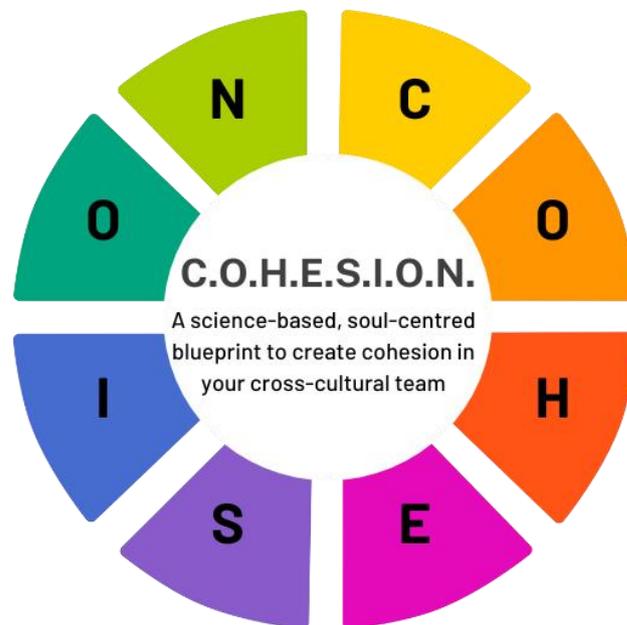




# The Cross-Cultural COHESION Code

*A Workshop Programme for Cross-Cultural Teams*

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## **Why Emotional Intelligence Has Never Mattered More**

Missed communication, unresolved tension, wasted potential, and leaders who feel increasingly isolated by the complexity of managing people across cultures - this is the daily reality for most international organizations, and it is costing them far more than most are prepared to measure.

Cross-cultural teams are now the engine of global businesses and every workplace where people from different backgrounds must collaborate, make decisions, and lead together. When that engine is running well the results are extraordinary. When it is not, the fault line is almost always the same: a leadership team that has never been given the tools to bridge it.

The rise of Artificial Intelligence (AI) in the workplace has also changed how we work, the speed at which we must adapt, and what we are expected to manage as leaders, and it has done so at a pace that has left most organizations still catching up.

AI can process data at extraordinary speed, automate procedures and processes, and predict with a precision that no human can match. As it takes on more of that analytical work, the irreplaceable value of a leader shifts toward something altogether different, namely empathy, self-awareness, cultural sensitivity, the ability to understand the weight of a difficult conversation, sense when a team member is struggling, and build the kind of trust that holds a multicultural team together through change and pressure.

These are no longer soft skills sitting at the edges of a leadership profile, rather they are the defining competencies of effective leadership in organizations that want to perform. Those that invest in developing them will lead. Those that invest in developing them will lead, and those that do not will find themselves with technically capable teams that cannot quite function together, as well as a growing gap that becomes harder to close the longer it is left.

The Cross-Cultural COHESION Code was designed for exactly this landscape.

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### **What Is the Cross-Cultural COHESION Code?**

The Cross-Cultural COHESION Code is an eight-workshop programme built on the core disciplines of emotional intelligence, each one addressing a challenge that every cross-cultural team will face at some point, and most face regularly.

The eight workshops map directly to the word COHESION: Clarity, Ownership, Harmony, Empathy, Structure, Inner Calm, Optimisation, and Networking. Together they form a complete leadership development system; individually, each workshop stands alone, so that organizations can engage with the full programme or focus on the areas of most immediate relevance to their teams.

The programme is grounded in neuroscience-informed emotional intelligence, which means that the content is not generic leadership theory but something considerably more specific; an understanding of how the brain actually works under pressure, in unfamiliar cultural contexts, and in the conditions that modern international organizations face every day. The frameworks are practical, the tools are immediately applicable, and the outcomes are measurable.

### **Option 1**

#### **Two-Day Intensive**

All eight workshops delivered in two intensive, structured days. Ideal for organizations that need to move quickly or prefer a single, high-impact intervention.

### **Option 2**

#### **Eight Individual Workshops**

Each element explored in depth through its own dedicated full-day workshop. This approach allows time for deep practice, reflection, and integration between sessions.

Leadership coaching is available alongside the workshop programme for individuals who want a fully tailored development experience. Given the personal nature of this work, all coaching engagements are designed to specification. Enquiries are welcome by application.

Please refer to the Terms, Conditions, and Fees section at the end of this document for full details.

