

Courageous Leadership



I am excited to have the opportunity to spend time in your organisations and deliver leadership training and development.

Perhaps getting to know me would be a good first step? Here is my biography:

Diana Osagie

BSC PGCE MA NPQSI DIP Coaching
Founder: **Courageous Leadership**



Leadership Coach and Trainer - Consultant Head Teacher - Author

With over 25 years' experience leading secondary education, including successful head and executive headship; 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 was a program director on a MA in Education, taught NPQH and a lead school inspector for 9 years, with developed expertise scrutinising school wide leadership systems.

With a proven record of developing leaders via bespoke training programs, Diana 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 5 leadership books.

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.

What do I need for my organisation and myself?

How can I use Diana as a resource to propel us into our next phase
and support our leadership journey?

- Leadership Coaching
- Leadership Mentoring
- Leadership Training
- Keynote for an event



Training and Leadership Development



Middle & Senior Leadership Teams

(Face to Face & Online)

Managing change	<ul style="list-style-type: none">• Dealing with colleagues who oppose change• Managing the emotion alongside the processes of change• Moving from conflict to resolution in change management
Mastering difficult conversations	<ul style="list-style-type: none">• What are you supposed to say?• How are you supposed to say it?• What to do if it goes wrong!
Managing your team	<ul style="list-style-type: none">• Establishing (or re- establishing) healthy team relationships• Managing team dynamics in meetings and work groups• Ensuring your confidence in team leadership
Creating a psychologically safe culture for your colleagues	<ul style="list-style-type: none">• Nurturing a sense of belonging• Creating environments where people love to work for you• How to create genuine communication, being heard and understood
Planning well being	<ul style="list-style-type: none">• Sustainable support for the well-being of your staff• Staff responsibility for their own well-being• How to encourage health in your teams and organisation
Managing those above you	<ul style="list-style-type: none">• Working effectively with your boss• Managing a negative relationship with your boss, moving to a place of respect• Developing your leadership influence
How to be a resilient, authentic leader	<ul style="list-style-type: none">• Identifying your vision and values and aligning your mission and purpose• Establishing true well-being for yourself• Dealing with habits
Leading during times of workplace crisis	<ul style="list-style-type: none">• What to do when you or your team make colossal mistakes• What to do when it goes nuclear• How to bring situations back from chaos and crisis to equilibrium
5 Unexpected pillars of great leadership	<ul style="list-style-type: none">• Understanding the stages of growth• Clarity not assumptions• Dealing with elephants..practical advice of dealing with entrenched issues

Senior Leadership Teams Only

(Face to Face & Online)

Strategic decision making	<ul style="list-style-type: none">• Definitions & Specifications• The decision itself• Now and only now do you take ACTION
Dealing within school variation	<ul style="list-style-type: none">• Understanding the source of the issue• Leadership strategy long term - changing culture• Leadership strategy short-term, immediate actions
Workplace autonomy	<ul style="list-style-type: none">• Understanding workplace autonomy• Workplace vs personal autonomy - managing others• Developing autonomy as a culture in your organisation
Alignment to Values	<ul style="list-style-type: none">• In depth exploration of your organisation's values• Calculation of the levels of alignment• Deep look at the implication for organisational success or failure
Leading Difficult Teams	<ul style="list-style-type: none">• The 5 pillars of leadership- it all starts here• Understanding the stages of growth• Practical strategies for conflict resolution
Habits - markers of success	<ul style="list-style-type: none">• Organisational habits as undercurrents of behaviour• Strategy to change the habits of key teams• Cue- routines- outcomes- these are the true drivers of success
Elephant in the room (choose this only if you are ready to sort the issue out!)	<p>Workshop to deal with the underlying issue that is causing concern, disharmony or a sense of unease in the team. Working with me to get this out in the open and dealt with. I take the team through a robust but humane process, we deal with the emotions, negativity and misunderstandings until we reach clarity, forgiveness and are able to move forward.</p>



Five Masterclasses to support leaders

Each session is full of practical strategies to underpin your daily leadership journey.

