



COURAGEOUS
LEADERSHIP

‘I will always
feel fear.
But I will limit
the influence
fear has on
my thoughts,
actions and
speech.’

Diana Osagie

Hello,

Courageous Leadership Coaching is for senior leaders;

- Who are looking for honest and focused support that will enable you to secure efficacy in your leadership journey.
- Who are facing unprecedented organizational change and complexity.
- Who are under tremendous pressure to improve organizational performance, respond to changing market demands and develop teams.

Successful leaders have someone in their corner who understands and has overcome similar challenges. We all need an advocate and that is what Diana becomes when you work together, an advocate for your leadership.



Diana Osagie





Your Challenges & Goals

Your Challenges

All or some of the following:

- Areas of your leadership journey have moved from challenging to impossible and distressing.
- You know what you want, but making this a reality is becoming increasingly fraught .
- You are dealing with a toxic culture at work, teams and individuals are not buying into your vision, and in fact they are actively opposed to your agenda.
- You are new to senior leadership, excited but terrified!

Your Goals

- You want to reach the next level in your career
- Develop strategies to handle the intricacies of demanding leadership
- Enhance your flexibility of response as a leader
- Master leadership challenges, such as implementing organizational change.



How it Works

We work with leaders who have a level of success in their practice, yet issues remain that need attention.

Courageous Leadership Coaching is a proven successful model that gives straight forward support. We provide personalized, goal-focused coaching to help you overcome challenges and achieve your career objectives.

What we do

- **Listen**, ask focused questions, reflect back, challenge and acknowledge.
- **Encourage** intentional thought, action, and behaviour changes.
- **Inject** enough dynamic tension into the coaching process to compel you to take action and affect positive change.
- **Help** you develop strong personal action plans to close identified gaps and hold you accountable for achieving the goals set.

Benefits of our Coaching

- You gain new insight into strengths to be leveraged and behaviours that may be limiting success.
- We provide a safe and confidential environment so you engage in meaningful dialogue, receive objective feedback, and develop new knowledge.
- We act as a sounding board and a thought partner, encouraging intentional thought, action and behaviour changes.

The Coaching

Courageous Leadership Coaching Focuses on

- Achievement of a goals
- Leading organizational change
- Overcoming challenges
- Preparing to take on increasing responsibility
- Building high performing teams
- Achieving greater work-life health
- Improving relationships with key stakeholders, including: leaders, peers, and direct reports
- Enhancing self-confidence and personal effectiveness
- Making difficult decisions or dealing with performance issues
- Improving communication and interpersonal skills

What You Can Achieve with Courageous Leadership Coaching

- Learn to deal effectively with the realities of organisational politics
- Develop increased personal authority and confidence
- Take your career to the next level or get it back on track
- Significantly increase your self-awareness of the effects of your current behaviours
- Develop flexibility in using non-preferred leadership styles
- Build on your strengths and learn to mitigate your weaknesses
- Increase resilience to cope with relentless pressure and busyness



The Sessions

Sessions are bespoke to your leadership needs within a framework.

Courageous Professional Compliment - 12 months online

Session 1 - Discovery and Engagement 30 mins

Discovery and engagement (setting the foundation for a productive relationship, laying out the leadership issues and context)

Session 2, 3, 4, 5 - Personal Coaching Sessions 60 mins

2 Strategy & Planning Sessions 70 mins

Your personal brainstorm with the coach on any new strategy or organisational change implementation in your workplace.

Courageous Premium Compliment - 15 months online

Session 1 - Discovery and Engagement 30 mins

(setting the foundation for a productive relationship, laying out the leadership issues and context)

Session 2, 3, 4, 5 - Personal Coaching Sessions 60 mins

3 Strategy & Planning Sessions 70 mins

(your personal brainstorm with the coach on any new strategy or organisational change implementation in your workplace)

Between Session Phone Support x 3 30 mins



‘Price is what you pay.
Value is what you get.’