## The Cross-Cultural COHESION Code

### The Complete Programme

*Two-Day Intensive Workshop*

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#### WHY THIS WORKSHOP

If your team is facing challenges on multiple fronts at once, for example communication breaking down, accountability gaps, or conflict that never quite gets resolved, addressing them one at a time is rarely the answer. This two-day intensive delivers all eight COHESION workshops in sequence, giving leadership teams a complete, immersive experience that builds coherently from one session to the next.

It is designed for organizations preparing for significant change or growth, and for those who want to address the full spectrum of cross-cultural team dynamics in a single, structured intervention as opposed to a series of disconnected sessions. The insights from each element feed directly into the next, so that by the end of two days the framework holds together as a whole.

#### WORKSHOP CONTENT

Each of the eight COHESION elements is explored through facilitated discussion, practical exercises, and applied reflection.

- **Clarity:** Participants examine the personal biases, emotional triggers, and values that shape the way they lead and explore how their leadership style is actually perceived by the people around them.
- **Ownership:** Working with neuroscience-informed frameworks, participants develop a practical understanding of how habits form and how to change them, and explore what genuine accountability looks like in a cross-cultural team.
- **Harmony:** Participants build communication strategies that work across cultural differences, and develop the skills to foster the kind of team cohesion that holds under pressure and sustains performance over time.
- **Empathy:** Participants build the confidence and skill to address conflict directly, navigate cultural difference in high-tension situations, and lead sensitive conversations without losing trust.
- **Structure:** Participants learn to establish roles, responsibilities, and boundaries in ways that reduce confusion, prevent friction, and support high performance in diverse teams.
- **Inner Calm:** Participants develop practical techniques for managing their own emotional state under sustained pressure, maintaining focus in demanding environments, and modelling calm, steady leadership for their teams.
- **Optimisation:** Participants explore structured approaches to continuous development, setting meaningful goals, building perseverance, and creating a genuine culture of learning within their teams.

- **Networking:** Participants develop strategies for building and maintaining meaningful professional relationships across industries, cultures, and levels – and for using those connections to open new opportunities for their teams and organisations

## **WORKSHOP OUTCOMES**

Leaders who complete the two-day intensive leave with:

- ✓ A sharper, more honest understanding of how their leadership style is received across cultures, and the self-awareness to adjust it
- ✓ Practical tools for managing their own emotions and reactions under pressure, so that difficulty does not derail their decision-making.
- ✓ Stronger communication and trust-building skills that translate directly into team cohesion and collective performance.
- ✓ The confidence and skill to handle difficult conversations and conflict with empathy, clarity, and without damaging the relationships that matter.
- ✓ A clear framework for team structure, accountability, and continuous growth that they can apply immediately on return.
- ✓ Strategies for sustaining their own resilience and expanding their professional network with intention.

## **CLARITY** : *The Power of Self-Awareness - One-Day Workshop*

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### **WHY THIS MATTERS**

You are leading a cross-cultural team, and somewhere in the gap between what you intend and what others actually receive, things are going wrong - decisions get misread, feedback causes offence where none was meant, a team member withdraws and you are not entirely sure why. None of it shows up in the structure or the processes. It shows up in working relationships and it is costing you more than you realise.

This workshop gives you the tools to look honestly at yourself, namely at the beliefs you hold about leadership and success, the stories you tell yourself under pressure, and the emotional triggers that can derail even the most capable professional. The result is a clearer, more grounded leader, one who communicates with greater precision, earns genuine trust across cultural differences, and makes decisions from a place of considered clarity as opposed to unconscious reaction.

### **WORKSHOP CONTENT**

- Examining your personal biases and assumptions: where they came from, and how they are shaping your leadership behaviour right now.
- Exploring your emotional triggers: which situations provoke strong reactions in you, and what those reactions reveal about your deeper values and beliefs.
- Identifying the narratives you tell yourself about success, control, and influence, and testing honestly whether those narratives still serve you.
- Developing a clear understanding of how your leadership style is perceived across different cultural contexts, and where the gap between intention and impact may be widest.
- Building a personal practice of reflection using tools including feedback loops, structured journalling, and critical self-questioning.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Lead with greater self-awareness, making decisions from a place of clarity, and notice the difference in how your team responds.
- ✓ Communicate more effectively across cultures because you understand how your leadership style is received by others, not just how it feels from the inside.
- ✓ Reduce the miscommunication and misunderstanding that costs cross-cultural teams time, trust, and performance.

