizational wellbeing and workplace mental health. With leadership experience in the Big Four, investment banking, and international development, she offers a strategic, people-centered approach to mental health at work. Since the onset of the war in Ukraine, her team has supported over 100 organizations in navigating crisis conditions and maintaining resilience. Olena also contributes to Forbes Ukraine and other national media, sharing insights from a country facing extraordinary challenges—and revealing what truly works in supporting mental health under pressure.

DAY 2 — Morning — Breakout Session 2

Commercial and promotional strategies for wellbeing: AI, branding & engagement

As demand for holistic health and self-care grows, businesses are redefining how they promote wellbeing. This session explores how organizations are integrating wellness into core strategy—leveraging digital innovation, personalization, and ethical branding. Topics include positioning wellbeing as a lifestyle brand, using AI and digital tools for engagement, and deploying modern promotional tactics like storytelling, influencer marketing, and experiential campaigns to connect with today's mindful consumer.



Prof. Dr. Prem Kumar Shanmugam

Founder & CEO

Solace Asia

Malaysia

At the heart of Solace Group is its founder, Prof. Dr. Prem Kumar Shanmugam, whose compassion and determination have inspired countless lives. A forerunner in addiction and mental health recovery, he has dedicated his life to helping others, embodying resilience and hands-on leadership. What started as a small rehab center with limited resources and societal stigma, has grown into a foremost mental healthcare ecosystem provider. In the early days, Dr. Prem's tireless efforts laid a foundation of care and sustainability, enabling Solace to expand its impact while staying true to its mission. Through humility and perseverance, Dr. Prem not only built Solace but also helped break down barriers around mental health in the region.

DAY 2 — Morning — Breakout Session 3

Enhancing Workplace Resilience & Business Competitiveness: Leveraging EAP On-Site Services for Employee Retention, Diversity, and ESG Strategies

In today's evolving workplace, psychological well-being is essential for long-term business success. This session explores how on-site EAP services go beyond crisis support to strengthen retention, boost employer branding, and support ESG goals. By balancing internal familiarity with external confidentiality, these services increase trust and utilization. With a focus on measurable ROI and inclusive outreach—especially to Southeast Asian migrant workers—this approach integrates CARE, CREATE, and COMMON PROSPERITY to foster resilience, innovation, and sustainable growth across diverse workforces.



Ming Ping (Betty) Sung
Manager, EAP Direct Services
Focus & Forecast Consultant (Double F)
Taiwan

Betty is a licensed social worker with a Master's in Social Work from National Taiwan University, specializing in counseling, crisis intervention, and professional supervision. She has presented at international forums, including the 63rd session of the United Nations Commission on the Status of Women, and co-authored research on family law and social work. Her work is driven by a strong commitment to advancing holistic well-being in workplaces and organizational systems. She currently leads the EAP Direct Services Department at Double F (Focus & Forecast), supporting employee well-being across Taiwan.

DAY 2 — Morning — Breakout Session 4

Engaging Employers in EAP Awareness – Creative Group Session

This interactive workshop uses the 6-3-5 Brainwriting method to generate creative ideas on how to engage employers and employees in EAP awareness. Participants will collaboratively explore key questions around breaking stigma, effective communication strategies, and positioning EAP as a valued workplace benefit. In just 30 minutes, each group will generate over 100 ideas. If time allows, the session will conclude with a discussion of the most inspiring insights. Join this fast-paced, hands-on session to exchange practical solutions and innovative approaches for increasing EAP engagement across diverse organizational settings.



Anna Wojciechowska

CEO

EAP24

Poland

Chief Executive Officer of EAP24 in Poland, with 15+ years' experience in HR consulting and learning & development. Specializes in launching and scaling Employee Assistance Programs in emerging markets of CEE. Recognized for driving initiatives to reduce mental health stigma and normalize help-seeking behaviors across business environment. Proven track record of enhancing engagement through data-driven and culturally relevant support solutions.

DAY 2 — Afternoon — Keynote

AI in the world of EA providers

In this session, Carsten Blum explores the transformative potential of artificial intelligence in the field of employee assistance (EA) services. The presentation highlights both the opportunities and concerns surrounding AI, emphasizing how transparent communication, inclusion, and education are essential to build trust and overcome resistance. Attendees will gain insights into practical applications of AI and how EA providers can responsibly harness its power to enhance health promotion, mental wellbeing, and workplace innovation.