60 mins each

Session one: Setting (or re-setting!) an appropriate vision, developing gravitas and clear communication of your ideas, enhancing your confidence as a leader, securing buy-in from your team.

Session two: How to effectively lead your department / team, conducting analysis of data, effective audit of strengths and weaknesses, knowing your staff and moving forward with confidence.

Session three: How to handle the difficulties of leadership, including holding staff to account, challenging conversations, effective line management of post holders, dealing with difficult staff.

Session four: Effective observation of your teams (observation of staff practice). Giving, receiving and managing feedback.

Session five: How to evaluate progress of your team, articulating team progress to senior leaders or outside agencies. What to do when things go pear shaped!

You are welcome to mix and match sessions from the menus to create your own masterclass series.



Keynotes

These are most popular keynotes, or you can commission a bespoke address.



'The Gap between Fact and Truth'

As leaders of the nation's education landscape - you stand in the gap that very few people can navigate successfully, the gap between fact and truth. You hold with one-hand facts that are undeniable, drivers that push at your agenda and look to dictate organisational trajectory- and on the other you are a vanguard of the truth for the staff and young people in your schools.

Closing that gap takes Courageous Strategy.

It is time for us to consider five questions and pivot our organisations for success in the academic year ahead.

'Confidence is NOT a feeling'

Audience will be encouraged, enthused and ready to move into new levels of self- esteem and innovation that awaits them.

'If my confidence is predicated on how I feel- I will never accomplish anything. How I feel changes with the wind'.

Learn how to build the trilogy that underpins deep assured confidence- change your outlook and leadership

The courage of your convictions

You must have a reason why!

There is little point in being courageous if there is no reason to be so. Past the time of this current storm.

As you walk this leadership journey, talented, skilled, with your expertise growing daily.

Can you make room for courage to be a central pillar of your leadership?

A keynote address to uplift your spirit.

'Growing in Resilience, Developing from Setbacks'

'I am human first and a leader second, I remember the importance of family, love grace and compassion'. Let me give you 3 definitive strategies to developing and maintaining unshakeable resilience in your leadership life.

The mindset of a leader is not necessarily what google tells you!

'Fearlessly and Intentionally Courageous'

An uplifting keynote address to encourage and enthuse your organisational leaders so they feel empowered for the changes ahead.

- Infusing leadership with professional love
- Leading in the brave space of ambiguity and change
- The questions courageous leaders ask their teams and themselves

'The Power of Connected Leadership'

When I was head teacher, I quickly realised that as one of the worst schools in the borough and I had to force the other heads and other schools to work with us!

I had to quickly build relationships that would allow professional development to thrive in my school

That would allow expertise to be exchanged in my school

That would open and break the silos of thinking in my school

The power of connected leadership - an honest, funny, and inspiring keynote that will make your audience laugh and think in equal measure. Get ready to move into nuggets of leadership gold.

Growing your leadership culture, the COURAGEOUS WAY

'Holding Firm- Being Human'

I was so busy being good, being effective, being head teacher, I literally forgot to be nice, I forgot to be genuinely approachable. I left huge chunks of my humanity at home and came to work on many days; a shadow of the true person I really am. This was not every day, but it was the case (if I am honest) on too many days...

Designed to ignite the heart and mind of the audience, tell them to get ready to receive a dose of courageous fire!

'Fulfil the expectation of your life.'

Without you- there is no me' Disrupting the narrative of circumstance, insisting on an upward trajectory for all. Diana shares her early context and rise above the circumstance of poverty and lack to fulfil the calling of leadership. Time for you to fulfil your calling. 'You are captains in the army of change' A keynote address to encourage and enthuse your leaders.

‘Five leadership nuggets’

One for female leaders- there are five key mistakes that women in leadership make, often without knowing (believe me- I did them all regularly).

We address the internal narrative; we learn to MIC; we look at internalisation of workplace emotion and more

A keynote to empower and inform

‘How leaders build their networks and make them a powerful part of leadership.’

