



APRIL 20-22, 2026

EMPLOYEE ASSISTANCE ROUNDTABLE

The Central Importance of Empathic Leadership, Forgiveness & Well-Being

Join us in person in lovely Norfolk, VA, or virtually, for this exciting line-up of speakers, and the warm camaraderie of leaders and staff of internal and hybrid U.S.-based Employee Assistance Programs.

Mingle with EAP Directors from varied industries!

Learn from Wellness Thought Leaders!

Enjoy delicious food!

Earn CEUs/PDHs!

Take back home innovative ideas & new knowledge of EAP Best Practices!



<https://earoundtable.com/>

Internal & Hybrid EAPs

MONDAY, APRIL 20TH

Member Learning Lab – Organizational Updates

Dave Nix, MA, LPC, MAC, CEAP



Our members will share exciting and innovative EAP updates that they've initiated in the past year.

Dave Nix manages the ConocoPhillips's Employee Assistance Program (EAP) and has been with ConocoPhillips for nearly 10 years. His 20 years of EAP experience has taken him from military bases in Iraq to the oil fields on the North Slope of Alaska. He is the former President of The Houston Employee Assistance Professional's Association (EAPA) and served as the chair of the EACC in 2020. Dave has a Bachelor's Degree in Psychology from Brigham Young University and a Masters in Clinical Psychology from University of Houston-Clear Lake. He is a Licensed Professional Counselor, Master Addiction Counselor and Certified Employee Assistance Professional. Dave is the President of the Employee Assistance Roundtable.

The Generational Bridge: How EAPs Help Leaders Listen First and Lead Better

Mimi Nicklin



EAP professionals sit at the front line of one of the defining challenges of our time: rising disconnection across generations at work, and its direct impact on mental health, psychological safety, and performance. *The Generational Bridge* elevates EAP's as a catalyst for cultural change, revealing how empathy, listening, and psychological safety shape leadership behavior, wellbeing outcomes, and trust at scale. Drawing on global research, neuroscience, and real-world leadership insight, this session speaks directly to EAP professionals, reinforcing why empathy matters more now than ever, and why their role in helping leaders to listen first is critical to the future of work.

A globally recognized advocate for empathy, listening, and human connection, Mimi Nicklin is one of the most influential voices shaping how leaders reconnect humanity in a fractured world. A bestselling author and Founder of Empathy Everywhere, her work bridges empathy and credibility, combining moral clarity with evidence-based leadership insight. Her work focuses on reconnecting humanity in modern workplaces and equipping leaders with the understanding,

listening, and psychological safety capabilities required to sustain performance, retention, and wellbeing. This mission underpins her goal to reconnect one million people globally by 2028. Mimi is British and lives in Malaysia and will be flying in to join our event.

Strength in neurodiversity: How to Create a Workplace Where Everyone Can Thrive

Daniel Wendler, PhD



What do the most successful businesses have in common? It's not a fancy logo, or a brilliant marketing strategy. Successful organizations owe their success to their team. When organizational leaders encourage their employees to reach their full potential, the company flourishes.

Unfortunately, many organizations squander the potential of their neurodivergent employees, such as those with autism or ADHD. Neurodivergent people might struggle to get a fair hearing for their ideas due to stigma, or might find it difficult to work at their full potential in an environment that isn't set up to support them.

Conversely, organizations that support their neurodivergent workers have a powerful competitive advantage. And it's not hard to do. By following a few simple principles, any organization can create an environment where a neurodiverse team can excel - and where everyone feels great about showing up each day. Learn from autistic neurodiversity expert Dr. Daniel Wendler the best practices for creating an inclusive work environment that celebrates and empowers neurodivergent employees. You'll gain practical tools for helping any organization become a more inclusive workplace and learn effective strategies for communicating the benefits of neuroinclusivity to key decision makers. Don't miss it!

Dr. Daniel Wendler is a clinical psychologist, internationally recognized keynote speaker, and a proudly autistic advocate for neurodiversity. He is a bestselling author, most recently of "Neurodiversity and the Myth of Normal" and his TEDx talks about his life with autism have been viewed over 750,000 times. He consults on autism and neurodiversity for leading organizations including Google, Harvard, and Blizzard Entertainment, and his expertise has been featured by Bloomberg Magazine, the American Psychological Association, and the Great Place to Work Summit. Daniel holds a doctorate in clinical psychology from George Fox University and works as a clinical psychologist specializing in autism, neurodiversity, and social relationships.

The Power of Employee Well-Being

Mark Crowley



In a world of burnout and disengagement, traditional management is failing because it ignores the most critical variable: how employees feel. This session introduces the concept of "emotional currency," demonstrating how leading from the heart creates the heart-brain coherence necessary for peak human performance. Participants will learn why prioritizing employee well-being is not a "soft" skill, but a mission-critical strategy for driving productivity and long-term loyalty.