Carsten Blum
Head of Strategic Marketing
INSITE-Interventions
Germany

Carsten Blum studied Business Administration and Sports Science at the University of Oldenburg and in Long Beach, USA. After completing his studies, he worked for many years as Head of Marketing in sports marketing, then spent nearly a decade as Head of Marketing for a globally leading food supplier. Since 2022, he has been Head of Strategic Marketing at INSITE-Interventions GmbH, a leading EAP provider.

His passion lies in new trends and technologies, innovative concepts, and creativity.

DAY 2 — Afternoon — Keynote

Results of recent AI EAP Survey

Daniel Hughes presents the findings of a global 2025 survey exploring how AI is being integrated into Employee Assistance Programs. This session highlights key trends, stakeholder attitudes, and emerging use cases—offering a timely snapshot of where the industry stands and where it's headed. Attendees will gain a clearer understanding of the opportunities, concerns, and evolving expectations surrounding AI in the EAP landscape.



Daniel Hughes
Director, EAP
Mount Sinai Health System
United States

Dr. Hughes is an Associate Professor of Environmental Medicine and Public Health at the Icahn School of Medicine, Mount Sinai and the Director of the Mount Sinai Health System's Employee Assistance Program (EAP). He is New York State Licensed Clinical Social Worker (LCSW-R), a Certified Employee Assistance Professional (CEAP) and a socio-behavioral scientist. His interest in workplace violence predates the pandemic and he is an active member of the Health System's Threat Assessment Team (TAT). Dr. Hughes is the past President of the Employee Assistance Roundtable, and has served as chair of Employee Assistance Professional Association's (EAPA) Research Committee. He has published extensively and presented at professional conferences Asia, Australia, Europe and North America.

DAY 2 — Afternoon — Breakout Session 1

The Role of Blockchain in EA Business: Enhancing Security, Traceability, and Confidentiality

This session explores the emerging role of blockchain technology in the Employee Assistance (EA) field, with a focus on how it can transform the management of client files and case records. Attendees will gain insight into how blockchain can enhance data security, traceability, and confidentiality, offering a new standard for protecting sensitive information. Join us to discover practical applications and future potential for blockchain in EA service delivery and operations.



Yves Bassens
Chairman
JUNE0
Switzerland

Yves has nearly four decades of experience supporting individuals and organizations, with expertise in psychology, mediation, crisis response, training, and EAP implementation. He served as CEO of ICAS France & Belgium for 17 years and later as SVP of Member Experience at Workplace Options. Yves is now the Founder and Chairman of JUNE0, where he focuses on blockchain innovation and strategic business development. A long-time member and former board member of EAEF, Yves remains actively engaged in nonprofit work and continues to promote quality and innovation in employee wellbeing services.

DAY 2 — Afternoon — Breakout Session 2

Stress Inoculation - Integrating Technology & Neuroscience in Leadership

This dynamic session introduces Stress Inoculation, a six-module training program designed to strengthen executive management resilience through the integration of technology, neuroscience, and practical application. Endorsed by a leading neuropsychologist, the program blends biofeedback, video-based learning, and education on stress physiology and neuroplasticity. Attendees will experience a live demonstration of the technology and learn how this program serves as both a preventative and intervention-based approach to managing stress in leadership environments.



Kevin Pyle
Clinical Psychologist
Innovative Psychological Solutions
Australia

Dr. Kevin Pyle is a Clinical Psychologist with over 45 years of experience in both private and government sectors, including roles such as Program Director at a psychiatric hospital and statewide program development for the State of Hawaii. Based in Perth, Western Australia, he currently works in private practice. Dr. Pyle is passionate about integrating cutting-edge technology, neuroscience, and cognitive behavioural therapy into innovative treatment approaches for stress and psychological well-being.

DAY 2 — Afternoon — Breakout Session 3

Scaling Employee Wellbeing from Russia to Central Asia

Expanding EAPs into emerging markets comes with complex challenges—from shifting regulations and economic instability to cultural expectations and geopolitical risks. This session explores how one wellbeing provider scaled support from Russia into Central Asia, adapting services to local needs while navigating data privacy, labor laws, and workforce migration. Through exclusive case studies and digital-first strategies, attendees will gain practical insights into building resilient, scalable EAPs that support employee wellbeing and business continuity across dynamic regional landscapes.



