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**What's Coming Up at Interglobe**



Personal Leadership  
Gathering Atlanta

January 30, 2020  
7:30-9:00 p.m.  
Atlanta, GA

For more information, contact  
[Rita Wuebeler](#)

Dear Readers,

2020 is under way -- I hope you have had a good start so far! I had a New Year's "aha moment" the other day: I got it all wrong! I was focused on the wrong thing! What I'm talking about is this: With turning 60 last year (more on that [below](#)) and becoming increasingly aware on a deeper level of how limited our time on this planet is, I began to think about a way to create more space in my life to do the things I really want to do -- like cycling, or working for political change, or having tea with dear friends, or reading.



What came to me (not for the first time) was that I have to say "no" more often -- to certain job offers, to dinner invitations, even to traveling. I was about to create a big colorful poster for my office with the words "Say NO" on it. And then it hit me -- saying NO is NOT what I need to do. It focuses on the negative and the "unwanted" instead of the positive and the "desired." So, I finally got it. By saying "yes" to the things I do want in my life instead of saying "no," I create a whole different energy around me -- an energy of expansiveness and possibility.

And what am I saying "yes" to? First and foremost, I'm saying "yes" to more time with close friends and family. *I mean it.* More time reading. *Yes.* More time with nothing to do. *Challenging but intriguing.* More time exercising. *Bring it on.* More time spent on the things and with people I really care about. *For sure.* This finally brings me to the annual selection of my Word(s) of the Year: For 2020, it's "Saying Yes!" -- as simple as that.

What I'm also saying YES to is celebrating another milestone this year: my small business Interglobe Cross-Cultural Business Services, Inc. is turning 30 years old! Wow! How did that happen? I don't even have gray hair yet (or almost none anyway). I will let that percolate and write more about this milestone in the June Newsflash. By the way, it will also be 15 years of writing Newsflashes this year -- which I'm rather proud of.

Here's to continuing the celebrations in 2020 and to saying YES to what we really want!

With gratitude,  
Rita



### [Taming the Monkey Mind Meditation Program](#)

A 4-month online program  
focused on mindfulness  
meditation in a supportive  
community

February-May 2020



### [Wisdom 2.0](#)

Annual gathering of people  
interested in exploring topics at  
the intersection of mindfulness,  
wisdom, compassion and  
technology

March 5-8, 2020  
San Francisco, CA



### [Training of Facilitators: The Artistry of Personal Leadership 2020](#)

This annual event is a "must"  
for anyone interested in  
learning how to facilitate  
Personal Leadership including  
its principles, practices and  
other core elements while  
deepening their understanding  
and practice of the framework  
at the same time.

April 20-25, 2020  
Whidbey Island, WA



Photo by [Michele Eckert](#) on [Unsplash](#)

## New Online Mindfulness Program Offering: Taming the Monkey Mind

The year has barely begun and it feels like we've already put in weeks of work, right? If you can relate and you'd like to create a little spaciousness and calm in the middle of your busy day and reduce the chatter in your mind, you might want to try mindfulness meditation. Just sit, breathe and BE. Nothing to achieve -- just show up and be present. Or, have you tried meditation before and it didn't stick? Doing it in a group setting is much easier than on your own. Come and join me for 8 bi-monthly 50-minute Zoom sessions of mindfulness meditation in a supportive group environment from February to May (class starts on February 4th, 11-11:50 a.m. EST).

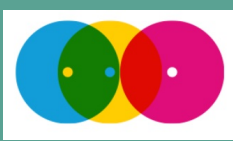


For more information and to register, click [here](#).

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## Coach's Corner

"Coaching: a conversation that supports the client in cultivating greater self-awareness, making new and more refined distinctions and building new behavioral competence."



[Nomadic International  
Business Psychology --  
Monthly Innovation Space](#)

Free Online Session on  
"Practicing Mindfulness  
Virtually" presented by Rita  
Wuebbeler

April 3, 2020  
9-10:30 a.m. EST  
15-16:30 CET



**Climate Change & Green  
Consultants' Manifesto**

Inspired by climate change activist Greta Thunberg and the language and format of the "Agile Manifesto," a group of consultants, coaches and facilitators in Europe co-created the [Green Consultants' Manifesto](#), inviting their colleagues and early adopters to reduce their "business (and personal) CO2 footprint" and neutralize it as much as possible by donating to causes fighting climate change, etc. Please consider the principles and practices in this manifesto, share and discuss them with others, and make your contribution to help preserve our planet.

