

PROGRAM OVERVIEW



The Space Between Us:

A leadership & team program about
the very human side of psychological safety.



When it's safe to speak - and we still hold back.

Most organisations have already done a great deal of work on psychological safety. Values are in place. Leaders have been trained. People are encouraged to speak up, challenge ideas, give feedback and admit mistakes. And all of that matters. *Of course* it does.

You can have a thoughtful leader and a capable team that works well together, with clear values and open communication. There can be genuine respect where people are both invited and encouraged to speak up, challenge ideas, admit mistakes and to disagree.

And *still*, in the moments that matter most, people will hold back, keep information to themselves, and think twice before putting their boldest ideas on the table - if they even do.

Not because the leader did something wrong, or because the team isn't functioning or because the organisation needs another model. But because something far more ordinary is happening. Something so fundamental to our experience that it shapes almost everything between us - and yet the source of it is rarely questioned, but we see its effects everywhere.

The longing to belong.

The fear of rejection.

The need to be seen, valued and accepted.

The worry about looking stupid.

And somewhere in the background, the knowledge that your livelihood depends on this too.

These aren't workplace problems. But the workplace has an extraordinary way of bringing them to the surface. Someone has something to say - and decides not to. Feedback gets softened. Disagreement becomes personal. A perfectly reasonable comment follows someone home, and is still being replayed three hours later in their mind. Everyone leaves the same meeting with a different version of what just took place.

Same room. Different worlds.

Because we don't simply experience what happens between us. We experience what we think it means about us.

***The Space Between Us* starts there.**

Not with another communication model or another set of behaviours to practise, but by looking more closely at what is already happening - in each of us, and between us - in the moments when openness becomes difficult.



SESSION 01

Same room. Different worlds.

How the same moment can become a completely different experience for everyone in it.

Five people can sit in the same meeting, hear the same words and walk away having experienced something completely different.

One hears feedback. Another hears criticism. One finds disagreement interesting. Another feels dismissed. One speaks without thinking twice, while another carefully considers what is safe to say.

We tend to assume we're simply responding to what is happening. But each of us brings a lifetime of assumptions, expectations and beliefs into the room - usually without knowing it.

The same room. The same conversation. Completely different worlds.

In this first session, we begin to look at what shapes those different experiences - and what happens between us when we mistake our version of what happened for simply what happened.



SESSION 02

When thought feels like reality.

How what we think is happening can quickly become what seems to be happening.

A look across the table. A comment in a meeting. An email with an unexpectedly short reply. And suddenly, there's a knot in your stomach. A feeling of dread. Something that hadn't even crossed your mind thirty seconds ago now feels terribly important.

She's annoyed with me.

He doesn't respect my opinion.

I really messed up this time.

In the moment, these rarely feel like thoughts or interpretations.

They look like real information about the other person and what is happening.

And we respond accordingly. We defend, withdraw from the conversation, start to explain or place blame. Or we say nothing at all.

In this session, we look more closely at thought itself - how something appearing in our own minds can change an entire conversation without anything around us necessarily having changed.

Because what looks unquestionably true to me may not even exist in your world.



SESSION 03

When it becomes personal.

How quickly an issue at work can become something about us.

A client cancels a meeting. A delivery is delayed. Something is missing from a presentation. A deadline has to move.

That's the issue.

Then, almost without noticing:

They're going to blame me.

I should have caught this.

They're going to think I don't know what I'm doing.

I need to explain myself.

Now it's personal.

And once it is, the conversation changes too.

In this session, we look at that very human shift - **from the issue at hand to the personal interpretation of what this means about 'me'** - and what happens between us when the two become difficult to separate.



SESSION 04

What changes between us.

What changes between us when we see more clearly what's happening in our own minds.

By the fourth session, the direction of attention begins to change.

Instead of only asking *Why did she say that? Why is he behaving like this? Why can't they understand?*, we can begin to notice something much closer to home:

What is happening in me?

Not as another exercise in self-management or a way of deciding whose fault something is. But as a willingness to see more clearly what we ourselves are bringing into the conversation.

What am I assuming? What am I wanting from the other person? What am I afraid their reaction might mean? What am I defending without even realising it?

Because the more clearly we see what's happening in our own minds, the less automatically we have to make it about each other.

The Investment



THE SPACE BETWEEN US

A four-session leadership & team program about the very human side of psychological safety.

Organisations invest heavily in how teams work together - better communication, stronger leadership, clearer expectations and psychological safety. But even in good teams, people hold back, misunderstand each other, take things personally and react to things that may not even be happening in someone else's world.

This is an investment in something fundamental to how every organisation works: what happens between us - and the part each of us unknowingly brings to it.

WHAT'S INCLUDED

- Four 3-hour sessions
- Session materials and recordings (if digital)
- Light support between sessions

50.000



SEK excl. VAT for up to 6 participants

Guarantee

If, after 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.

Notes on pricing

- Pricing excludes 25% VAT.
- Travel and accommodation costs, if applicable, are charged separately.
- We begin once the agreement is signed and payment is received.

One team.

Same room. Different worlds.

A closer look at what happens between us.

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 had ideas - lots of them.

But I didn't always bring all of myself into the room.

I held back. I read the room. I worked out who I could say what to. I made myself smaller around some people and more confident around others. Sometimes I spoke up. Sometimes I decided it wasn't worth it. And much of the time, I believed my reactions were simply telling me something true about the people around me.

And sometimes they were difficult people. I've worked with people who supported me and people who didn't. I've felt valued and I've felt dismissed. I've lost a job and know what it is like when work suddenly isn't just work anymore.

But there was something I hadn't seen: **how much of what happened between me and other people was also being shaped by what was happening within me.**

What do they think of me? Did I handle that well? Should I say something? Will I look stupid? Do they like me? Am I good enough to be here?

I thought I was responding to the room. I hadn't seen how much of the room I was carrying around in my own head.

What changed wasn't that I learned to speak up more, care less what people thought or become more confident. It was beginning to see more clearly what I was bringing into every interaction - and how easily my own thinking about another person could become who I believed that person to be.

That changed how I saw other people too. There was less to defend. Less to prove. Less need for someone else to respond in a particular way before I could be myself.

That is where The Space Between Us comes from.

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 work rests on. It rests on something much simpler: **a willingness to look honestly at what each of us brings into the space between us - usually without even knowing it.**

ICF Professional Certified Coach (PCC)

Executive Coach

Facilitator

10+ years in leadership development

LET'S CONNECT



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Same room.
Still different worlds.

But perhaps a little more
room to see each other.

After four sessions - what can change?

The aim isn't for everyone to think the same way, agree more often or become better at managing their reactions.

The people in the room haven't changed. They will still disagree, misunderstand each other, get irritated and see things differently.

The difference is that they may begin to see how much of what happens *between* them is actually happening *within* them.

The assumptions, interpretations and thinking that can so easily become *the other person*, *the problem*, or simply *the truth* become easier to see for what they are.

And when we see more clearly what's happening in our own minds, there's less need to be agreed with, approved of or seen in a particular way - and less reason to hide what we really think.