Daria Fedorova

CEO

Empatia Corporate Wellbeing Platform

Russia

Daria Fedorova is the CEO of Ponimau (Russia) and Empatia (Central Asia), leading platforms for corporate wellbeing that combine expert support with a flexible IT solution. With over eight years in the EAP and wellbeing space, she has helped companies across the region build cultures of care through holistic programs — from mental health and legal guidance to financial, lifestyle, and family support. The platforms now deliver over 100,000 individual support sessions annually, reflecting their scale and trust across diverse industries.

DAY 2 — Afternoon — Breakout Session 4

Modernizing EAPs: Integrating AI, Digital Solutions, and Human Expertise for Workplace Well Being

As workplace needs evolve, EAPs must adapt to stay effective and relevant. This session explores how AI and digital tools can enhance service delivery, accessibility, and impact—while preserving the essential human connection. Attendees will learn strategies for integrating technology with empathy, examine ethical considerations, and discover how to responsibly implement AI in EAPs to support employee well-being and organizational performance.



Alex Coleman
Sr. Account Manager
EAP Expert
Canada

Alex Coleman is a dedicated Senior Account Manager at EAP Expert Software, serving a global clientele with expertise and care. With a strong background in developing comprehensive training programs and leading educational seminars on EAP software and products, Alex excels in delivering valuable insights to EAPs. Alex plays a key role in driving success for both new and long-standing partners



Mike Dunn
AVP Client Experience
EAP Expert
Canada

Michael Dunn is AVP of Client Experience at EAP Expert Software, managing international accounts and advising on best practices, training, and implementation. With over 30 years in the EAP field, he began his career at Warren Shepell Consultants in client intake and data management, and later provided consulting and leadership development at Caliper Canada. Bilingual in English and French, Michael holds a Political Science degree from Western University and an Honours degree in French Studies from York University.

DAY 2 — Afternoon — Breakout Session 5

Enhancing Counseling Effectiveness with AI: Real-Time Support for Counselor and Better Insights

This session introduces the Expert Support Service developed as part of an AI-Driven Psychological Care initiative in South Korea. Learn how large language models are being trained using standardized counseling datasets and secure documentation practices to support professionals - not replace them. The presentation will explore how AI can assist counselors with real-time session documentation, improve accuracy in session reviews, and enhance planning, ultimately leading to better outcomes for both counselors and clients.



Taihyung Lee
R&D Team Manager
DAIN
South Korea

Taihyung is a specialist in Employee Assistance Programs (EAP) and occupational psychology. After completing his Master's degree in the U.K., he began his career at Dain Co., Ltd. and has provided EAP and HR consulting services across Korea. Since 2019, he has led Dain's R&D team, delivering data-driven insights to support sustainable growth for organizations. He is currently a participating researcher in South Korea's R&D project on Large Language Model-based psychological care. He presented IBM Wellness Advisor: Global Model and Korea Case Study (2016) and Addressing Direct and Indirect Impact of Trauma

DAY 2 — Afternoon — Breakout Session 6

Rethinking Workplace Wellbeing Measurement (Beyond Surveys)

This interactive workshop challenges traditional survey-based approaches to measuring workplace wellbeing. Participants will explore innovative, data-driven methods—such as passive data sources, behavioral indicators, and AI insights—to assess organizational psychosocial health. Through case discussions and group dialogue, the session encourages fresh thinking, ethical reflection, and practical exchange on how organizations can monitor and support wellbeing in real time.



Christine Loos
Director of Strategy
Enablement EMEA
TELUS Health
Spain



Dirk Antonissen
EMEA Lead for
Research & Insights
TELUS Health
Belgium

Christine Loos has a background in business and international development and has led workplace well-being initiatives across Europe. A former EAEF President, she played a key role in expanding Human & Work in Spain, Italy, and Germany. Now Director of Strategy Enablement EMEA at TELUS Health, she focuses on global strategic alignment and advancing well-being impact.