Great leaders are not solitary creatures- they are intentional about their networks.

A keynote to help your audience understand the hidden power of networks and the secrets to building and nurturing their own.

This is much more than social media!

‘Five steps to resilient effective leadership’

Clarity is your best friend; assumption is the nemesis of leadership.

Understand the stages of growth

Deal with the elephant in the room

You don’t move house because the sink is blocked You want the last one. . . don’t you?

‘Give yourself permission to be great’

When I say the words picture a ‘formidable leader’ who comes into your head? Let me define those two words for you

Formidable - of great strength, forceful and powerful Leader- one who guides, inspires, above all has INFLUENCE

Influence - the capacity of a person to be a compelling force and produce effects on the actions, behaviour, or opinions of others.

Oh- when I said picture a formidable leader, your self-portrait should have popped into your head!

Keynote to get your audience especially those without the title of leader JUMPING!

'You are senior leader - Then THRIVE'

- Strategy
- The leadership sky and the organisational ground
- Leverage
- Relationships Gravitas... All this and more

'Juggernaut Thinking '

Only the brave among you will request this keynote! This one will change the thinking in your organisation, and when that changes ANYTHING is possible.

To be unafraid of the level of your excellence

To be intentional in mindsets that underpin your level of excellence.

To embrace the level of agency needed for your life and leadership.

You ready?

'Leading Equity - How do I do that?'

There is a misunderstanding of the issue at hand, and this leads to fear. Fear in leadership always needs to be explored and dealt with. So let us clear up the elephant in the room.

Sometimes the media and society can make the message of Black Lives Matter seem like this

They matter more than other lives, They matter first

They matter most

The message is that black lives matter with equal importance as any other life, but this is not the same as all lives matter.

All lives matter dilutes the message Let me show you

'Strategic Leadership'

What it looks like How it feels

What it sounds like

What can happen if you pursue it

The five steps to develop strategic focus in your organisation

'I'm busy; you want to talk about coaching?'

I want to share something with you first...if you had said to me 19 years ago when I started my leadership journey, that I would be giving keynote speeches on the power of coaching, I would have said, Have a laugh!

Speech on resilience, urban leadership, Courage

Taking the ugly and making it beautiful. Taking what society rejects and making it desirable. THAT'S ME.

Coaching was what I gave to staff who were judged poor teachers! Successful, effective, competent teachers and leaders did not get involved in coaching, other than to coach the poor French teacher who could not control year 7.

A decade on - things have changed!

Keynote of humour to inspire and encourage

'I chose to swim upstream!'

I chose a to work in and to have a leadership journey in schools that were by their nature upstream places

You work on the frontline of our society and rarely are you thanked for it; you have chosen to swim upstream because of money?

There are easier ways to make money

Because of prestige? Write a song, invent a dance, become an athlete- prestige will come. You don't need to work here for that, there are other less painful ways to gain prestige.

So why here? Why now?

Why do you stick around? You can't help it...

You believe in this... all of this!

'Six steps to IGNITE the fire in others- the secrets of CPD leadership'

CPD can be hit or miss, would you like six ways to help you get a hit more often?

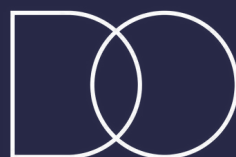
Of course, you would.

Step three is - let them eat cake and finish before they fall asleep, The other steps are equally brilliant!

To discuss booking Diana for a keynote or leadership training please contact Katie Cavill at The Learning Line...

01522 708897

or book into the diary to speak with Katie [here](#)



Courageous
Leadership

Testimonials

The feedback from all staff was incredible ★★★★★

It was amazing to host you at KTJ for a day. The feedback from all staff was incredible. You really helped to focus the SLT during our away day on what are the important issues and what are our collective goals. Your sessions set us up for the rest of the day and it was reflection on your sessions, which dominated discussions once you left.

The feedback from the Middle Leaders was wholeheartedly positive. They were impressed by the leadership skills you displayed and by the practical approaches to leadership, which you discussed with them. I have no doubt this will have a lasting impression on them and it is something on which we intend to build.