## **OWNERSHIP:** *Mastering Self-Management - One-Day Workshop*

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### **WHY THIS MATTERS**

In any team, a lack of accountability creates a problem that compounds over time: conflicts go unresolved, mistakes get passed around, and trust erodes in ways that are difficult to rebuild once the pattern is established. In cross-cultural teams the challenge runs deeper still because expectations around responsibility, hierarchy, and blame differ significantly from one culture to another, meaning that what reads as accountability in one context can read as overstepping in another. If you want to build a high-functioning, trust-based team, the only place to start is with your own behaviour.

This workshop addresses the self-management foundation that genuine ownership requires. Drawing on neuroscience-informed frameworks you will explore how habits and behavioural patterns are formed and, more importantly, how to change them deliberately. You will leave with practical tools for managing your emotional responses under pressure and a clear understanding of how your behaviour (more than any policy or process) sets the tone for everyone around you.

### **WORKSHOP CONTENT**

- Using neuroscience to understand how habits and behavioural patterns are formed, and how to change them deliberately rather than hoping they shift on their own.
- Recognising and managing your personal triggers, impulses, and emotional reactions before they shape your decisions in ways you did not intend.
- Practising mindfulness and structured reflection as practical tools for building personal accountability, not as abstract concepts but as daily professional habits.
- Understanding neuroplasticity and what it means in practice: how consistent, deliberate effort can change the way your brain responds under pressure over time.
- Examining real examples of leaders who transformed their effectiveness, and their teams, by taking genuine ownership of their own behaviour.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Manage your emotions and reactions more effectively, so that pressure produces better decisions rather than regrettable ones.
- ✓ Earn greater trust and respect from your team by modelling the accountability you expect from others, because teams follow behaviour, not instructions.
- ✓ Create the conditions for a team culture where responsibility is embraced rather than avoided, and where friction is reduced because expectations are clear and consistently upheld.

## **HARMONY:** *Building Powerful Connections - One-Day Workshop*

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### **WHY THIS MATTERS**

Even the most talented teams struggle to collaborate when genuine connection is absent, and in cross-cultural teams that connection is harder to build than most leaders anticipate, not because people do not want to work well together, but because the tools they naturally reach for when building relationships such as shared humour, familiar social cues, or assumed common ground, do not always translate across cultures.

The result is teams that are polite, professional, and fundamentally surface-level, where working relationships never quite reach the depth of trust that real collaboration requires and performance plateaus as a result.

This workshop gives you a structured, practical approach to building the kind of relationships that hold a team together through pressure, change, and disagreement.

You will explore what trust actually means in different cultural contexts, how to communicate in ways that genuinely build openness rather than simply maintaining civility, and how to create an environment where every team member feels safe enough to contribute fully, because that is where the best work comes from.

### **WORKSHOP CONTENT**

- Building trust-based relationships within multicultural teams using a structured, repeatable approach rather than leaving connection to chance.
- Practical communication strategies for fostering genuine openness, whether your team is working together in person or at a distance.
- Reading non-verbal cues and understanding the unspoken dynamics that shape how a team actually functions beneath the surface.
- Empowering and nurturing team members in ways that ensure every voice is heard and valued, not just the loudest or most culturally familiar ones.
- Resolving conflict in ways that preserve relationships and reinforce trust rather than leaving residue that accumulates over time.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Build stronger, more genuinely trust-based relationships with and amongst your team members, not just when everything is running smoothly.
- ✓ Create an environment where people feel safe enough to speak up, share ideas, and challenge thinking constructively, a pre-requisite for high performance.
- ✓ Lead with the cultural awareness and consistency that builds cohesion over time, so that diversity becomes a source of strength rather than a source of friction.

## **EMPATHY:** *Managing Difficult Conversations - One-Day Workshop*

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### **WHY THIS MATTERS**

Unresolved tension in a cross-cultural team does not stay contained, it spreads. It shapes how people communicate, how much they contribute, and whether they trust the leader who is supposed to be managing it. In cross-cultural contexts the challenge is compounded because differences in communication style, cultural norms around hierarchy, and varying expectations about directness mean that what feels straightforward in one cultural frame can feel deeply confrontational in another, and most leaders have never learned how to navigate that gap with any confidence.

This workshop builds the confidence, skill, and empathy required to address sensitive issues directly, whether that means tackling underperformance, navigating a cultural misunderstanding that has damaged a working relationship, or delivering unwelcome feedback in a way that preserves both dignity and trust. The ability to have these conversations (and to have them without making things worse) is one of the most consequential skills a leader in a cross-cultural environment can develop.