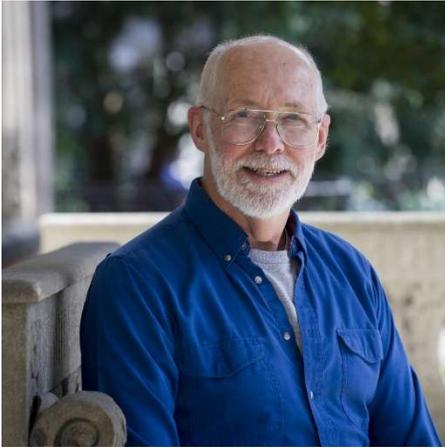
Mark C. Crowley is a trailblazer in workplace leadership and culture, author of [Lead From The Heart](#), a Forbes-recognized blueprint for modern leadership integrated into eleven U.S. university programs, and the new, [The Power of Employee Well-Being: Move Beyond Engagement To Build Flourishing Teams](#) (already adopted by two universities). His pioneering philosophy has sparked a global movement, and he shares insights as a

decade-long Fast Company contributor and host of the Lead From The Heart Podcast, which ranks in the top 1.5% of podcasts worldwide. A seasoned business leader and member of Marshall Goldsmith's "100 Coaches" community, Mark previously served as Senior Vice President/National Manager for Investment Products at a leading financial institution. He holds degrees from the University of California, San Diego, and the Pacific Coast Banking School at the University of Washington. Mark lives in La Jolla, California.

TUESDAY, APRIL 21ST

Promoting Reconciliation and Forgiveness in Organizations

Everett Worthington, PhD



Dr. Worthington will briefly summarize a recent review of research on forgiveness and reconciliation in organizations, which showed that there are no established programs for either, although there are many programs for conflict negotiation/management/resolution and research on the effect of apologies on relationships. Leaders were encouraged to create a "forgiveness climate" in their organizations to achieve gains in employee physical and mental health, work relationships, job satisfaction and productivity, and have fewer costly employee turnovers. After describing a stress-and-coping theory of forgiveness and reconciliation and a (cost-free) DIY model employees can use, he will offer recommendations on how to interest leaders in making a more salient forgiveness and reconciliation climate, and how to design such a climate. Because little has been done on this, EAP and HR leaders have the rare opportunity to create something new and field-shifting!

Everett L. Worthington Jr., Ph.D., is a renowned psychologist and leading expert on the science of forgiveness, humility, and positive psychology. As a Professor Emeritus at [Virginia Commonwealth University \(VCU\)](#), he has authored over 38 books and 440+ articles, developing the evidence-based [REACH Forgiveness model](#). His work focuses on forgiveness, marital enrichment, and mental health, deeply informed by his personal experience with family tragedy.

The Hidden Cognitive Load of Working Parents

Christina Muller, LCSW



Working parents often experience cognitive overload from constant role-switching, emotional labor, and invisible planning demands that tax their executive functioning. This session explores how this hidden load impacts well-being and performance, and how EAP professionals can identify it early, intervene effectively, and partner with organizations to reduce burnout risk.

Christina Muller, LCSW is a workplace mental health and organizational culture consultant with more than a decade of experience supporting employees, leaders, and organizations through burnout, trauma, and performance-related challenges. She is the

founder and principal of [Mind Your Workplace™](#), a consulting firm where she partners with companies to build psychologically safe, high-performing cultures using neuroscience-backed, trauma-informed, and evidence-based strategies.

*Christina has served in advisory roles within Employee Assistance Programs, including supporting large corporate workforces, leading crisis response efforts, and consulting with leaders on workforce well-being. Her work has been featured nationally in outlets such as *Forbes*, *Fortune*, *Newsweek*, *Kiplinger* and *Fast Company*, and she regularly speaks on the future of work and burnout prevention.*

She holds a Master of Social Work in Clinical Practice with a specialization in the world of work, along with post-graduate training in traumatic stress studies and maternal mental health.

WEDNESDAY, APRIL 22ND

Achieving Leadership Buy-In: Return on Investment & Value on Investment

Kasia Curry, MPH, CEAP



Today's internal and hybrid EAPs must consider the competition from sophisticated external EAPs and "EAP Disruptors" who convince senior leaders of their excellent Return on Investment (ROI) and Value on Investment (VOI) metrics. It's critical for our members to speak the same language to best position their EAPs as programs that can demonstrate tangible and essential value to our organizations. In this presentation, we will discuss shifting the executive view from "cost center" to "indispensable asset."

Katarzyna "Kasia" Curry, MPH, CEAP is the Global Benefits Program Manager at Baker Hughes, with over 20 years of expertise in health, wellbeing, and benefits strategy including acting as the company's first Global Well-being Director. She believes that leadership accountability, integration of wellbeing into core business processes, and balancing ROI with employee driving VOI, cultivates a high-performing human-sustainable organization. Kasia has a Master's in Public Health, Behavioral and Community Health from the University at Albany and is a Certified Employee Assistance Professional (CEAP). Kasia is a current member of the E.A.R. Board of Directors.