

PROGRAM OVERVIEW



The Space Between Us: A different approach to psychological safety, pressure, and leadership

A LEADERSHIP & TEAM PROGRAM

The Space Between Us

4 Sessions @ 3 Hours

The Essence

This is not another leadership training.

Most organisations already work on psychological safety – and still, in the moments that matter, it doesn't always hold.

This program focuses on those moments.

What's happening in them.

And what shapes how people react.

What You Can Expect

- A calm, structured space to explore what actually shapes how people react and communicate in the moment
- No role-play, no pressure to share
- A better understanding of why psychological safety doesn't always hold – even when everything is in place
- Clearer thinking and more direct conversations – without overthinking what to say
- A shift in how people experience situations – not another way to manage behaviour

Program Structure: A Four-Part Team Program for Leaders & Teams

Session	Theme	Key Insights
1	Seeing What Shapes Our Reactions	How the same situation can be experienced differently – and what's shaping our reactions in the moment.
2	When Thoughts Take Over	How quickly thoughts create tension, doubt, and pressure – and what happens when we see it
3	What Feels At Stake	How the sense that something is at stake shapes how we speak, react, and hold back.
4	What Becomes Possible	How clarity, steadiness, and effective action emerge – even when things move fast and stakes are high

Format & Time Commitment

- 4 x 4 hour live sessions (biweekly)
- Optional 40-day reflection journey (8 weeks, 3-10 min/day)
- Custom coaching & follow-up available

Ideal For

- Teams experiencing stress, misalignment, or communication breakdowns
- Leaders eager to give their teams the stability, clarity, and presence needed in uncertain times
- Organizations looking for deeper, lasting change – not another quick fix

Why It Works

- Not skills training. Not performance coaching.
- This is a shift in how your team sees what's happening in the moment and what shapes how people react, speak, and hold back.
- Because when that becomes clearer... there's less to manage internally, less second-guessing, and more space for clear thinking.

Investment

- SEK 50.000 for up to 6 participants
- + SEK 5.000 per additional person
- Includes 4 x 3h sessions, all materials, and session recordings
- Optional: 40-day reflection journey & follow-up session available

NB! If after the first session you feel the program isn't right for your team, you may cancel and receive a full refund for the remaining sessions.

When Psychological Safety Still Doesn't Feel Safe

What if the tension in your team isn't just about personalities, communication, or pressure?

What if it's something more immediate... something that shows up in the moment - even in teams that are doing everything "right"?

Most organisations today invest heavily in psychological safety: clear values, open communication, encouraging people to speak up. And that work matters. And still... something doesn't hold. People still hesitate, still hold back and continue to second-guess themselves. Even in environments designed to feel safe.

So the question becomes: *What are we missing?*

Or are we trying to create something stable... in something that constantly changes moment to moment?

Why this matters for psychological safety

Most organisations are trying to create psychological safety from the outside: Through values. Through communication. Through leadership behaviour.

And all of that absolutely plays an important role.

But what we see in this work is something deeper: Even in the best environments... people's experience of safety still shifts. From meeting to meeting. From moment to moment. Sometimes even in the same meeting, with the same people.

Because what people experience... is not only shaped by the environment - but by how they interpret what's happening in real time. And when that becomes clearer... something changes naturally: There is less second-guessing, less self-protection and more honesty, more clarity. Not because people are trying harder - but because there's less internal pressure in the way.

This is not another training in psychological safety.

And it's not another model to apply or behaviour to learn.

Most organisations already know what they should do and they do it: Encourage openness. Build trust. Create environments where people feel safe to be themselves. And yet...in the moments that matter - people still hesitate. They hold back and filter themselves.

This program doesn't add more tools. It reveals what's happening in those moments when the feeling of safety seems to disappear. And when that becomes visible... teams don't need to try harder to feel safe. There is simply less in the way.



What shifts when people feel less need to protect themselves?

- Conversations become clearer – because there’s less second-guessing
- Meetings move more easily – not because of structure, but because people are less in their heads
- Trust builds – not through exercises, but because people feel less need to hold back
- Leadership shifts – from managing reactions to being clear in the moment

What does protecting oneself look like in a workplace?

Most of us don't notice how much energy goes into self-protection at work. But the signs are there:

- Hesitating before speaking
- Replaying what you just said in your mind
- Choosing safer words than you mean
- Holding back ideas
- Reading into reactions

It doesn't always look like fear. But it shows up in how we speak, hold back, manage, avoid, and try to protect ourselves. Something shifts in the space between people, and once you see it, you can't unsee it.

