

INNER SAFETY

An individual leadership program
about psychological safety –
not just in your team, **but in you.**

Most programs are about creating
psychological safety for others.
This one starts with your own.

Same room.

Different worlds.

16-WEEK INTEGRATED COURSE AND COACHING PROGRAM —

FOR LEADERS WHO WANT TO WALK THE TALK —
AND EXPERIENCE THE SAFETY THEY'RE TRYING TO CREATE.

We know what psychological safety looks like in practice. *But do we know what it feels like when our own is put to the test?*

You do all the right things.

You listen. You invite people to speak up. You ask for feedback. You care about your people and genuinely want them to feel safe with you. Sometimes they do. But often, they still hold back.

Someone has an idea but doesn't say it. Someone hears feedback as criticism. Someone agrees in the meeting, but still tells you what they really think afterwards. And someone keeps important information to themselves.

Maybe that someone is you.

There's one person in the room we rarely talk about when we talk about psychological safety: *you*.

What happens in you?

When someone challenges your decision, when the room goes quiet, when someone is unhappy with you - or when you realise you may have got something wrong?

Same room. Different worlds.

Put five people in the same meeting, with the same leader and the same invitation to speak freely, and you can have five completely different experiences.

One speaks easily.

One worries about sounding stupid.

One experiences disagreement as interesting.

Another experiences it as rejection.

You're in this too.

Your irritation. Your defensiveness. Your need to be understood. Your fear of looking incompetent. Your certainty that this employee is the problem. Your desire to be a good leader. Your need for the meeting to go well.

Same mechanism. Same room. Your world too.

INNER SAFETY begins there.

Not with another technique for creating psychological safety, but with seeing it in your own experience first.

The environment matters. Your leadership matters. How people treat one another matters. Of course.

So yes, create good conditions.

But now let's look at the human being experiencing those conditions.

Because we don't simply experience what happens. We experience what it means to us. And the leader is no exception.

A focused 1:1 program – course and coaching combined



What happens when leadership suddenly feels difficult?

- A difficult conversation.
- Criticism.
- Uncertainty.
- Someone who doesn't respond as you hoped.
- A decision you might get wrong.
- The pressure to perform, be understood, stay in control.

Sometimes nothing dramatic has happened. Someone disagrees. A meeting goes quiet. A colleague looks unhappy. You don't know the answer.

Yet something changes in us. We tighten. Defend. Explain. Worry. Replay the conversation. Try to regain control.

Why?

The work begins here.

INNER SAFETY is a 16-week individual program for leaders who want to understand psychological safety not only as something to create for others, but as something to recognise in their own experience.

It's hard to create safety for others if you don't see, in yourself, what happens when someone disagrees with, criticises, or questions you. Every effort to build psychological safety - however well-intentioned - eventually runs into that ceiling.

What does this mean about me?

Underneath many difficult leadership moments is something we rarely question: the meaning our minds are giving them. And underneath that is often something even more personal.

Course & Coaching

The course provides a deeper understanding of thought, feeling, identity and how our moment-to-moment experience is created. The coaching brings that understanding directly into your leadership - your relationships, decisions, pressures and the situations that actually matter to you.

There is nothing to master:

No new leadership persona to become. The purpose is simpler: to see more clearly what creates the pressure, defensiveness and sense of threat in the first place.

And that changes what you bring into the room.

Four core sessions that build on one another.

From what we see, to what we think, to what feels personally at stake - and ultimately, to what we bring into the room.

SAME ROOM. DIFFERENT WORLDS.

01

What you bring with you – without knowing it.

No leader walks into a situation and simply sees “what is happening.” We interpret people, behaviour, silence, disagreement and feedback through everything we already believe and expect.

Someone is being difficult.
Someone doesn't respect me.
The team isn't engaged.
She can't handle feedback.

We rarely experience these as interpretations. **They simply look true.** And we lead from them accordingly.

In this session, we look at the conditioning, assumptions and beliefs shaping how you experience the people and situations around you - often without you even knowing they're there.

Because psychological safety is affected not only by what happens in the room, but by what each person believes is happening.

And that includes you.

02

WHEN THOUGHT FEELS LIKE REALITY.

Why some things get to us – and others don't.

A thought can raise your heart rate, keep you awake at 3 am or make one look from a colleague change the entire meaning of a meeting - without anything in the room actually changing.

Yet in the moment, it rarely feels like thought.

It feels like reality.

You know the meeting ended three hours ago. So why are you still having it in your head?

Why can one comment disappear almost immediately while another follows you home? Keeps you awake at 3am. Has you rehearsing what you'll say tomorrow. Worrying about what they think. Wondering whether you handled it badly. Trying to work out what you need to do next.

Nothing physically dangerous is happening. But your mind and body don't seem to know that.

This session looks at what is actually happening in those moments - and why trying to manage your thinking may be part of what keeps you caught in it.

The question is no longer only “How do I create a safer environment?”

It becomes: **“If I’m responsible for psychological safety - shouldn’t I understand what makes me feel unsafe too?”**

03

WHAT EXACTLY IS BEING THREATENED?

When leadership becomes personal.

A decision is questioned.
Someone disagrees with you.
You don't know the answer.
A colleague is disappointed.
You make a mistake.

None of this is unusual in leadership. So why can it feel so difficult?

