WORKSHOPS & COACHING FOR REMOTE AND MULTICULTURAL TEAMS

MAKE IT LAND

Communication that works across distance and cultures

Four ways to help your people stop guessing, start checking, and agree on how they work together.

Tjasa Strle | ICF Leadership Coach & Cross-Cultural Communication Facilitator

THE CHALLENGE

Remote teams rarely fail on effort. They fail on what gets lost in between.

When people don't share an office, a language or a cultural background, small gaps add up fast. Sound familiar?

"Any questions?" Silence.
A week later, the questions arrive as problems.

"Ok."
Efficient for the sender. Cold for the reader. Nobody says anything.

"I thought you knew."
Decisions happen in side chats. Some people always hear last.

"I sent it on Tuesday."
One expects a reply in an hour, another in two days. Both feel right.

"Yes" that meant "maybe".
Agreement in the meeting. A different reality at the deadline.

"We've never really talked."
No coffee breaks, no small talk. Trust takes longer and small frictions grow.

A FAMILIAR SITUATION

A team lead sits in Slovenia. Two of his team members work in Germany, in the same office as his own manager. When they need a decision, they walk down the hall. He hears about it later, if at all.

He carries the responsibility. He rarely has the full picture.

Three layers are at work here: structure (who decides), proximity (who is close) and culture (what feels normal). A good solution looks at all three.

THE MAKE IT LAND PRINCIPLE

Communication isn't successful because a message was sent. It's successful when it lands.

Across distance and cultures, the same message gets read in different ways. Make It Land gives teams a shared, practical way to notice that early and fix it before it costs time, trust or a deadline.

1

Hidden Assumptions

What feels normal is often cultural. We make the unspoken expectations about meetings, feedback and hierarchy visible.

2

Curiosity before Judgment

When a message lands badly, people learn to ask before they assume. It turns friction into a conversation.

3

Communication Agreements

Written, concrete rules the team creates together. Channels, response times, how to disagree, when to speak up.

CHOOSE YOUR FORMAT

Four ways to work together

From one leader to the whole leadership team. Start where the need is today.

	Leading Across Distance For the manager in the middle	**Make It Land Open** Remote & multicultural collaboration	**Make It Land for Teams** One team, one shared agreement	**Coaching Skills for Leaders** From managing to empowering
BEST FOR	A team lead managing people in another country, with a manager close to them	People from different teams who work remotely or across cultures	One remote or multicultural team that wants to work together better	Leaders who want their people to think, decide and take ownership
WHO'S IN THE ROOM	The team lead 1:1, plus one session with their manager	Up to 20 participants from any team	The whole team and its lead (6–20)	Up to 8 leaders from one organisation
FORMAT	4 × 40 min coaching + 1 × 90 min alignment session	2 × 3 h, virtual	2 × 3 h + follow-up check-in, virtual or on-site	6 × 2 h, virtual or on-site, with practice between sessions
MAIN OUTCOME	Clear roles and information flow, shared with the team by both leaders	A personal communication map, phrases to use the next day, and a next step for one real situation	A written team agreement, created and tested by the team itself	Leaders who lead with questions, and teams that take more ownership
INVESTMENT	**€1,200**	**€1,900**	**€2,900**	**€5,900**

OPTION 1 · LEADER PROGRAMME

Leading Across Distance

For the manager in the middle

Some leaders are responsible for people they rarely see, while their own manager sits next to those same people. They carry the accountability without the full picture. This programme gives them back their footing and their place in the flow of information.

HOW IT WORKS

1. **Coaching · 2 × 40 min**
   Clarify the role, map the relationships, prepare the conversation with the manager.

2. **Alignment session · 90 min**
   The team lead and their manager agree who decides what and how information flows.

3. **Coaching · 2 × 40 min**
   Prepare how both leaders share the agreement with the team, then check how it holds.

> A focused first step. Leaders align first, then speak to the team with one voice.

OUTCOMES

- Clear decision rights between team lead and manager
- Agreed rules for when going direct is fine, and when the team lead is looped in
- One consistent message to the team
- A team lead who feels confident and informed again

INCLUDED

- 4 × 40 min 1:1 coaching
- 90 min facilitated alignment session
- Written summary of the agreement

€1,200

full programme
excl. VAT

OPTION 2 · OPEN FORMAT

Make It Land Open

Communication for remote and multicultural collaboration

Format: Virtual

Duration: 2 × 3 hours

Participants: up to 20, mixed teams

WHAT WE WORK ON

- Hidden assumptions and why the same message lands differently
- Silence on calls, written messages without tone, and other remote traps
- Feedback and disagreement across cultures
- Speaking up early, before small issues turn into escalations
- Curiosity before judgment: asking instead of assuming
- Building trust and real relationships when you rarely meet

> Ideal when you want to reach people from several teams at once, as part of your learning programme.