*Coach's Corner is a regular feature highlighting a particular aspect of coaching.*



**Report from ICF Converge 2019 in Prague**

I was fortunate to be able to attend ICF Converge 2019, the bi-annual gathering of members of the [International Coaching Federation](#), which was held October 23-26, 2019 in one of Europe's most beautiful cities, Prague. Currently, the ICF is the world's largest association for professionally trained coaches and the "leading voice for the global coaching community." Close to 1,000 participants from 70 countries came to Prague to learn about the latest trends, topics and tools in the world of coaching. Here are some things that stood out to me:

**Internationalism:** This is the only conference I attend (and I'm a bit of a conference junkie) that feels truly international to me. Not only were there 70 countries represented, there were also plenty of opportunities to actually MEET coaches from other countries and cultures in addition to accidentally sitting next to someone interesting in a session. This included having long community lunch tables, long lunch lines :-), plenty of breaks and a few mix-and-mingle networking opportunities where it was easy to talk with people.

**Format:** The huge number of education sessions was divided into 4 content areas, each with its topically specific keynote: BUILD (focused on business development in the widest sense), PRACTICE (focused on building coaching skills), SCIENCE (focused on exploring evidence-based practices and theories) and DISCOVER (focused on insights and trends around the future of coaching). This made it much easier to select the sessions I was most interested in.

**Future Trends:** Coaching emerging leaders will probably happen less and less in traditional 1:1 face-to-face coaching formats but will be delivered increasingly in virtual, coaching platform-based, ad-hoc formats. This might impact (and already has impacted) the price companies and leaders are willing to pay for coaching sessions, i.e., clients are now looking for cheaper ways of providing coaching to a much larger number of employees including at lower levels in the organization. This "democratization of coaching" -- as it's sometimes referred to -- will require coaches to be flexible and rethink their old ways of providing coaching services to their clients. It will also impact the core coaching competencies guiding our work (an updated [ICF Core Competency Model](#) was just announced in November of 2019).

**Disruption & Truth-Telling:** The conference ended the way it began -- with two plenary keynotes given by two presenters of diverse backgrounds, both focusing on similar themes. The opening keynote was presented by Frans Johansson, a consultant with Swedish & African-American/Cherokee roots, exploring "Navigating Unpredictability," while the conference was closed out by Nigerian-born author and "truth-teller" Luvvie Ajayi who encouraged us to



### Quotes and Sayings

"Attention is the rarest and purest form of generosity."

-- Simone Weil

"When we try to pick out anything by itself, we find it hitched to everything else in the Universe."

-- John Muir



"The world is changed by your example, not your opinions."

-- Paul Coelho

"Doubt is an uncomfortable condition, but certainty is a ridiculous one."

-- Voltaire

"The meaning of life is to find your gift, the purpose of life is to give it away."

-- Joy J. Golliver

"Get Comfortable with Getting Uncomfortable." I was especially inspired (and provoked) by Luvvie's presentation which challenged us to use our privilege and speak up when we encounter injustice or inequality and not to worry about being liked. While Luvvie was referring to bigger social justice issues, I found her message to be useful and applicable to my coaching work as well. It was a good reminder not to fall into the trap of wanting to "be liked," but rather to stay focused on the truth and to keep asking bold questions that help my clients grow and develop.

To find out more about our coaching services , please [email](#) or call me at (404) 915-2340.



## A 60th Birthday Celebration: Lessons from Organizing a Global Family Event

What was I thinking??? Inviting 11 Atlanta friends to join me on a trip to my hometown of 5,000 in Northern Germany for a week to help me celebrate my 60th birthday with 90 other guests from different parts and stages of my life, with a big dance party in my nearby high-school town??? It felt a little bit like a wedding party -- with the person I was marrying being ME. Ha! All that fuss about me??? Really??? Well, here's is what I have learned from organizing this "global family event":



**1) Lifelong dreams do come true:** Ever since I left my "roots," i.e., my hometown, to go to school 500 kilometers away (which is quite far by German standards), and then when I lived in various countries in Europe, followed by the big move to the US (and Canada), I have wanted to bring my worlds together. I love connecting people, and one of my visions has always been for my buddies from high school to meet my buddies from college, or for my neighbors from where I grew up to meet the people I hang out with now, or for my German cousins to meet my adopted Jewish sister from Atlanta. And it happened: with a lot of planning and the help of a village, my dream came true.