Leadership pressure often gathers around a surprisingly simple set of thoughts: *Am I good enough? Am I doing this right? What do they think of me? What if I fail?*

Somewhere along the way, the decision is no longer just about the decision. The feedback is no longer just feedback. **It has become about you.**

This session looks at that shift - from the issue to the personal - and what changes when you begin to see it.

Disagreement can become disagreement again. Feedback can become information. And not knowing can simply mean you don't know yet.

The situation can simply be the situation - without everything it seems to say about you.

04

WHAT YOU BRING INTO THE ROOM

Inner safety in everyday leadership.

Psychological safety is not something you leave behind when the meeting ends. It shows up in difficult conversations, decisions, relationships, conflict, uncertainty - and in all the small moments when things don't go according to plan.

What happens when you no longer need agreement to feel secure? When criticism doesn't automatically become something about you? When another person's frustration doesn't have to become your problem to solve?

You still listen. You still take responsibility. You still create the best conditions you can.

But it doesn't all have to feel so personal.

And that changes more than what you bring into the room.

When everything isn't being filtered through what it means about *you*, you begin to see other people differently too. There is more room for them to be who they are - without you needing them to think, feel or respond in a particular way.

Leadership becomes less about managing what might happen - and more about meeting what actually does.

The investment

INNER SAFETY

16-week individual leadership program

Organisations spend heavily on psychological safety, and much of it is well spent - better structures, better communication, better intentions. But that seldom reaches the leader's own experience of pressure, defensiveness and uncertainty.

*This is not another investment in the system around you. It is an investment in the one part of that system you take into every meeting, decision, relationship and difficult conversation: **yourself.***

WHAT'S INCLUDED

- **Four core 90-minute sessions**
Building on one another across four key areas.
- **Two 90-minute individual coaching sessions**
Deepening insight and application in your real leadership situations.
- **Start-up and final integration session**
To set direction and consolidate learning at the end of the program.
- **Five 15-minute calls between sessions**
Brief, focused support to keep momentum and address what matters.
- **What We Were Never Taught About Thought**
Six-week self-study course exploring the nature of thought, feeling, the body, time and the sense of "I".
- **Personal support and application throughout**
Space to explore what arises and bring the understanding directly into your everyday leadership.

49.000

SEK excl. VAT

approx. € 4.700
or US\$ 5.200

Guarantee

If, after the start-up session and the first core session, this doesn't feel like the right fit, you're welcome to step back and receive a full refund for the remainder of the program.

One leader.

16 weeks.

An investment in what you
bring into every room.

*The world may not change.
But how you meet it can.*

About Suzanne

I know what it is to look perfectly capable on the outside while carrying so much on the inside that no one could see.

I was competent. I took responsibility, worked hard and did a good job. But there was something I had never really noticed: how little of the pressure actually came from outside me - and just how much of my attention revolved around me. *Me. Me. Me.*

How am I doing? What do they think of me? Did I handle that well? Should I have said something differently? Do they like me?

I truly believed that was simply what being conscientious and responsible felt like.

It wasn't.

I had spent much of my life trying to work out the rules - how to get things right, how to be liked, how to be good enough, how to make sure everything would be okay. What I hadn't seen was that so many of those 'rules' only existed in my own thinking.

What changed things for me wasn't another method for managing myself better. It was beginning to see what was creating all that inner pressure in the first place.

And that changed far more than how I worked or led. It changed how I related to people, how I met uncertainty, how I slept, exercised and moved through ordinary life. The circumstances weren't suddenly different. They just didn't all mean so much about me anymore. There was less to overthink. Less to try to control. Less to get right.

That is what INNER SAFETY is built on - not managing yourself better, but seeing more clearly.

I have worked with leadership, coaching and development for more than a decade, in Sweden and internationally. I am an ICF Professional Certified Coach (PCC), executive coach and facilitator.

But credentials aren't what this program rests on. It rests on something much simpler: a willingness to look closely at what is actually happening in our experience - including the things we are usually far too busy managing to question.

ICF Professional Certified Coach (PCC) | Executive Coach | Facilitator | 10+ years in leadership development

LET'S CONNECT



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What happens after 16 weeks?

Sixteen weeks won't change your team, remove difficult people or make leadership predictable.

That isn't the promise.

What can change is what you begin to see in yourself about why leadership gets difficult - when someone disagrees, when a decision matters, when you feel criticised, misunderstood or responsible for getting everything right.

And once something is genuinely seen, it doesn't require another technique to remember it. The situations remain. The people remain. You still have decisions to make, difficult conversations to have and responsibility to carry.

But there may be less to defend. Less to prove. Less to take personally. Less happening in your head before you can respond to what is actually in front of you.

The aim of INNER SAFETY is not to make you a better version of yourself.

It is to help you see more clearly how much of leadership has secretly been about you. Because the less leadership needs to be about you, the more it can be about the people you're actually there to lead.

The world may not change. But what you bring into the room can.

What's changed for you?

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“The biggest change for me has been understanding how much of what I took to be reality was actually my own thinking and conditioning. I see myself differently now, but I also see other people differently.

In my work with young people, I notice that I'm less quick to judge, interpret or assume I know what is going on for someone. There is more space to listen and meet the person in front of me, rather than my ideas about them. It sounds very simple, but it has changed a great deal.”