Dirk Antonissen holds master's degrees in finance, business, and psychology. He led Pulso Group for over two decades, making it a European well-being leader. Now EMEA Lead for Research & Insights at TELUS Health, he is a former EAEF President and recipient of the 2019 EAPA Global Champion Award.

DAY 2 — Afternoon — Breakout Session 7

Integrating workplace wellbeing beyond traditional EAP services

While traditional EAPs provide valuable support for personal challenges, they often fall short in addressing the systemic workplace issues that impact employee wellbeing. This session explores the shift from reactive, individual-focused assistance to a more integrated approach that considers organizational culture, leadership, team dynamics, and structural factors. Attendees will examine how employers can move beyond resilience-building to create truly healthy, supportive, and sustainable work environments.



Kathy Kraus
Managing Director
Catalyst Evolution
South Africa

With a background in IT and change management, Kathy has 2 decades experience developing and operationalising business and leadership strategies, operating models, structures and frameworks, in 30 countries across Europe, Middle East and Africa. Kathy has 10 years corporate experience in the banking sector in 20 countries in Africa, and 8 years of experience in strategic consulting and leadership development. She is currently the Managing Director of Catalyst Evolution, a South African company specialising in organisational development and wellbeing.

DAY 2 — Afternoon — Breakout Session 8

The HealthTech Revolution: Harnessing Digital Tools for Mental Health and Wellbeing

As technology reshapes mental health care, this session explores its transformative potential—alongside the challenges it brings. We'll examine the benefits of digital tools, including convenience, personalization, and anonymity, as well as common drawbacks like screen fatigue and digital overload. Learn how organizations can integrate tech-driven solutions without compromising human connection, and explore real-world strategies that drive engagement and early intervention under strong clinical governance. Leave with a practical roadmap for maximizing the impact of digital mental health in today's evolving workplace.



Dr. Emelina Ellis
Chief Clinical Officer
Spectrum.life
Ireland

Dr. Emelina Ellis is Chief Clinical Officer at Spectrum.Life and a Chartered Counseling Psychologist with extensive experience leading global clinical teams. She specializes in strategic service development, clinical governance, and mental health innovation. An accredited member of the British Psychological Society and Psychological Society of Ireland, Emelina also serves on the UK EAPA board and is passionate about improving wellbeing across diverse populations and settings.



Jessica Morgan
Director, Operations
Spectrum.life
United Kingdom

Jessica Morgan is Clinical Director of Service Delivery Operations at Spectrum.Life, leading innovative mental health services across the UK and Ireland, while expanding global EAP delivery. With over 15 years' experience, she previously served as VP of Service Delivery, EMEA at Workplace Options. Jessica holds a Master's in Counseling Psychology and began her career as a psychologist in Montreal, blending clinical insight with operational leadership across Canada and the UK.

DAY 3 — Morning — Keynote 1

Challenges of multicultural work environments across Africa, Europe, South America and Japan

With a 60-year legacy of supporting children facing hardship, Ashinaga Foundation's Africa 100-Year Project expanded its mission across Uganda, Senegal, and beyond. This session explores the emotional support needs of African students studying internationally and the staff who support them. Presenters will share how integrating global EAP services has helped sustain this mission within a complex multicultural environment—offering practical insights for organizations navigating similar challenges.



Yukie Seki
Secretary General
Ashinaga Foundation
Japan

Yukie Seki is the Secretary General of the Ashinaga Foundation and Director General of the Ashinaga Africa Initiative (AAI), where she leads international strategy, operations, and partnerships supporting higher education for orphaned students across Africa. She also serves on the boards of Ashinaga's global offices in Uganda, Senegal, France, and the UK. Prior to joining Ashinaga, Yukie held senior roles at Hewlett-Packard and Schneider Electric in business management and strategic marketing.



Ayumi Nishikawa
COO
Workway
Japan

Ayumi Nishikawa is one of the outstanding female businesspersons in Japan. She is literally the first person to import EAP (internal EAP at Motorola Japan) to Japan and her inscrutably tenacious dedication to EAP industry in Japan received recognition by the government agencies and academic communities. Her current challenge is to integrate psychological and emotional support service for people into technology and social network in the most ethical manner.