**2) Hosting big gatherings is special:** As I have gotten older, I prefer to gather with people in smaller rather than larger numbers. I'd rather spend my evening with 4 or 5 friends over good food and conversation than attend a big party where small-talk dominates the room and you "butterfly" from one person to the next (exceptions included). AND: when you put on a big event (and are fortunate enough to choose the right "ingredients" and have a lot of help), something magical happens. At my party, people who only spoke a few words of each others' languages connected via sign language and glasses of German beer. Not everyone mixed and mingled, but many members of my global family did. Several people commented that they loved meeting new -- and interesting -- people and that they felt very comfortable



"The time is always right to do what is right"

-- Martin Luther King, Jr.

"Because forgiveness is like this: a room can be dank because you have closed the windows, you've closed the curtains. But the sun is shining outside, and the air is fresh outside. In order to get that fresh air, you have to get up and open the window and draw the curtains apart."

-- Desmond Tutu



"Busyness is not a reason for not getting other things done. It is an excuse for not claiming your true priorities."

-- Alan Cohen

"If you find yourself in a hole, stop digging."

-- Will Rogers



**Two Great Articles to Read in 2020**

A great article on [9 science-](#)

doing so. It was always easy to start the conversation with "And how do you know the host?" The energy in the room was amazing -- and so was the dancing once it started. Even though I didn't get to speak with every single guest at length, I so enjoyed the energy in the room, the "inclusiveness" -- and the dancing, of course!

**3) Having a village of helpers is vital -- and creates new connections:** I had so much help putting this event on! Having started my party planning about a year before the event (including selecting the venue, room set-up and decorations, food & drink, DJ & music, creating the invites, organizing accommodations & transportation, not to mention shopping for a party outfit) allowed me to enjoy and savor the process -- and meet very cool people in the process. I still exchange WhatsApp messages and holiday greetings with the owner of the party venue and the DJ I hired. They seemed to have enjoyed the party as much as I did! Not to mention the enormous amounts of help I received from my Atlanta friends, German cousins and local German friends, village shopkeepers and neighbors!

One of my cousins suggested I do this again when I turn 65. I'm not sure about that -- perhaps when I turn 70! :-)



## 14th Global Community Dialogue in Rwanda: Resiliency & Reconciliation in Action

In September of last year, I participated in the 14th [Global Community Dialogue](#) (GCD), which took place in Rwanda, East Africa. The GCD is an annual gathering of people from around the world interested in exploring a variety of topics related but not limited to diversity, leadership and change. It takes place in an intimate setting using an Open Space format. Last year's GCD was hosted by my "brother" and colleague Jeremy Solomons who recently relocated to Kigali, the capital of Rwanda, and our local host Maurice Kwizerimana.



When people speak of Rwanda -- a landlocked country the size of Maryland with about 12.2 million inhabitants -- they often refer to the 3 "Gs": Gorillas, Genocide and Gender. And while I was certainly super-excited to hang out with a family of mountain gorillas in Volcanoes National Park at the beginning of my time in Rwanda -- and impressed by the fact that Rwanda has the highest percentage of female members of parliament worldwide (68%), the experience of resiliency and reconciliation in action on a daily

[based wellness trends](#) from the last decade that scientists predict will continue into the 2020s

Another fascinating article on the [science behind taking a Facebook break](#)

## Client Testimonials



### Here's what recent clients have to say:

Rita, I have to thank you for your coaching, helping me sort through my leadership gaps and determine where I can improve. It was very beneficial to me and you've made a lasting impact on my leadership abilities, my career, and my life.

Plant Manager, HVAC  
Manufacturer

"The mindfulness meditation has given the team tools to use to alleviate or at least moderate this stress, and they have learned a variety of techniques so that everyone is able to use what works best for them."

Head, Patient Care Team,  
Pharmaceutical Company

"It was a great pleasure meeting you, interacting with you, and learning from you. Your session [on Personal Leadership] was quite eye opening."

Participant, IMCL (Institute for Muslim and Civic Leadership)

basis was what really struck me and deeply moved me and my colleagues.