### **WORKSHOP CONTENT**

- Establishing clear personal and professional boundaries in cross-cultural workplace contexts and communicating them in ways that are understood across cultural differences.
- Handling sensitive issues including interpersonal conflict, bullying, and harassment with the empathy and assertiveness that the situation requires.
- Navigating cultural differences in communication style when addressing conflict and setting expectations, so that your approach is effective rather than inadvertently inflammatory.
- Developing the confidence to hold difficult conversations clearly and directly, including the ability to say no, redirect, or challenge without damaging the relationships that matter.
- Creating a team environment where concerns can be raised and addressed early, before they grow into something that is considerably more difficult to resolve.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Address conflict and difficult situations before they escalate, rather than inheriting the much larger problem that avoidance creates.
- ✓ Lead sensitive conversations with empathy and clarity, ensuring that even uncomfortable subjects are handled in ways that preserve mutual respect and keep relationships intact.
- ✓ Become the kind of leader your team trusts to handle difficult situations with fairness and care, which is the foundation of genuine psychological safety.

## **STRUCTURE:** *Creating Strong Team Dynamics - One-Day Workshop*

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### **WHY THIS MATTERS**

Duplicated work, missed deadlines, and the slow build of resentment that comes when people feel they are carrying more than their share might be blamed on personality or cultural problems, whereas in reality they are problems with structure, and they are costing your team more than you realise.

Leaders who provide genuine clarity about how the team functions, who is responsible for what, and what the boundaries of each role are, remove an enormous source of daily friction. This workshop helps you build that clarity, structured enough to give your team a reliable framework, and adaptable enough to evolve as circumstances change. You will leave with practical tools for setting expectations, managing workload distribution, and maintaining the kind of operational discipline that allows creativity and collaboration to flourish.

### **WORKSHOP CONTENT**

- A step-by-step approach to setting clear boundaries and expectations within cross-cultural teams.
- How to establish roles and responsibilities so that every team member understands where they fit and what is expected of them.
- Practical tools for maintaining a healthy work-life balance within the team and managing competing demands.
- Strategies for reviewing and adjusting team structures as the team evolves.
- How to address boundary violations constructively, maintaining standards without damaging the relationships that make your team function

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Have a clear, functional framework for your team that removes the daily friction caused by ambiguity, so that energy goes into the work rather than into managing confusion.
- ✓ Set and maintain boundaries that protect your team members from burnout without compromising accountability or performance.
- ✓ Build a team culture where expectations are clear, consistently upheld, and understood in the same way by everyone, regardless of where they come from.

## **INNER CALM:** *Mastering Stress and Building Resilience - One-Day Workshop*

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### **WHY THIS MATTERS**

Burnout does not announce itself. It shows up in the decision you made too quickly, the conversation you handled badly, and the team member you did not notice was struggling until it was too late. The pressure can quickly become the baseline and when stress becomes the permanent condition rather than the exception, the consequences show up everywhere, for example in the patience you have for your team, in the relationships that fray at the edges, and eventually in your own capacity to perform at the level you are expected to sustain.

This workshop gives you a comprehensive, practical toolkit for managing your own stress and building the kind of resilience that holds under sustained pressure, recovers quickly after setbacks, and demonstrates to everyone around you what healthy, sustainable performance actually looks like in practice.

### **WORKSHOP CONTENT**

- A comprehensive approach to stress management and resilience-building grounded in neuroscience-informed practice, so that the techniques are based on how the brain actually functions under pressure rather than generic advice.
- Mindfulness, structured reflection, and evidence-based relaxation practices applied as professional tools rather than personal indulgences.
- Managing emotional stress in cross-cultural settings and high-stakes environments, where the demands on a leader's emotional resources are consistently higher than in more homogeneous contexts.
- Practical time management and prioritisation strategies for maintaining balance between professional demands and personal wellbeing, because sustainable performance requires both.
- Identifying what is within your control and what is not, and developing the discipline to focus your energy accordingly rather than dispersing it across problems you cannot solve.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Make better decisions under pressure because your stress levels are managed rather than accumulated, and your focus is sharper as a result.
- ✓ Lead with a calm, steady presence that gives your team confidence in conditions where anxiety is contagious and composure is genuinely rare.
- ✓ Protect your own long-term wellbeing and model sustainable performance for your team, because how you manage yourself is the most visible leadership signal you send.

## **OPTIMISATION:** *Accelerating Personal and Team Growth - One-Day Workshop*

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### **WHY THIS MATTERS**

Potential that never quite materialises is one of the most frustrating things a leader has to manage, and in cross-cultural teams it is also one of the most common, because growth pathways and development cultures vary significantly across professional backgrounds and national contexts, and an approach to development that works well for one part of your team can leave another part feeling unseen, underestimated, or simply disengaged.