PARTICIPANTS LEAVE WITH

- Their own communication map: how direct, how fast, how hierarchical they are, and how that lands for others
- Ready-to-use phrases to check understanding, invite quiet voices and disagree without damage
- A next step for one real situation they brought into the room

INCLUDED

- Discovery call and customisation
- 2 live virtual sessions
- Digital workbook and templates

€1,900

per group, up to 20
excl. VAT

OPTION 3 · TEAM INTERVENTION

Make It Land for Teams

One team. One shared way of working.

Format: Virtual or on-site

Duration: 2 × 3 h + 60 min check-in

Participants: one team, 6–20

WHAT THE TEAM WORKS ON

- How each person reads messages, silence and feedback, and why it differs
- Meetings that work for everyone, not only for those who speak first
- Channels and response times: what goes where, and how fast
- Disagreeing and raising problems early, in a way that lands
- Who needs to know what, so nobody is the last to hear
- Building trust and connection when you rarely share a room

EXAMPLE EXERCISE: SAME MESSAGE, DIFFERENT READINGS

The team reads real, anonymised messages from their own channels and compares how each person understood them. The gaps become the material for their agreement.

BEFORE

- "I thought you knew"
- Silence read as agreement
- Feedback avoided, or too blunt

AFTER

- Agreed channels and timing
- Clear ways to disagree
- People check, not guess

INCLUDED

- Discovery call with the team lead and HR
- Workshop tailored to the team's real situations
- 2 live sessions
- Written team agreement, designed and shared after the workshop
- 60 min check-in after 4–6 weeks: is the agreement working?

€2,900

per team, up to 20
excl. VAT, on-site travel extra

OPTION 4 · LEADERSHIP PROGRAMME

Coaching Skills for Leaders

From managing people to empowering them

Format: Virtual or on-site

Duration: 6 × 2 hours

Participants: up to 8 leaders

THE SIX SESSIONS

1. **From managing to coaching**
   Why giving answers creates dependency, and what changes when leaders ask.
2. **Questions instead of instructions**
   Open questions and a simple structure for everyday coaching conversations.
3. **Listening that makes people think**
   Holding back the solution, and letting silence do its work.
4. **Handing over ownership**
   Delegating through questions. Accountability without micromanagement.
5. **Coaching across differences**
   Adapting to different people, generations and cultures.
6. **Coaching in real life**
   Leaders bring real cases from their teams, practise, and leave with a plan.

> When leaders ask instead of tell, people start thinking for themselves. They feel included, not managed.

OUTCOMES

- Leaders lead with questions, not only instructions
- People come with solutions, not just problems
- More ownership, motivation and engagement in the team
- Leaders no longer carry every decision and solution alone
- Less micromanagement, more time for what matters

INCLUDED

- Discovery call with HR
- 6 live sessions and practice tasks between them
- Coaching toolkit for every leader
- Closing summary and recommendations for HR

€5,900

per group, up to 8 leaders
larger groups on request · excl. VAT



WHO YOU'LL WORK WITH

Tjasa Strle

ICF-accredited Leadership Coach · Cross-Cultural Communication Facilitator

8+
years of coaching and facilitation

500+
workshops and coaching sessions, international audiences

5
countries lived and worked in

Tjasa has lived and worked in five countries and knows remote and global teams from the inside. She built Make It Land to move teams beyond cultural awareness and into practical, everyday communication.

INTERCULTURAL TRAINER
for a global relocation and mobility company, preparing international professionals to live and work in a new culture

LEADERSHIP & WELLBEING COACH
for leaders at international corporations, through a global employee wellbeing platform

Host of the ASHA Global Voices podcast on leadership and international careers.

NEXT STEPS

Let's Make It Land.

1. **Free 30-minute discovery call**
   You describe the situation. We find the format that fits.

2. **Tailored proposal**
   Dates, participants and the real cases we'll work with.

3. **Delivery and follow-up**
   Live sessions, materials, and a check that the change holds.



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All prices exclude VAT. Sessions can be delivered in English or Slovenian.