Day 3 — Morning — Keynote 2

Beyond Support: Siemens' Approach to Mental Well-Being

The keynote explores Siemens' holistic approach to mental well-being at work. By focusing on prevention, promotion, and support, Siemens ensures healthy and safe working conditions to enhance employee resilience and well-being. Key element next to Psychosocial Risk Management and raising awareness on mental health topic is the provision of EAP services to all Siemens employees globally, fostering a culture of open dialogue and mental health literacy.



Tobias Toepfer
Global Health Management
Siemens AG
Germany

Tobias is part of the Global Health Management Team at Siemens and specializes in Clinical and Health Psychology. Together with the team, Tobias oversees EAP and a variety of health initiatives within the company. With extensive experience in promoting mental health and well-being across different cultures and professions, Tobias is dedicated to implementing effective health strategies and support systems. Bringing a wealth of passion to the field, Tobias remains curious and open to further developments in corporate health management.

DAY 3 — Morning — Panel

Employer Perspectives on EA: Reflections and the Road Ahead

This panel brings together senior leaders from global employers to reflect on the evolving role of Employee Assistance Programs in today's workplace. Building on key insights from the Summit, panelists will share how EAPs are being used in their organizations, how expectations are shifting, and what value they see for the future. The discussion will offer practical recommendations and thoughtful perspectives to guide the next chapter of EA service delivery.



Moderator

Patrick Cerullo
SVP, Global Operations
ComPsych



Jeanne Hermes
MEAP Consultant
Medtronic
United States



Bruce Greenhalgh
Director for Wellbeing
Executives
The Conference Board
United Kingdom



Tobias Toepfer
Global Health Management
Siemens AG
Germany

DAY 3 — Morning — Breakout Session 1

EAP Counseling from a multicultural perspective

As workplaces grow more diverse, the effectiveness of EAPs depends on more than clinical skill—it requires cultural competence. This interactive workshop explores how cultural values, beliefs, and communication styles shape employee engagement with EAP services. Participants will examine common cultural barriers and gain practical strategies for delivering inclusive, culturally responsive support that honors identity and promotes equitable access to care across global and multicultural organizational settings.



Alexandru Manescu
International Director
Clinical Services
CCS
Romania



Mohamed Lamaa
Regional Coordinator
MENA
CCS
Jordan

With over 20 years of experience and multiple Masters degree in clinical practice, health management and business administration, Alex has been leading CCS's international clinical department for over 15 years – from clinical quality assurance and clinical leadership to the development of new clinical products and studies. Alex is also in charge of CCS's business development strategy.

Mohamed Lamaa is a licensed clinical psychologist with 15 years of experience in EAPs, crisis response, and trauma-informed care. As Clinical Supervisor at Corporate Counseling Services (CCS), he leads counseling and capacity-building for global organizations. He has also supported humanitarian agencies through the UN and provides culturally sensitive care in both Arabic and English.

DAY 3 — Morning— Breakout Session 2

What Expats Need and How EAPs Can Help: Addressing Cross-Cultural Challenges

Relocating abroad brings unique personal and professional challenges—for both employees and employers. This interactive workshop explores the evolving needs of expatriates and how EAPs can support successful international transitions. Drawing on cross-cultural experience and case studies from East and West, the session will examine common adjustment issues, skills required to support expats effectively, and practical strategies for EAPs to enhance global mobility outcomes and reduce assignment failure risks.



Juliane Barth

Principal & Lead Coach/Mentor/Facilitator

Juliane Barth Coaching & Consultancy

Germany

Juliane Barth is a Clinical Counsellor, certified Case Manager, and Business Coach, trained in Gestalt, TA, Systemic Coaching and Mental Conditioning. Together with her husband, Jan Willem Boshuizen, she founded one of Germany's leading EAP providers, Corrente AG, where she was responsible for operations from 2001 until 2016, when she took over the CEO position. She was one of the pioneers of EAP in Continental Europe, trained by Prof. Dale Masi, ICAS International, Optum Health, and Shepell FGI. Drawing from her own experiences, she has always had a special interest in supporting expatriates in managing culture shock and the challenges of daily life. Juliane currently lives in Germany and in the Netherlands, where she is part of an extensive Expat community.