Finally, your keynote speech to all staff at the end of the day provided a thoughtful moment of reflection for staff at the end of a busy term. Again, the feedback I have had on this session is extremely positive.

Overall, I think what really struck me and other staff was your ability to draw on real-life examples to illustrate every point. You have walked the talk over a long period and that makes you stand out from many other speakers and trainers working in this area. It means staff immediately trust what you have to say and are able to see how your approaches can be applied within a school. In short, your training is practical in a way, which much of the other training out there is not.

Dr Glenn Moodie - Principal, Kolej Tuanku Ja'afar - Malaysia

The work Diana did with us encouraged my team and I to think differently... ★★★★★

Given she spent only one day with us, it is amazing how often we use the phrase 'as Diana said...'

The work she did with us has encouraged my team and I to think differently about tricky conversations and situations, and given us additional tools with which to handle these.'

Dinah Hawtree: Principal, Prince of Wales International School - Malaysia

The staff were engaged, energised and motivated...



"We invited Diana as a Keynote Speaker to launch our school year and our new strategic theme of "Reflect, refresh and move forwards."

Despite it being in the early hours of the morning for Diana when she zoomed into our packed auditorium, she certainly managed to grab the attention of a diverse audience. The staff were incredibly engaged, energised and motivated by her passionate speech. We will definitely be looking for more opportunities to work with Diana again!"

Martin Breen: Deputy Head of Primary

Bangkok International Preparatory & Secondary School (Bangkok Prep) - Thailand

Truly Transformational...



Diana spent a day with us and it was truly transformational for our middle and senior leaders. Diana is a powerful speaker with years of practical examples to back it up. She has a captivating narrative style, which draws the audience in. Her key messages are delivered with humour, grace and at times brutal honesty, which our team really appreciated. Diana is authentic to the core and walks the talk.

She was careful to leave plenty of time for Q & A and made herself available between sessions to chat to our staff. I would highly recommend Diana to any school hoping to inspire and empower their leaders.

**Cindy Adair: Assistant Principal, Professional Learning,
Bangkok Patana School, Thailand**

Quite liberating...



This enabled us to be open, honest, and up front with each other. Whilst we are an extremely cohesive and positive team who work on our strengths, we have never really considered our weaknesses. This was quite liberating and gave plenty of food for thought. This exercise allowed us to strengthen our trust and relationship, which is crucial as a leadership team.

Nicola Howard: Vice-Principal, The Alice Smith School - Malaysia

I wish I met Diana 8 years ago, when I started my leadership journey.



As Principal of the British School Jakarta (BSJ), it was superb that Diana Osagie accepted our invitation for a three-day visit to our school. Having previously seen Diana in action at conferences, her message and delivery about courageous leadership was one that resonated with the positive transformation BSJ is embracing now.

Diana's skill is in her communication. The response from the staff who interacted with her over the three days was extremely positive. Diana made us think about what we are doing well, what we can improve and how to ensure we keep true to the values and mission of BSJ.

Staff have been very positive about the experience; comments such as 'I wish I had met Diana 8 years ago when I began my leadership journey.'

Diana has humour and self-deprecation in abundance; she also cares deeply about our core business of educating the young minds of today for tomorrow.

Finally, there was also a tremendous evening session that was solely for BSJ women in Leadership positions at the school where Diana shepherded an evening of self-worth, tips and tricks for women in leadership in schools. We look forward to a strong partnership with Diana in the future.

Martin Breen: Deputy Head of Primary

Bangkok International Preparatory & Secondary School (Bangkok Prep) - Thailand

Diana went straight to the root of the issues...



'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.

Nick Lanaham: Head teacher London School UK

We rapidly moved from 'inadequate' to 'Good'...



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!

Stevem Chamberlain: CEO
The Active Learning Trust UK

Diana is a brilliant role model for all leaders...



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 keynote 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.

Hannah Wilson- former headteacher, founder DiverseEd