You might remember that the country was ravaged by a genocide against the Tutsi in the early 1990s, resulting in the government-led Hutus' killing of about 1 million minority Tutsi and Hutu sympathizers in a three-month period.

How can a group of people -- an entire country in this case -- ever heal from the trauma of genocide? As a German who grew up in post-WW II Germany, I grappled with this question when I learned about the murder of 6 million Jews and others during the Holocaust. How can survivors ever trust again? Forgive? Move on? Can they? A short visit like mine doesn't allow for much in depth exploration of such questions. Yet, the impression I had was that through a myriad of national and local activities; new laws and regulations; and a focus on values such as unity, community-building, transparency (in certain areas BUT not all, for sure), accountability and acknowledgement of the past (there are dozens of genocide memorials throughout the country including the excellent and deeply moving Kigali Genocide Memorial), healing seems to have happened and still does. Today, Rwanda has the fastest growing economy in Africa and is one of the most stable and safest countries on the continent. There's much more to explore and learn about the country and its people, and I certainly hope to visit again soon.



High school students at Agahozo-Shalom Youth Village, 90 minutes SE of Kigali

## Resources

Just like last year, I'm offering you the recommendations of the Greater Good Science Center at UCLA Berkeley. It's too good not to pass on:

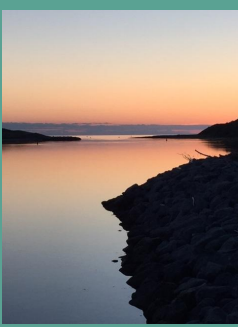


[Ten Favorite Science Books on Well-Being from Greater Good Magazine \(University of Berkeley\)](#)

*A Beginner's Guide to the End: Practical Advice for Living Life and Facing Death*, by BJ Miller and Shoshana Berger

*Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do*, by Jennifer Eberhardt

*Elderhood: Redefining Aging, Transforming Medicine, Reimagining Life*, by Louise Aronson

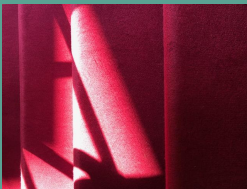


"The coaching with Rita really aided me in understanding how to manage and lead a dynamic group with distinct levels of experience and personalities. She supported me in developing techniques to better communicate with my peers and employees and how to actually put them into practice. She not only helped me become a better leader, but also helped me position myself for further development in my career"

Commercial Sales Manager,  
Plastics Manufacturer

"I REALLY enjoyed your Unconscious Bias program. It was thought-provoking (...) and it was different in approach than others I've participated in."

-- General Counsel,  
Pharmaceutical Company



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[Email Us](#)  
(404) 915-2340

*The Inner Work of Racial Justice: Healing Ourselves and Transforming Our Communities Through Mindfulness*, by Rhonda Magee

*The Joy of Movement: How Exercise Helps Us Find Happiness, Hope, Connection, and Courage*, by Kelly McGonigal

*The Positive Shift: Mastering Mindset to Improve Happiness, Health, and Longevity*, by Catherine Sanderson

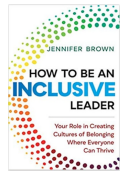
*The Power of Agency: The 7 Principles to Conquer Obstacles, Make Effective Decisions, and Create a Life on Your Own Terms*, by Paul Napper and Anthony Rao

*The Power of Bad: How the Negativity Effect Rules Us and How We Can Rule It*, by John Tierney and Roy Baumeister

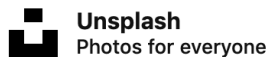
*The Power of Human: How Our Shared Humanity Can Help Us Create a Better World*, by Adam Waytz

*The War for Kindness: Building Empathy in a Fractured World*, by Jamil Zaki

Plus, two more resources I HAVE to share:



[How to be an Inclusive Leader: Your Role in Creating Cultures of Belonging](#), by Jennifer Brown. An excellent new book and highly practical guide to taking steps towards creating more inclusion on your team or in your organization including tools such as the "Inclusive Leader Continuum" model and assessment and the "Inside Circle Inventory"



[Unsplash.com](#). My most favorite site for finding beautiful photos related to hundreds of topics at NO cost. The photographers just ask that you give them credit when you use their work.



INTERGLOBE Cross Cultural Business Services

Helping People Bridge Differences  
Effectively and Mindfully.