DAY 3 — Morning — Breakout Session 3

Reducing Stigma & Positioning Menopause Support in EA

Menopause is a significant yet often overlooked workplace issue. This session presents a cross-regional analysis of the impact of menopause on employee well-being, performance, and retention—alongside the role EAPs can play in bridging critical support gaps. Using case studies, employee feedback, and ROI data from Metluma and the Wellcast ROI© tool, the session highlights the business case for integrating clinician-led menopause support into EAPs across regions including Australia, the UK, Germany, Poland, and Singapore.



Anca Coriiu
Executive Director
Wellcast ROI Global
Switzerland



Georgie Drury
Co-founder & CEO
Metluma
Australia

Anca Coriiu leads Wellcast ROI across Europe, Asia-Pacific, and the U.S., helping EAPs and health providers measure the return on investment of their services. She works closely with Lou Servizio, creator of the Wellcast ROI© tool, supporting data-driven decisions for employers, insurers, and governments. With a background in international business and health economics, Anca is dedicated to advancing strategic, evidence-based well-being investments.

Georgie Drury is a tech-driven entrepreneur and CEO passionate about health innovation. She founded Springday, a global wellbeing platform operating in 13 countries, and now leads Metluma, focused on team-based care for women in menopause. Georgie is also a keynote speaker, strategist, and advisor, serving on the board of the Corporate Mental Health Alliance Australia (CMHAA).

DAY 3 — Morning — Breakout Session 4

The Leadership Crucible: Building Clarity, Connection, and Confidence in Uncertain Times

In today's climate of ongoing disruption, leaders face growing emotional and ethical pressures. This session explores leadership as a crucible for growth, highlighting challenges such as moral injury, compassion fatigue, and impostor syndrome. Drawing from clinical supervision models, it presents practical frameworks for supporting leaders through EAP and coaching, helping them build resilience, clarity, and connection. Designed for EAP professionals working with organizational leaders. Includes presentation and facilitated discussion.



Penelope Perri
Lead Coach
Penelope Perri Coaching
United States

Penelope "Penni" Perri, MSW, CEAP is a Life and Leadership Coach who blends her background in counseling, healthcare, and Employee Assistance Program leadership with evidence-based coaching to help individuals, groups, and teams transform and thrive. Through her Core Strength program, Penni empowers busy professionals and leaders to break free from limiting patterns, prevent burnout in themselves and their teams, reconnect with their passion and joy, and cultivate authentic, heart-centered leadership. Penni lives in the Northeastern United States, where when she's not coaching or teaching, you'll find her paddleboarding, hiking, or lost in the pages of a book.

DAY 3 — Morning — Keynote 3

Strategy to cope with Mental Health through Happiness and Laughter Yoga

As workplace mental health challenges rise, employers must foster psychologically safe, positive environments. This interactive session introduces practical tools to support emotional well-being, including happiness techniques and laughter yoga. Participants will explore the science behind happiness, the impact of mental health on joy, and how laughter-based practices—such as clapping, breathing, and movement—can shift mindset and promote a healthier workplace culture. A hands-on experience designed to inspire and energize.



Dr Sanoosha (Badul) Pillay
Deputy Director, Employee Health & Wellness
KwaZulu Natal Provincial Government
South Africa

Dr. Sanoosha Badul holds advanced qualifications in human resources, HIV/AIDS management, and public administration, with over 26 years of experience in Employee Health and Wellness in the South African public service. She has authored academic publications and presented her work across government, private, and faith-based sectors. Her expertise spans policy development, programme implementation, strategic advisory, and wellness research. A certified Laughter Yoga Leader, Dr. Badul is deeply passionate about holistic employee well-being and successful workplace reintegration, blending academic insight with practical experience to advance wellness strategies in diverse organizational settings.

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What sets our employee assistance program apart

With 24/7 access to compassionate care, our EAP delivers holistic, personalised human centred care.



In-country access to EAP
Members can choose how they receive or access care locally.

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24/7 access to tools and resources, peer support community, programs, and assessments – delivered in your local language.

Engaging rewards and recognition platform
Gamified goals and challenges that reward users for making healthy choices.

A digital-first experience for employees



Wellness features
to stay on top of your mental and physical health.



Personalised care
24/7 365 days per year.



Mental health counselling, available face-to-face or via digital touchpoints.



Work/life solutions including family and financial support, health coaching and more.



Management consultations for confidential coaching on workplace issues.



