



Intercultural
Consultancy and Training



Maria-Gabriele Doublesin

Founding Director of ICC-Intercultural Consultancy & Training,
President NWAMI International Malta

intercultural.com.mt

Executive Summary

Maria-Gabriele Doublesin is a seasoned female entrepreneur who wears many hats. She is the owner of Intercultural Counselling and Competence Development Ltd, founder and president of the voluntary organisation NWAMI International Malta, and a part-time lecturer at the Malta Leadership Institute, where she covers topics such as women's leadership, equality and diversity in the workforce, as well as academic reading and writing for international students.

Maria-Gabriele can look back on a fruitful professional journey across Europe, Egypt, and Brazil. Her inspirational leadership has touched many who have crossed her path, whether attending her public talks or workshops in Cairo, São Paulo, Rio de Janeiro, London, Zurich, Amsterdam, and Malta. Her vast experience in interculturalism-related solutions has been shaped by a combination of extensive practical experience living and working in countries such as Brazil, Egypt, Switzerland, and the Netherlands, alongside an academic background in psychology and transcultural community counselling, which she acquired later in life.

Maria-Gabriele is internationally respected for her significant contributions to the world of responsible business, human-centred leadership, and community development. She has inspired many across all levels of society on diverse counts and will undoubtedly continue to do so through her numerous achievements.

Yet, Maria-Gabriele's path to success was anything but straightforward, marked by a profound personal struggle that could have ended her academic and professional dreams. As a young adult, she barely survived a life-threatening bout of meningitis, an illness that severely impaired her cognitive functions and forced her to abandon her studies. This devastating setback could have defined her future, but instead, it became the catalyst for an extraordinary comeback.

At the age of 50, after decades of living with the consequences of her illness, Maria-Gabriele found the courage to rekindle her academic aspirations. In the face of overwhelming odds, including the challenge of re-learning how to learn as a non-native English speaker, she embarked on a Bachelor's honours degree



in Psychology. Her perseverance paid off when she graduated with an upper second-class degree—a triumph not just of intellect, but of sheer willpower and resilience.

Unwilling to stop there, Maria-Gabriele set her sights even higher. She pursued a dual Master's degree in Transcultural Community Counselling and Counselling Psychology and Personnel Services from the University of Malta and the University of Maryland, College Park, USA. This endeavour exposed her to two distinct educational systems, all while mastering a language she was not born into. Her dedication and hard work were rewarded when she completed her dual Master's with first-class honours at the age of 55.

Maria-Gabriele's story is not just one of academic achievement; it's a powerful testament to the human spirit's capacity to overcome adversity. Her journey inspires all who hear it, proving that it's never too late to pursue your dreams, no matter the obstacles in your path. Through her remarkable achievements, Maria-Gabriele continues to influence and uplift those around her, showing that resilience, determination, and a relentless pursuit of knowledge can lead to extraordinary success, even against the most challenging circumstances.

Maria-Gabriele's services take a systemic approach, addressing corporate, social, and non-profit issues, as well as personal and professional leadership development. Her later-life academic and professional accomplishments stand as a testament to her resilience, determination, and commitment to making a positive impact on the world around her.

Notable Projects Worked On

Over the last nine years Maria-Gabriele has designed, developed, and successfully delivered the following funded projects and training programmes:

- 2016** ● Dealing with Diversity at the Workforce” under the umbrella of CORE Platform in collaboration with Paragon Europe;
 - 2017** ● “Immigrants and Work” a training programme specifically designed for the CORE Platform – Paragon Europe Working Roma project;
 - 2018** ● “Moving Beyond Integration: Striving Towards an Inclusive Workforce” This project was designed and carried out under the umbrella of CORE Platform and funded by the Voluntary Organisations Projects Scheme;
 - 2019** ● “Learn to Work Together: Cohesion Building Through Cross-Sector Collaboration” – This project had also a capacity building training programme and a research component included;
 - 2019** ● “Working with a Culturally Diverse Workforce” – a company training programme custom designed for RSM Malta;
 - 2020** ● “New Skills for Competitive Advantage” in collaboration with CORE Platform and Malta Employers Association;
 - 2021** ● Setting up of NWAMI International Malta, while designing the following projects:
Design & delivery of “Project Carbon Green: Promoting a Hybrid Workstyle for a Sustainable Environment” – under the umbrella of CORE Platform and funded through the Voluntary Organisations Project Scheme.
 - 2022** ● Design & delivery of the community project “Together We Strive: Creating A Sustainable Environment Free from Barriers That Divide”, including authoring the project book.
 - 2023** ● Design & delivery of “Project SMITE: Moving Beyond The Single Story: Combating Social Exclusion Through Media Literacy & Critical Thinking” designed as joint project for African Media Association Malta and NWAMI International Malta and funded through the Iceland – Liechtenstein – Norway Active Citizen Fund managed by SOS Malta.
 - 2024** ● Design & delivery of “Foodwise Families: An educational community engagement project”, as well as the design & delivery of Pilot Training on “Navigating Information Processing Across Cultures”
- In addition to the above, Maria-Gabriele has paved the way for younger female entrepreneurs who prioritise business with a conscientious slant. She has also aided Middle Eastern entrepreneurs expand on their corporate success due to her deep understanding of heterogenous ethnic and cultural backgrounds.
- Maria-Gabriele’s deep empathy coupled with her ability for critical thinking have enabled her to draw out skills in her clients that many were unaware of. Furthermore, she has initiated organisations with very little resources in challenging circumstances.

Corporate Social Responsibility

Besides her active collaboration with CORE Platform, the representative of CSR Europe in Malta, Maria-Gabriele is an active Rotarian since 2005. She also provides pro bono consultations and counselling sessions for members of vulnerable communities and has set up NWAMI International Malta, a registered voluntary organisation that focusses on community development and on issues pertaining to multicultural integration.

Publications

- **Needs vs Function in the Workplace**

<https://youtube.com/shorts/70Qpm57DUik?si=QpnOPWMHzpTAqZPN>

- **Moving Beyond Integration**

<https://core.org.mt/projects/moving-beyond-integration/>

- **Foodwise Families feature on WhosWho.mt**

<https://whoswho.mt/en/nwami-international-malta-launches-aps-supported-project-to-combat-food-waste-and-enhance-community-social-cohesion>

- **Foodwise Families feature on Independent.com.mt**

<https://www.independent.com.mt/articles/2024-03-15/business-news/Empowering-families-Innovative-cross-cultural-child-parent-food-waste-education-project-6736259423>

- **Together We Strive feature on Newsbook.com.mt**

<https://newsbook.com.mt/en/new-project-to-bridge-gaps-between-communities-and-foster-environmental-stewardship/>

- **Article on The Malta Chamber**

<https://www.maltachamber.org.mt/strategic-financial-planning-should-be-a-priority-for-recovery-subsistence-maria-gabriele-doublesin/>

- **Malta BNI Feature on the Times of Malta**

<https://timesofmalta.com/article/effective-tools-to-revamp-a-business.932311>

- **“Speaking a Shared Language – Towards a Shared Mission”**

https://issuu.com/contenthousegroup/docs/igaming_capital_november_2021/94

- **“A New Commonwealth – Shape and Contours for the Future”**

<https://ismaiimail.blog/2024/05/24/a-new-commonwealth-shape-and-contours-for-the-future/>

Referrals



“One of the most inspiring and influential women in business today”

Rajan Nazran

CEO Nazran Roth Ltd, London UK

Founder and Chief Explorer at Global Indian Network

I have had the privilege of knowing Maria-Gabriele Doublesin for several years, and I can confidently say she is one of the most inspiring and influential women in business today. Her leadership is defined by cultural awareness, authenticity, and a deep commitment to creating a better world.

Maria-Gabriele stands out for her unique ability to connect with people from diverse backgrounds, fostering an inclusive environment where everyone feels valued. Her cultural sensitivity and understanding have enabled her to build meaningful relationships and drive positive change across communities.

What truly sets her apart is her authenticity. She leads with integrity and remains true to her values, earning respect and admiration from colleagues, clients, and partners alike. Her passion for social responsibility is evident in every initiative she undertakes, from innovative business practices to her dedication to sustainability and social care.