This workshop gives you a structured approach to personal and team development that works across those differences, combining evidence-based frameworks for goal-setting and continuous learning with the emotional intelligence skills needed to navigate setbacks, give and receive developmental feedback well, and build a team culture where growth is genuinely valued as opposed to being just occasionally mentioned.

### **WORKSHOP CONTENT**

- Setting meaningful personal and professional development goals and aligning them with your team's objectives, so that individual growth and collective performance move in the same direction.
- Tools for self-reflection and learning from experience that build continuous improvement into everyday practice rather than reserving it for annual reviews.
- Cultivating grit and perseverance in yourself and your team, particularly in the face of the setbacks and sustained difficulty that real development always involves.
- Accessing and leveraging the resources, mentors, and opportunities that accelerate development and helping your team members do the same.
- Building a genuine culture of continuous learning within your team, where development is the operating norm rather than an occasional initiative.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Set and pursue development goals with the consistency and commitment that turns intention into measurable progress.
- ✓ Foster a team culture where continuous learning is genuinely embedded – not as a value on a poster on a wall, but as the way the team actually operates.
- ✓ Lead a team that consistently performs beyond expectations because growth is the standard, not the aspiration.

## **NETWORKING:** *Expanding Your Reach and Your Opportunities - One-Day Workshop*

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### **WHY THIS MATTERS**

How much has it cost you, in missed opportunities, recognition withheld, and doors that never opened, to have spent your career building expertise whilst underinvesting in the relationships that actually determine who gets asked, who gets chosen, and who gets ahead?

It comes through relationships, and if the demands of the job have left little room to build and maintain them, you are navigating your career and leading your team with less support, less intelligence, and fewer options than you need. In cross-cultural professional contexts the cost is higher still, because different cultural norms around professional relationships, varying expectations of formality and reciprocity, and the significant distance, both professional and cultural, between potential connections mean that building a genuinely diverse network requires skill and strategy, not just effort and good intentions.

This workshop gives you a practical, strategic approach to networking that works across cultures and professional levels, with an emphasis on building relationships that are genuinely mutual and sustained over time, and on using your network to create value for the teams and organizations you lead, as well as for your own career.

### **WORKSHOP CONTENT**

- Expanding your professional network deliberately and strategically, so that the connections you build are the ones that actually matter rather than the ones that were simply convenient.
- Building meaningful relationships across industries, cultures, and professional levels in ways that account for the different norms and expectations each context brings.
- Maintaining and nurturing existing connections so that they remain active and genuinely reciprocal rather than fading into a list of names you no longer recognise.
- Contributing value to your network consistently, because the relationships that open the most important doors are built on what you give as much as what you receive.
- Leveraging your professional network to open new opportunities for your team and organisation, not just for yourself.

### **WORKSHOP OUTCOMES**

After this workshop, you will:

- ✓ Build and expand your professional network with intention, so that the right doors open at the right moments.
- ✓ Access the perspectives, insights, and possibilities that only a genuinely diverse network can provide, helping you to see the solutions available to your problems.
- ✓ Position yourself and your organization for sustained success by treating human connection as the strategic asset it actually is.

## Your Investment

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### CORPORATE PRICING

<b>Workshop Format</b>	<b>Investment (excl. VAT)</b>
Single Workshop (Full Day)	<b>EUR 2,900</b>
Two-Day Intensive (All Eight Workshops)	<b>EUR 5,200</b>
Full Series (All Eight Individual Workshops)	<b>EUR 19,500</b>

All fees are exclusive of VAT. Where your organization holds a confirmed VAT exemption, written documentation will be requested prior to invoicing. Otherwise, VAT will be applied at the applicable rate.

## Terms and Conditions

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### What Is Included

Every workshop engagement includes the following as standard:

- ✓ Development of workshop content tailored to your organisation's specific needs;
- ✓ An invitation text with agenda overview and objectives if required;
- ✓ A sign-up and registration page if required (participants are added to a managed list for pre- and post-workshop communication, and all data is deleted following workshop completion);
- ✓ A workbook or worksheet for use during the workshop, provided electronically;
- ✓ An online review and feedback form; and a copy of the presentation slides for participants, if requested.
- ✓ Online workshops may be recorded and written permission must be obtained from all participants prior to recording. Recordings may only be shared with confirmed attendees.

