

A photograph of three diverse professionals standing against a grey stone wall. On the left is a man with a short beard and a shaved head, wearing a dark shirt. In the center is a man with a grey beard and a shaved head, wearing a dark jacket over a light-colored shirt. On the right is a woman with blonde hair, wearing a dark shirt. The image is the background for a promotional graphic.

BETWEEN US®

2026

THE GUIDE TO LEADING THE FUTURE FROM THE MIDDLE.

Between Us is a bespoke inter-company leadership program founded by Céline Brillet and Sébastien Méhaignerie - Copyright 2025

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A mindset-centered approach that empowers middle leaders to create sustainable change through five core leadership themes.

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8. Inside the Between Us Leadership Journey

A detailed look at the 10-week transformational program designed for middle leaders.

Includes:

- Core themes
- Key outcomes of the program
- Participant testimonials
- How Between Us supports leaders beyond this guide

The problem.

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75%

of Middle Leaders
report feeling
burnt out

40%

Are considering
leaving their job

WHY MIDDLE LEADERS NEED SUPPORT.

Middle leaders sit at one of the most demanding intersections in modern organizations — the space where strategic direction meets real-world execution.

They translate vision into action, steady their teams in uncertain times, and absorb pressures from above and below. Yet they remain the least supported group in most organizations.

Recent data shows*:

- 75% of middle leaders report feeling burned out.
- 40% are considering leaving their roles.
- Many feel isolated, overstretched, and under-recognized.

Middle leaders aren't the problem.

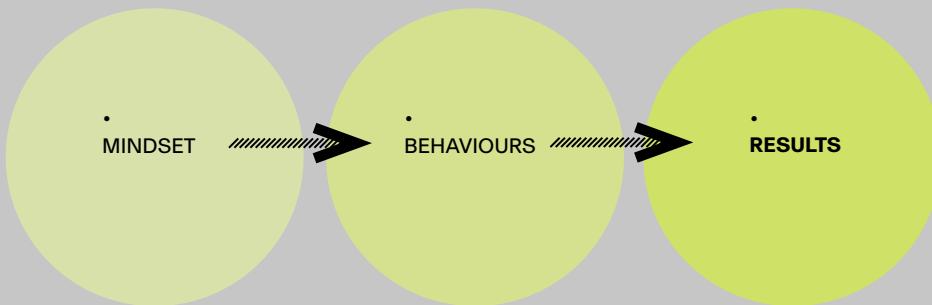
They are the pressure point holding the system together — and when they grow, whole organizations rise.

The solution.

BETWEEN US WAS BORN FROM A SIMPLE INTENTION TO GIVE MIDDLE LEADERS THE SUPPORT THEY DESPERATELY NEED.

Middle leaders deserve more than theory. **They deserve a transformational, mindset-centered experience that creates deep and sustainable change.** Because mindset shapes behavior — and behavior shapes results.

Drawing on **30 years of shared leadership**, we've developed five central themes that define the Between Us philosophy. **These themes empower leaders to transform their organizations and lead the future from the middle.**



Mindset is the birthplace of leadership



Céline Brillet & Sébastien Méhaignerie
Between Us Co-founders & Program Leads

THE COMPASS WITHIN.



In periods of pressure, leaders often lose touch with their internal direction. **The Compass Within** represents your inner alignment — the quiet clarity that guides choices, relationships, and presence.

When leaders reconnect to their Compass Within, they regain:

- **Direction grounded in purpose**
- **Clarity on what truly matters**
- **A sense of personal centeredness**
- **Motivation and energy**

This internal lens becomes an anchor through uncertainty, complexity, and constant change. Instead of being pulled only by external demands, leaders reconnect with what they stand for and how they want to lead.

Three practical tips

1. Define your leadership north star – Ask yourself: What do I want my leadership to stand for, especially when things are difficult?

2. Identify your non-negotiables – Boundaries protect your clarity and energy. Decide what you will always protect (e.g. reflection time, honesty, team wellbeing).

3. Bring your team into Purpose. Create a team Purpose that can be upheld even in times of uncertainty. What does the team want to stand for? Reconnect to your team Purpose collectively before every meeting to help everyone keep their North Star. Celebrate every success connected to bringing this Purpose to life.

“Clarity isn’t found in the noise — it’s found in the pause before you move.”

RESILIENCE.

Resilience is often misinterpreted as toughness or endurance — taking on more, staying strong, or pushing through stress.

But real resilience is adaptability: the capacity to shift, reset, and stay grounded when conditions change.

Resilience:

- **Fluctuates over time but can be improved**
- **Is the practice of simple habits to achieve both high performance and wellbeing – without compromise**
- **Is something you can build, not something you either “have” or “don’t have”**

When leaders understand this, they stop judging themselves for “not coping” and start building sustainable habits that support their nervous system, their focus, and their long-term effectiveness.

Three practical tips

1. Check your energy daily – Notice what level of energy you have (physical, mental, emotional). Develop clear personal strategies for refueling.

2. Become very aware of how you learn and unlearn in times of change and uncertainty. Determine how you can accelerate your learning process.

3. Build resilience through routines, not heroics – Protect sleep, micro-rests, and recovery moments. Sustainable leadership is built in rhythms, not in isolated bursts of over-performance.



“Resilience is not built in crisis — it’s built in the moments you choose differently.”

COURAGE OVER CERTAINTY.

Today's world often demands certainty from leaders — clear answers, fixed plans, and guarantees.

But real leadership comes from **courage**: the willingness to act, speak, and choose even when outcomes are not guaranteed.

Courage means:

- **Saying what needs to be said, respectfully and clearly**
- **Making decisions in ambiguity**
- **Challenging the status quo when needed**
- **Showing up as yourself, not who you think you “should” be**

Courage isn't always dramatic. It grows through small, intentional choices repeated over time — the email you send instead of avoiding, the boundary you set, the idea you share even when you're not 100% sure how it will land.