Global clinical network with access to a network of over 180,000 health professionals.



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The global leader in workplace wellbeing solutions and EAP, covering 76 million TELUS lives and 88 million employees served by WPO in over 200 countries and territories.



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DAIN

The premier EAP provider in Korea

The meaning of DAIN(多人)

A company that supports many people, driven by the value of shared happiness.

Who is DAIN?

DAIN is Korea's first and largest Employee Assistance Program (EAP) provider.

What does DAIN offer?

DAIN provides integrated EAP services, ranging from individual counseling to lifestyle coaching and more.

Why DAIN?

- ✓ Trusted by over 2,000 companies.
- ✓ Offers the most extensive infrastructure in Korea, enabling individuals to access counseling services anytime, anywhere.
- ✓ Has been continuously innovating in the EAP field since 2005.

***“What DAIN has achieved thus far represents
the history of EAP services in Korea.”***

- Dr. Soochan Choi, Yonsei University School of Social Welfare

Contact us

Nudge Campus Blvd. 5F, Yeosamro 1-gil 8, Gangnam-gu, Seoul, South Korea

www.eapkorea.co.kr

Globalpartners@nudgeeap.io

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About CCS

For over 35 years, CCS has provided globally trusted Employee Assistance Programs (EAP) and mental health solutions. We offer customized support in 50+ countries and 30+ languages, ensuring culturally relevant mental health care worldwide.

Why Choose CCS?

- ✓ Global Presence: Coverage in 50+ countries, in 30+ languages.
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- ✓ GDPR compliant certified.
- ✓ Expert Counsellors: Master's-level, fully chartered professionals.
- ✓ Dedicated Partner Managers: Ensuring smooth, personalized service integration.
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- ✓ Clinical Supervision: Rigorous oversight of all cases.
- ✓ Local Expertise: Region-specific intake centers and compliant clinical service delivery.

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Our clinical services include provision of psychological intervention in a range of therapeutic approaches for both individuals & families.



EAP

Passionate about creating a healthy, productive, and supportive workforce through tailored EAP and workplace wellness programs.



Well-being workshops

We offer workshops on popular psychological topics, introducing concepts with everyday applications and teaching practical skills for daily life.

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Founded in 1982, WPO is the largest independent provider of holistic wellbeing solutions. Through our customised programmes, and comprehensive global network of credentialed professionals, we support individuals to become healthier, happier, and more productive both personally and professionally.

Trusted by 51% of Fortune 500 companies, we deliver high-quality care - digitally and in-person - to over 83 million individuals across 113,000 organisations in more than 200 countries and territories.

By providing solutions that matter to the members and organisations we serve, our mission is simple; around the clock, around the globe, **WE HELP PEOPLE.**





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The EAP Institut is one of Austria's premier providers of Employee Assistance Programs, focusing on mental health and workplace well-being.

Alongside traditional EAP services, we offer our own EAP Wellbeing online platform, featuring video courses, podcasts and information on mental health for employees. As a family-owned enterprise, we deeply understand the importance of supportive, multilingual care, ensuring that an advisor is just 30 minutes away, available anywhere in our country. Our services are tailored to meet the needs of Austrian companies and their international branches, emphasizing our dedication to global wellness standards.

Fostering a healthy and productive working environment!

As proud members of the EAEF with a data protection certification, we commit to the highest standards of privacy and service excellence. Whether you're seeking support for your team in Austria or guidance for your employees abroad, the EAP Institut is your partner in fostering a healthier, more productive workplace environment.

Activate strengths

Meaningfulness

Recognition & appreciation

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<https://eap.world>

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www.ncsbkk.com



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EAP ALLIANCE

**Tailored wellbeing solutions that
add value to clients and partners**

To foster wellbeing, health and productivity in international
organisations – with local expertise and a unified approach.

eap-alliance.com



EAP ALLIANCE 
make wellbeing work

What sets EAP Alliance apart is our unwavering commitment to collaboration. We firmly believe that the most impactful solutions arise from shared insights and collective endeavors. By closely collaborating with our clients and partners, we develop wellbeing programs that resonate deeply and drive tangible results.



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With a focus on strategic planning, organisational development and technology solutions, we work closely with our clients to identify opportunities, overcome challenges, and achieve their goals effectively.

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