

# Owner to Owner Podcast Notes



## Leadership in the Global Context

Episode #19

### Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services interview Andrea Fleischfresser, CPCC, PCC, Leadership/Career/Personal Development Coach at Destination You Coaching & Development. Andrea shares her experiences working as an expatriate coach and cross-cultural trainer that assists leaders in being effective on an international level. Also, learn from Andrea Fleischfresser's understanding of what makes a great leader, the power of open-mindedness, what is involved in acclimating to a new culture, and the services her company Destination You Coaching & Development provides to clients.

### Show Notes:

- Andrea Fleischfresser introduces herself and her company Destination You Coaching & Development.
- To develop leaders for a global economy, what are the things that Destination You coaches them on?
- How does Andrea get clients prepared?
- What are the steps of an employee going into another culture?
- What can be expected in the interview process?
- Andrea discusses psychological assessments and getting acclimated to a new country.
- Being open-minded and open enough to share can benefit everyone.
- Andrea Fleischfresser shares her background that begins with being from Brazil and her husband from Italy.
- What are some suggestions that Andrea has for someone who struggles with networking and embracing a global mindset?
- Andrea discusses how vulnerability affects our self-awareness and leadership.
- What are the qualities of a true leader?
- Andrea shares a story about a client from Puerto Rico looking to work better with their team?
- People often learn more from their mistakes than they do from their successes.

### 3 Key Points:

- Cross-cultural training includes addressing cultural gaps the client may be facing in the workplace and lifestyle differences.
- Diversity provides more opportunities to learn about new ways to communicate, do business, create, and expand our worldview in a global economy.
- Leadership is not just about being responsible for others. Leadership is also being responsible for your actions and gaining the trust of your team.

## **Tweetable Quotes:**

- “Most of the conflicts happen because people generalize situations, or not communicating clearly what they want. So, the process is seeing the other person and connecting on a personal level.” – Andrea Fleischfresser
- “Create a mindset of openness and acceptance to adapt. So, seeing differences as good with an open mind and being flexible.” – Andrea Fleischfresser
- “Vulnerability in leadership is the key to create this inclusion, this openness in the way that the leader will see the others as humans and see themselves as human beings.” – Andrea Fleischfresser

## **Resources Mentioned**

### **Podcast**

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

### **Twitter**

<https://twitter.com/everythinghr1>

### **LinkedIn**

<https://www.linkedin.com/company/everythinghr1/>

### **Connect with Felicia Harris**

<https://www.linkedin.com/in/felicia-g-harris/>

## **Andrea Fleischfresser Information**

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