### Delivery

- ✓ Workshops are delivered either online via Microsoft Teams or in person.
- ✓ The fee is the same for both formats.
- ✓ Travel expenses for in-person delivery will be agreed in writing in advance of the engagement and are not included in the workshop fee.

### Payment Terms

- ✓ A non-refundable deposit of 30% of the total workshop fee is due upon confirmation of booking. This covers preparation, content development, and scheduling.
- ✓ Where travel is required, all confirmed travel expenses must be paid in full prior to workshop delivery.
- ✓ The remaining balance is due within fourteen days of workshop completion.
- ✓ Payment is accepted by bank transfer only.
- ✓ Transfer fees are the responsibility of the contracting organization.
- ✓ Where payment is made in a currency other than euros, a currency conversion charge will be added to the final invoice to cover the cost of conversion.

### Cancellation and Rescheduling

- ✓ Cancellations made more than 28 days before the scheduled workshop date: the deposit is forfeited, and no further charge applies.
- ✓ Cancellations made between 14 and 28 days before the scheduled date: 50% of the total workshop fee is payable.
- ✓ Cancellations made fewer than 14 days before the scheduled date: 100% of the total workshop fee is payable. This reflects the preparation already completed and the inability to rebook the date at short notice.
- ✓ Rescheduling requests made more than 28 days before the scheduled date will be accommodated where possible at no additional charge.

- ✓ Rescheduling requests made within 28 days of the scheduled date may incur an administration fee of EUR 250.
- ✓ Feelgood Coaching & Consulting e.U. reserves the right to reschedule or cancel a workshop in exceptional circumstances.
- ✓ In such cases, a full refund of any amounts paid will be provided, or an alternative date will be offered.

### **Intellectual Property**

- ✓ All workshop materials, frameworks, content, and supporting documents are the intellectual property of Feelgood Coaching & Consulting e.U. and are protected accordingly.
- ✓ Materials provided to participants are for personal, professional development purposes only. They may not be reproduced, redistributed, resold, or used as the basis for training or facilitation by any third party without prior written consent.

### **Confidentiality**

Feelgood Coaching & Consulting e.U., and all persons working under contract with Feelgood Coaching & Consulting e.U., treat all information shared by participants during workshops as strictly confidential. This applies to personal, professional, and organizational information of any kind. Confidentiality obligations continue beyond the end of the workshop engagement.

### **Liability**

Feelgood Coaching & Consulting e.U. will deliver all workshops with professional care and to the best of its ability. The organization's liability is limited to the value of the workshop fee paid. Feelgood Coaching & Consulting e.U. accepts no responsibility for indirect or consequential loss arising from the delivery of, or inability to deliver, a workshop.

### **Governing Law**

These terms are governed by the laws of Austria. Any disputes arising from this engagement will be subject to the jurisdiction of the Austrian courts.

## About Gwyneth Letherbarrow

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### Award-Winning Coach, Author & Speaker

Gwyneth Letherbarrow MBA is the founder of Feelgood Coaching & Consulting e.U., based in Austria, and an executive leadership coach and consultant who works with senior leaders and global teams to build emotional intelligence, strengthen team cohesion, and lead through change in complex international environments.

Having spent more than 20 years in the UN system across Europe and the Balkans, she has seen at first hand what fractures leadership teams - lack of alignment, eroded trust, and cultural disconnect - and what fixes it: practical tools, genuine self-awareness, and emotionally intelligent leadership that people can actually use. That experience means that her work carries a quality of insight that no amount of external observation can replicate. She knows how international organizations operate, what their pressures look like, and what the human challenges inside them actually *feel* like.

Gwyneth works with leaders and senior managers in UN agencies, international NGOs, and global teams who are navigating the real challenges of cross-cultural leadership: low engagement, cultural misunderstanding, and the difficulty of building genuine cohesion across significant professional and personal difference.

Through the Cross-Cultural COHESION Code, Gwyneth has developed a structured, research-grounded system that combines emotional intelligence with practical leadership tools, designed specifically for the contexts her clients live and work in every day.

**Trusted by UN agencies, international organizations, and global teams.**

To discuss how the Cross-Cultural COHESION Code can support your team, book a conversation:

**Schedule a call:** <https://bit.ly/Teams-With-Gwyneth>

**Email:** [gwyneth@feelgoodcoachingandconsulting.com](mailto:gwyneth@feelgoodcoachingandconsulting.com)

WhatsApp: +43 650 4111 744 ('phone reception is unreliable – WhatsApp preferred)