Having won the award for Best Business Care and Social Care in 2022, she is undoubtedly deserving of her current nominations. She inspires everyone around her with her vision, leadership, and commitment to a brighter future.



“I found her a truly inspiring person. A guide and motivation for us all.”

Mike Harsanyi

CEO Woodpecker Software

Co-founder Mind Nudger AI – custom builder of 3rd generation ERP systems

I was introduced to Maria-Gabriele through a close friend who spoke very highly of her. He saw possible alignment in our passion to make the world a better place and our research into intercultural complexities.

I cherish our conversations ever since. I found her a truly inspiring person. Her enthusiasm to bridge the gap between people of all cultures and make it easier for them to understand each other is exemplary and a guide and motivation for us all.



“A true expert and visionary in her field. Her impact is transformative.”

Lee Tunney-Ware

High Performance Business Coach

It is difficult to put into words just how remarkable and transformative Maria-Gabriele Doublesin is as a professional, and how profoundly she has impacted every organization she works with. Over the course of more than 30 years, Maria-Gabriele has demonstrated an unparalleled mastery in addressing cultural challenges and diversity issues within companies, organizations, and communities across the globe. Her ability to understand the nuances of intercultural dynamics, paired with her unique upbringing and global experiences, positions her as a true expert and visionary in her field.

Maria-Gabriele is a pioneer in creating innovative strategies that incorporate diversity, equity, and inclusion at every level of an organization. From leadership development to team building, from reviewing contracts for intercultural competence to designing bespoke DEI programs, her impact is transformative. She has an innate ability to tap into the unique needs of each organization she works with, tailoring her approach to deliver maximum effectiveness.

Referrals



“We truly believe that Mrs. Maria- Gabriele Doublesin deserves the Award of the Most Inspiring Businesswoman of the Year”

Conrad Borg
RSM Partner

During 2019, Mrs. Maria-Gabriele Doublesin was engaged by RSM Malta to deliver a series of training sessions to our staff. Our staff comes from 14 different countries so delivering a multi-cultural training was beneficial to each one of us. We came to realise that despite our different cultures, values, beliefs, and behaviours, we can all live and work together as one family. All staff looked forward to actively participate during her training.



“She is a true role model for women entrepreneurs.”

Helga Ellul
CORE Platform President

I have worked in my capacity as President of CORE Platform NGO VO 1204 on many, many projects with Mrs. Doublesin. It is her unique leadership style which encourages young entrepreneurs to open to her as they feel that she cares to find ways to find solutions to their issues.



“I saw the passion, the competence, the will to impact, the desire to translate words into action.”

Regine Nguini Psaila
African Media Malta Executive

Being a woman and a black woman there are daily challenges. Maria-Gabriele Doublesin's leadership by example helped me to master them. I saw how hard she works: lecturing, setting up an NGO, putting together a project proposal, managing EU-funded projects, and coordinate numerous project activities. She did all these things efficiently, producing outstanding results: she is someone who gets things done, someone who leads by example on the front line. I saw passion, competence, influence, and action with respect, embracing her team's cultural differences. If anyone deserves the Award of Most Inspiring Business Woman of the Year, it is Mrs Gabriela Doublesin.



“One of her greatest strengths is to critically assess situations, power relations and motivational forces that enable those she works with to explore divergent perspectives.”

Salah A. Khalil
EAP Chairman & Founder of Macat International Ltd

I know Maria-Gabriele Doublesin since 1998. She assisted me during this time in my different capacities as an industrial businessman, legislator, social entrepreneur, philanthropist, and currently, in my role as founder of Macat International Limited. Her ability to analyse circumstances, power dynamics, and motivating factors allows individuals she collaborates with to consider various points of view and sheds light on issues that are crucial, but all too frequently ignored. Despite coming from a culture that is very dissimilar to our Middle Eastern way of thinking, she was able to not only comprehend our values but also play a significant role in navigating cultural borders. I consequently give her and her services the highest praise.



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**Expertly navigating
intercultural
complexity**

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about the company,
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