Three practical tips

- 1. Reconnect with the courage you are already demonstrating every day - the small acts of courage – showing up every day to navigate ongoing complexity and uncertainty.**
- 2. Replace perfection with progress – Uncertainty is inherent in leadership. Aim for “good enough to move forward” rather than waiting for perfect clarity.**
- 3. Communicate honestly and early – Saying the important thing sooner (with care) prevents issues from growing and builds trust over time.**

“Courage is choosing to move even when certainty isn’t guaranteed.”

INFLUENCE & SELF-EMPOWERMENT.



Middle leaders often face challenges that aren't about skill or expertise — they're about stepping into their own power. Many describe situations like:

“I'm responsible for improving a process, but I don't have the authority to change anything.”

“Influencing upwards feels too political.”

“I avoid difficult conversations because it will create tension.”

These challenges are not failures.

They are signals that a leader is ready to grow their **self-empowerment**. At this stage in leadership, the shift is no longer about what you know — it's about how you show up:

Taking the lead even when you're not the obvious leader.
Choosing responsibility instead of blame or avoidance,

Influencing through curiosity and understanding, not pressure

Three practical tips

1. Shift your mindset before you act -

Your mindset defines your influencing impact.

Ask: How am I entering this conversation — Am I open or closed? Do I feel trust or threat?

2. Lead with curiosity, not conclusions

The strongest influence comes from understanding the other person's needs and world.

3. Assume potential allies, not adversaries

When you treat stakeholders as allies, your behaviour shifts — and so does theirs.

“One empowered leader changes a team. Multiple empowered leaders change an organisation.”

THE POWER OF A GLOBAL NETWORK.

Middle leaders often feel alone — responsible for others yet lacking a space to share their own challenges openly.

A strong, diverse, global network transforms that isolation into meaningful connection, perspective, and support. Being part of a broader leadership community helps middle leaders:

- **Break out of organizational echo chambers**
- **Gain fresh insights and new approaches to familiar problems**
- **Reality-check assumptions and reduce over thinking**
- **Feel supported by peers who genuinely understand their challenges**

When leaders connect across companies, industries, and cultures, they realize they are not the only ones facing these pressures — and that relief alone often unlocks new energy and creativity.

Three practical tips

1. Build relationships beyond your organization – New perspectives lead to new solutions. Join cross-company communities, forums, or learning groups.

2. Share challenges early – Don't wait until things feel overwhelming. Collaboration and perspective lighten the mental load.

3. Use peers as sounding boards – Talk through decisions and dilemmas with people you trust. Clarity often comes from outside your own head.



“Isolation limits potential. Community unlocks it.”

INTRODUCING THE BETWEEN US LEADERSHIP JOURNEY.

Between Us is an online transformational 10-week inter-company leadership program designed specifically for middle leaders who want to:

- **Regain clarity**
- **Strengthen resilience**
- **Build courageous leadership**
- **Influence with greater confidence and impact**

Through live sessions, practical solutions, guided reflection, and a global leadership community that solves real problems, participants experience real behavioral shifts that influence the way they think, decide, and show up every day.

WHAT PARTICIPANTS GAIN.

Key Outcomes

- **Clearer decision-making**
- **Increased confidence and grounded presence**
- **Sharper priorities and less overwhelm**
- **Stronger emotional regulation**
- **A global leadership network that solves real participant problems**
- **Renewed clarity of purpose**
- **New perspectives for greater resilience, influence and impact**



Program Structure

- **A methodology that centers on mindsets - by challenging beliefs and perception to create lasting change**
- **Five transformational leadership themes**
- **Live sessions with Céline & Sébastien**
- **One individual coaching session to deepen impact**
- **Inter-company peer reflection, support and group problem solving.**
- **Real-life application every week**

WHAT PARTICIPANTS SAY:

“Between Us gave me a completely new way to look at leadership. I used to think I had to push hard, set the example, and expect everyone to follow — and that pressure was heavy. When I felt I couldn’t keep up, I would shut down. But through the sessions, I realised leadership doesn’t have to look like that. I learned a different, more human way of leading — one that also helps me be a better teammate. Even though we come from different companies and countries, it felt like a miracle how similar our challenges and questions were. I felt understood. I’m braver now.

Between Us opened a new door for me — one where courage, not pressure, shapes how I lead.”

“ This is a really good program; I had several wow moments especially on the session on Resilience; this is really good to meet people with so many diverse backgrounds and still find a lot in common and addressing challenges together.”

“It’s a great program. The language has helped with the mindset shifts rather than just learning about the concepts. I feel more resilient, more optimistic. My company offers a lot of great leadership programs, but we don’t get to do it in groups and certainly not in groups outside of the organization -different industries and countries. It brings more optimism. We are not the only ones going through this. It’s not just me personally that is having these challenges.”

“It is helping me become more structured and shift my mindset. I thought I already knew a lot—I’ve had sales training and other company trainings—but these sessions allow me to slow down, think, and reflect. In my day-to-day work, it’s hard to notice how I’m actually feeling, not just about the topics in the sessions but beyond them as well. This reflection time gives me space to grow and understand how to improve myself, rather than simply moving through tasks.”

“ The change that happened is that I am more brave to do things than before. I am more confident. I used to wait and check with my line manager and stakeholders. I don’t wait anymore . I can convince them to do things and I see progress. The conversations inspire me. The program is helping me realize something I didn’t realize before.”



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READY TO LEAD WITH MORE CLARITY, INFLUENCE AND PURPOSE?

To book your place or find out more
about the program visit

www.between-us.net

To follow our Between Us program
page on LinkedIn visit

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