Who this is for?

Organisations that:

- Have actively worked on psychological safety but still find that something doesn't hold in the moments that matter
- Want to deepen the quality of dialogue, collaboration, and decision-making
- Experience recurring challenges around stress, conflict, or strong personalities
- Are curious about perspectives beyond traditional models and methods

No pressure to perform. No need to share. No expectation to change.

This isn't about becoming a better leader.

This isn't about becoming a better employee.

It's about seeing what's already shaping how we react, speak, and decide – in real time.



SESSION 01

Session 1: Seeing What Shapes Our Reactions

In everyday work situations, we tend to assume we're responding to what's happening around us. But often... something else is shaping how we see, interpret, and react - in the moment. The same situation can feel completely different depending on how it's understood. In this session, we begin to notice what's actually shaping those reactions - and how quickly it happens.

What We'll Explore:

- ◆ How the same situation can be experienced in completely different ways
- ◆ What influences how we interpret people, conversations, and events
- ◆ How these moment-to-moment interpretations shape communication, decisions, and team dynamics

What to Expect:

This session isn't about changing anything. It's about starting to see something that's already happening - in real time. And as that becomes clearer...there's often less confusion, less reactivity, and more space for straightforward communication.

Key Takeaway

When we start to see what's shaping our own reactions...
it becomes easier to recognise the same in others,
and less natural to take things personally.



SESSION 02

Session 2: When Thoughts Take Over – And What Happens When We See It

In many situations at work, nothing has actually changed... and yet, everything can feel different. A comment is made. An email is read. A thought appears. And suddenly: something feels off. Not because of what's happening – but because of how it's being understood in that moment. In this session, we explore how quickly thoughts shape our experience... and what happens when that becomes visible.

What We'll Explore:

- ◆ How the same situation can feel completely different – depending on the thoughts in the moment
- ◆ How quickly thoughts can create tension, doubt, or pressure
- ◆ What changes when thoughts are seen for what they are – rather than taken as fact

What to Expect:

This session isn't about controlling your thoughts or changing a mindset. It's about noticing what's already happening – as it happens. And when that becomes clearer...there's often less need to react, less to get caught up in, and more space for clear thinking and communication

Key Takeaway

When we see how quickly thoughts shape our experience...
we become less caught up in them and more able to respond with clarity
rather than react automatically..

Session 3: What Feels At Stake - And Why It Matters

In many situations at work, it can feel like something is at stake. How we're perceived. Whether we're right. What it might mean about us. And in those moments...we naturally start to protect something. We hold back. Defend. Adjust how we come across. Not because we choose to - but because it feels real in the moment. In this session, we'll explore what's behind that feeling... and how it shapes the way we think, speak, and collaborate.

What We'll Explore:

- ◆ What it is that feels at stake in different situations - and how quickly it can shift
- ◆ How that sense of "something to protect" influences communication, decisions, and reactions
- ◆ What changes when we begin to see that process more clearly in real time

What to Expect:

This session often brings a new level of clarity. Not by changing who you are - but by seeing what's happening in the moment, as it happens. And when that becomes clearer...there's often less to defend, less to manage, and more space for direct, honest communication.

SESSION 03

Key Takeaway

When we see what's shaping our reactions in the moment...there's often less to defend, less to manage, and more ease in how we think, speak, and work together.





SESSION

04

Session 4: What Becomes Possible When There's Less Internal Pressure

After seeing how reactions, interpretations, and what feels at stake shape our experience...something begins to shift. Not because we try to do anything differently - but because we start to see what's actually happening. And when that becomes clearer...there's often less to manage. Less to control. Less to figure out. Less to manage. In this session, we explore what becomes possible when there's less internal pressure in the system.

What We'll Explore:

- ◆ What happens when reactions are no longer taken at face value
- ◆ How clarity and steadiness can appear - even in uncertain or high-pressure situations
- ◆ What changes in communication and collaboration when there's less to defend or manage

What to Expect:

This session isn't about learning something new. It's about recognising something that's already there - beneath the noise of constant thinking, reacting, and managing. And when that becomes more familiar...there's often a more natural way of leading, responding, and working together.

Key Takeaway

When there's less to manage internally...
there's more space for clarity, steadiness, and effective action
- *even* in the middle of complexity, pressure, and constant change.

What Can You Expect?