Warren Buffett

Leadership Impact

Trust the views of your professional peers on the impact Diana had on their leadership endeavours.

Stephen Chamberlain CEO Active Learning Trust

'Diana is one of the finest school improvement leaders with whom it has been my privilege to work. As my Head of Standards, Diana worked closely with all seven Headteachers in the Challenger Multi Academy Trust all of whom rated highly her expertise, coaching skills, integrity and professionalism. As a result, two schools within the Trust rapidly moved from 'inadequate' judgements to 'Good' in their first inspections whilst with the Trust. They would all acknowledge Diana's significant contribution to their success. Diana is a well regarded leadership coach and key speaker as well as a highly respected author. The feedback from her recent work with middle leaders and headteachers for the Active Learning Trust has been exemplary and we look forward to working with her on a regular basis on leadership, governance over all 21 of our primary, secondary and special schools. Diana is a rare kind of emotionally intelligent leader that can inspire, motivate and challenge leaders at all levels to be courageous whilst at the same time acknowledging the challenges, feelings of fear and failure and how, with the right attitude and mindset these can be managed. She is a legend!'

Adrian Rollins Deputy Head teacher Samworth Academy Nottingham

'Highly skilled and highly professional. Provides her clients with the vital ingredients to execute excellence.'

Hannah Wilson Ex - Head teacher, Leader, Trainer, Consultant

'They broke the mould when they created the powerhouse that is Diana Osagie. I met Diana on my NPQH, she delivered a powerful keynote on Courageous Leadership, I instantly warmed to her forthright leadership style and was captivated by her storytelling about her leadership journey. Our paths have crossed many times in the last few years as we are both committed to empowering educators from under-represented groups to lead, and I booked her to be one of our key note speakers for #DiverseEd 3. Her presentation went down very well with our 200 delegates - she inspired them all to be authentic, values-led leaders. Diana has become a mentor, a coach and a critical friend as I move from working in schools to going independent, she is a brilliant role model for all leaders, but especially those who are prepared to put their head above the parapet and disrupt. I highly recommend her as a speaker, writer and trainer for all things leadership as I have learned lots from her and admire her tenacious 'can do' attitude.'

Nick Langham Head teacher Langdon Park School London

'I would highly recommend working with Diana. She has coached me over the last year and we have explored a range of complex leadership issues. What I found most useful is that Diana went straight to the root of the issues which required me to carry out some very deep self-reflection. Diana is a highly skilled coach and utilises her extensive experience and I always enjoy our sessions they are challenging progressive and fun. In a short time Diana has helped me grow as a leader and I anticipate I will be using her support and expertise in the years to come.'



About Diana

BSC PGCE MA NPQSI DIP Coaching. Founder
Courageous Leadership Consultancy &
The Academy of Women's Leadership

Leadership Coach and Trainer
Consultant Head Teacher - School Inspector

With 20 years' experience leading secondary education, including six years as a successful head teacher in a London secondary school; Diana works at the cutting edge of leadership development. She is known as a resilient school leader, skilled in urban leadership under challenging circumstances. Diana has substantial success in developing school wide models that strategically enhance the quality of teaching and learning across the curriculum and can couple sound strategic vision whilst giving clear operational direction. She lectures on a MA in Educational Leadership for a UK university. Diana is also school inspector with developed expertise scrutinizing school wide systems.

With a proven track record of developing leaders via bespoke training programs, Diana also founded **The Academy of Women's Leadership**; specializing in supporting women to grow the leadership cultures of their organisations and to flourish as leaders established in confidence, Diana has established capability in mentoring and supporting leaders facing challenging circumstances and change. She is the author of *Courageous Leadership*, a humorous book that gives school leaders' strategies for to shape their leadership experience.

‘I’m a human first,
a leader second.

I remember the
importance of family,
love, grace and
compassion.’

Diana Osagie



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