



# Courageous Leaders

Take your leadership from good to great



**An invite-only group  
coaching & mentoring  
programme for up to 12  
courageous leaders  
like you**



**9 weeks**  
**Up to 12 leaders**  
**Endless possibilities**

**This programme will take a small group of courageous leaders on a deep journey of self-discovery and change**



**Build your inner courage**  
**Build courageous teams**  
**Build a courageous culture**



# By the end of the programme you will have:

- Understood – and shifted – your relationship to conflict
- Developed skills to confront conflict effectively and to begin to shift your culture away from artificial harmony – or toxic conflict – towards healthy conflict
- Increased confidence to lead through uncertainty and crisis
- Tools to connect compassionately with self and others in tough situations
- Deep insights into your personality, to help you harness your strengths and manage your over-extensions
- Courage to move towards the situations you currently avoid
- A peer group of supportive leaders who will encourage you and hold you accountable, both during and beyond the programme

“If you manage people, whether 4 or 400, you will benefit hugely from the Courageous Leadership programme. Beccie leads the group sympathetically and determinedly in an in-depth exploration of how we communicate, our personality traits and our leadership. She leads participants gently to where they usually fear to tread, with great results!

**Prepare to be inspired, to feel uncomfortable at times and to be re-born as a courageous leader.”**

**Richard Snow, CEO of Oxford Wood Recycling**



**Courageous leadership  
starts with you**





**“It made me reflect on myself at a much deeper level than I have ever done before.**

**“After every session with Beccie I felt recharged to be bold, brave and push myself to be a more courageous leader.”**

**Nabiah Sohail, Head of Therapies – Children & Young People, Homerton University Hospital NHS Foundation Trust**



**Module 1 Transformation**

**Module 2 Self-leadership**

**Module 3 Vulnerability**

**Module 4 Empathy**

**Module 5 Empowerment**

**Module 6 Conflict**

**Module 7 Honesty**

**Module 8 Commitment**



# Module 1 Transformation



Exploring what transformation you seek – for yourself, your team, your culture. Establishing an effective thinking environment and setting intentions for the programme.

# Module 2 Self-leadership



Understanding your different personas through the lens of the Lumina Spark psychometric. Exploring your Lumina 'portrait' – your strengths, needs, motivations, blindspots, overextensions.

# Module 3 Vulnerability



Harnessing the quiet power of vulnerability. Connecting compassionately to yourself and understanding the armour you put on in uncertain situations.

# Module 4 Empathy



Listening with empathy and curiosity, not judgement. Learning and practising tools for empathic listening. Understanding your own barriers to empathy and how to overcome those.

# Module 5 Empowerment



How to empower others and create a courageous culture of ‘upstanders’. Establishing genuine psychological safety and enabling win-win collaboration.

# Module 6 Conflict



Taking your culture from artificial harmony or toxic friction to healthy conflict. Exploring your own relationship with conflict and learning the five conflict management styles.



# Module 7 Honesty



Speaking up with honesty and compassion – using Nonviolent Communication as a tool for self expression and connection.

Understanding and overcoming your fears and blocks to courageous conversations.



# Module 8 Commitment



Preparing for the journey ahead.  
What are you taking with you  
and what else do you need?  
Consolidating learning and  
reflecting on next steps.  
Establishing your courageous  
leadership vision.

# Become more courageous

Get support and accountability from being part of a hand-picked group of like-minded courageous leaders

Gain deep insights into self and others - personality, conflict management styles, leadership

Learn powerful skills & tools to transform your conversations and your culture



# How it works

Weekly 2 hour group coaching sessions over Zoom

Integrate learning in between sessions,  
through reflection and practice

Access to WhatsApp group for support from coach (Beccie)  
and other participants between sessions



# When

**All sessions are Tuesdays, 10am – 12pm**

26th Sept

3rd Oct

10th Oct

17th Oct

31st Oct

7th Nov

14th Nov

21st Nov

**Consolidation session – 16th Jan 2024**

# Options

**Option 1** – Courageous Leaders programme only

**Option 2** – Courageous Leaders programme PLUS personalised 121 support to help you integrate and deepen your learning – up to 4 x coaching + mentoring sessions at start, middle and end of programme plus support via WhatsApp when you need it.

**Option 3** – As Option 2 above PLUS customised integration of what you've learnt into your organisation – 2 x bespoke, facilitated workshops for your senior team, to support you to bring about the culture shift you seek.



# Investment – Option 1

9-week Courageous Leaders programme plus consolidation session. Includes full Lumina Spark personality portrait, workbook and lifetime access to online coaching tool (worth over £200 +VAT)

Full price: £2500 +VAT

Early bird price\*: £2000 +VAT

Discount available for small charities

\*Early bird expires on Monday 17th July



# Investment – Option 2

Courageous Leaders programme PLUS personalised 121 support to help you integrate and deepen your learning – up to 4 x coaching + mentoring sessions at start, middle and end of programme plus support via WhatsApp when you need it.

Full price: £3500 +VAT

Early bird price\*: £3000 +VAT

Discount available for small charities

\*Early bird expires on Monday 17th July





# Investment – Option 3

As Option 2 PLUS customised integration of what you've learnt into your organisation – 2 x bespoke, facilitated workshops for your senior team, to support you to bring about the culture shift you seek.

Full price: £7000 +VAT

Early bird price\*: £6500 +VAT

Discount available for small charities

\*Early bird expires on Monday 17th July



# Led by Beccie D'Cunha

**20 years' experience of building courageous cultures**



Through leading charities and small businesses, and through supporting leaders and teams as a coach, facilitator, mediator, trainer



“The Courageous Leaders programme is unlike anything I’ve previously experienced. Beccie creates an environment which is challenging, thought provoking, reflective and nourishing all at the same time.

“The other delegates were deeply inspiring and I now have a trusted network for life.

“Beccie is leading a revolution along with the likes of Brene Brown. I only wish that more leaders would have the courage to attend the Courageous Leaders programme.”

Liz Dollins, Director of Operations, St John's School and College



"I can safely say that Beccie's training was one of the most transformative learning experiences of my career. Not a day goes by where I don't use one of the skills she taught me."

**Xander Hough, former People Director, Onfido**



"I had the opportunity to have Beccie as my manager - she inspired, challenged and supported me and the team in very challenging times. She created brave new environments for thinking, dreaming and taking action.

She holds space with grace and generosity and has helped me discover my strengths and ignite my passion for doing meaningful work, a priceless gift. Beccie has an immense capacity to empower people and teams to achieve their potential."

**Silvia Timu**



"Beccie is just an incredible manager - caring, interested, on-the-ball, strategic and a great motivator. She is a courageous and articulate leader. But what really makes her stand out is her integrity - she lives the values she expresses. It's been a pleasure working for her."

**Brendan Schutte, HR Manager and former team member**



# Join us!

Up to 12 spaces available

Early bird expires on Monday 17th July .

Email [operations@couragelab.co](mailto:operations@couragelab.co) to express  
your interest