This is not another skills-based training. Most teams already know what they should do: communicate openly, build trust, create psychological safety.

And still – in the moments that matter – people hesitate, hold back, and second-guess themselves.

This program focuses on those moments.

What's happening in them.

What shapes them.

And why they shift so quickly.

There's nothing to prepare.

No role-play.

No pressure to share.

What your team gains is simple – but powerful:

- A clearer understanding of what drives reactions in real time
- Less overthinking and self-monitoring
- More natural clarity in communication
- A more stable sense of ease – even under pressure

This isn't about changing behaviour.

It's about seeing what's already creating it.

This isn't just another training.
It's a shift in how your team works, connects, and
brings light to what's often overlooked.
Not through effort – but through awareness.

If this resonates, here's how we can work together.

Financial, Time and Energy Investment

1 Core Program

- SEK 50.000 (up to 6 people)
+ SEK 5.000 / additional person
- Includes:
 - 4 x 3h sessions
 - Session materials & recordings
 - Light email support

2 Core Program +40 Moments of Presence +1 Coaching Session

- SEK 60.000 (up to 6 participants)
+ SEK 6.000 per additional person
- Includes everything in the Core Program, plus:
 - 40-day reflection journey (daily prompts via email)
 - Private course portal with access to all material
1 x 60-minute follow-up session

3 Complete Journey + All of the Above + Customized Support + Two Coaching Sessions

- Starts at SEK 75.000 (up to 6 participants)
+ SEK 7.500 per additional person
- Includes everything above, plus:
 - Start-up call to tailor the journey to your team
 - Ongoing leadership support (e.g. two individual or team coaching sessions)
 - Extended email access for team leads or key roles

Notes on Pricing

- All prices exclude VAT.
- Exclusive ev. travel + board costs
- We begin once the agreement is signed and payment is complete.

Guarantee

Satisfaction Guarantee:

If, after **the first session**, you feel the program is not right for your team, you may cancel and receive a full refund for the remaining sessions.

Need help choosing?

If you're not sure which tier fits your needs, I'm happy to talk it through. Book a connection call:
suzannelang.com/book-connection-call





Professional Executive Coach, PCC

Suzanne Lång

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FACTS

- Born in London, England to a Swedish mother and a Finnish father
- Grew up in New York from 1 - 14 years of age
- I have lived in 8 countries, including Denmark, Canada, Japan & South Korea and...
- Educated in Hotel Management in Switzerland and Project Management in Sweden
- Moved to Sweden in 2006
- Started Coaching, Training and Consulting in Leadership Development year 2012
- Focused on the Nature of Thought since 2017
- Fluent in English, Swedish, Danish

QUALIFICATIONS

- Professional Certified Coach, ICF (Diplomad 2016, Certified 2021, Renewed 2024)
- 2 x Certified Executive Coach, 2017 + 2024
 - Certified Jobmatch Talent Specialist
 - Certified in Organizational Value-Driven Leadership + ex-Board Member
 - Certified NLP Business Communication Practitioner
- Certified Time Management Consultant

CONTACT INFORMATION

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I've always been what some would call a "high performer." And in many ways, I still am. But how I am in my work today is completely different. The work is no longer about *me* - it's about the work itself. And paradoxically, both my capacity and effectiveness have increased.

I've always been committed and cared deeply about doing a good job. But before, I cared even more about how I was perceived while doing it - what others thought of me. That takes a lot of energy.

I tried so many ways to become "better" - methods, models, and different perspectives. But nothing changed that underlying sense of inner pressure and the constant, exhausting self-monitoring. The shift came only when it became clear where that inner pressure actually came from. And what I long believed was my personal problem turned out to be something most people carry - often without ever questioning it.

Today, I work with teams and leaders to make visible what actually shapes how we lead, collaborate, and relate - beyond roles, strategies, and performance. This is not a method. And it's not something new - but it's often overlooked. It is something deeply human, something that has always been there - yet it fades into the background when we begin to believe that we must become someone else in order to be enough. It changes how leadership is experienced and carried.

I am a certified coach (PCC, ICF) and have worked with leadership, self-awareness, and team development for over ten years, in Sweden and internationally. But what truly makes a difference is not my credentials - it's that I know what it's like to have tried everything - and still feel that something is missing.

Today, my role is simple: to hold a safe and open space for those who want it, where the old can fall away and something new can take shape - right in the space between us.

Warm regards,
Suzanne

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