



# Explore Your Resources

Build the full potential

Be in  
touch.

Julie  
Forbes  
Development

# The Program

**A program for multinational organizations that want to cultivate sustainable, thriving, international teams and develop global leadership.**

Business is going global for many organizations, even for those who until recently had only a national profile. Doing business globally means working in international, culturally-diverse environments with many challenges and benefits.

On one hand, cultural differences can impede the work process of teams, or create a dysfunctional imbalance. On the other hand, studies show that diversity yields immense resources for teams if cultivated and managed well.

**The question is:** What do multicultural, international teams need in order to understand, leverage, and work with these valuable human resources to create the best outcomes on an ongoing basis?

**The answer is:** They need to identify and activate the resources that will be most effective.

It is critical to a prospering global organization's success to develop the necessary skills for self-organizing team management and the leadership of teams. That's our specialty.



Be in  
touch.

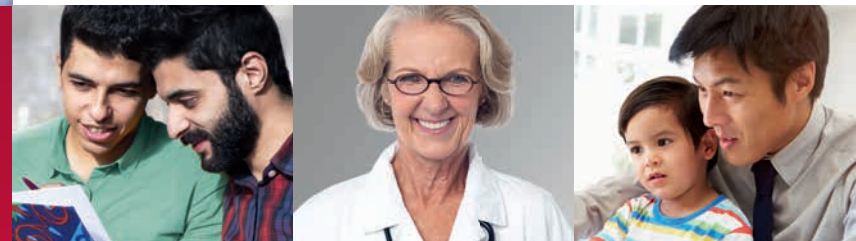
Julie  
Forbes  
Development

## The Outcome

Through the exploration of the diverse resources and various perspectives of the team members, we guide and support the building of highly functional, sustainable teams that operate with high impact on an ongoing basis to meet the goals of your organization. We believe that success occurs when both processes of team development and effective external management development occur simultaneously.

### The result is that your international team will:

- Establish a common understanding of tasks, goals, and team processes
- Create better and more sustainable solutions
- Build trust with each other
- Become more efficient and focused
- Generate new confidence in their capacities and strengths
- Bring different perspectives together
- Understand what makes their unique team collaboration successful
- Deliver effective results



# The Process

The Explore Your Resources Process is designed around the experience that typically occurs in every development process. If pressure or emotional uncertainty arises, the result is a phase of narrowing – the most extreme characteristic of this phase is that people and organizations have limited access to their resources and they get stuck and can't move forward. Their capacity to think, act, and com-

municate decreases. Trust goes down, complexity goes up, relationships become difficult, and the work results suffer. Explore Your Resources helps to bring an end to this phase and to open up the deep resources available to individuals, teams, and organizations. The Explore Your Resources Process enables individuals and organizations to reach the thriving phase where resources are fully accessible again.



Be in  
touch.

Julie  
**Forbes**  
Development

## The Approach

Our methodologies are highly experiential and based on the unique needs of your team and the required outcomes of your organization. As international consultants and facilitators, we have a diverse toolbox and multiple methodologies to draw upon. We insist on working outside of the box with your teams and their management. We don't deliver the same program twice. Your organization is unique. Your team members are unique. The team you are building or strengthening is unique. The challenges, opportunities, and potentials you are facing are unique. We meet you there, in the place where all those pieces come together to create the solution that brings your team and your organization success. When we complete our work, there will be alignment within your teams that is based in sustainable relationships, processes, and agreements that support the success of the daily work.

## The Faculty

Based in Germany and California, Andreas Seitz and Julie Forbes have decades of experience working with teams and leaders in complex business environments. They are highly skilled in international project management, corporate and leadership development, and group facilitation. They bring a unique international perspective and experience to team facilitation of your cross-cultural, international teams, and offer a network of globally-experienced facilitators based in different continents from China to Latin America.

### **Be in touch GmbH**

Leadership Team Organisation  
Gottesweg 173  
50939 Cologne, Germany  
Tel. +49.221.420 22 07  
Fax +49.221.460 02 91  
info@be-in-touch.net  
www.be-in-touch.net

### **Julie Forbes Development**

1444 Harper Street  
Santa Cruz, California 95062  
USA  
Tel. 831.325.31 28  
skype julie.ann.forbes  
julie@julieannforbes.com  
julieannforbes.com

