

SPEAKER INFORMATION KIT

## Lead with Courage

We fail more from timidity than we do from over daring

# MARGIE WARRELL

LEAD BRAVELY  
DR  
MARGIE WARRELL



# Meet **Margie**

**MARGIE IS A COURAGE CATALYST—IGNITING BOLDER ACTION FOR BETTER OUTCOMES IN INDIVIDUALS, TEAMS, AND ORGANIZATIONS.**

From humble roots in rural Australia to Fortune 500 executive teams and international stages across over 30 countries, Margie Warrell is trusted for her ability to turn insight into action—closing the gap between knowing what to do and having the courage to do it.

With a PhD in human development, six bestselling books including *The Courage Gap*, and a career spanning Korn Ferry and the highest levels of business and government, Margie brings more than credentials—she brings lived wisdom and practical strategies that engage minds, embolden hearts, and shift results. By bridging intellect and emotion, Margie empowers the ‘whole human’, addressing unconscious forces that derail decisions to embolden more human-centered teams and organizations where bold thinking and courageous action isn’t the exception, it’s the norm.



**Inspiring and transformative!  
Margie equipped us to drive  
measurable change!**

**-James Schenck, CEO, PenFed Credit Union**



“

Margie's *authentic storytelling* captivated our audience. She's a must-have for any organization aiming to *inspire bold action* and *winning mindsets*.

- Jessica Qaasim, Head of Industry, Google

# Cultivating Courage Reduces Risk

1

## Courage is now mission-critical

Uncertainty fuels caution. Equipping individuals and organizations to operate from a 'play to win' Courage Mindset unleashes bold ideas, accelerates learning and fosters agility at scale to close the gap between strategy and execution, insight and impact.

2

## Courage can be learned

The good news? Courage isn't a fixed trait — it's a skill that can be learned, strengthened and scaled across teams and cultures.

3

## Playing it safe is risky

As risk and anxiety rise, the cost of hesitation grows. Equipping individuals and organizations to act bravely isn't optional — it's mission-critical to executing strategy, adapting to change, and thriving in today's workplace and world.

## FEAR CONFINES ACTION

- \$36B lost annually due to fear-based leadership
- 70% of employees are afraid to speak up
- 43% drop in innovation in fear-driven workplaces
- 85% admit fear of failure limits their potential
- Only 1 in 3 employees feel safe taking risks at work

# The Cost of Fear



## COURAGE UNLOCKS POTENTIAL

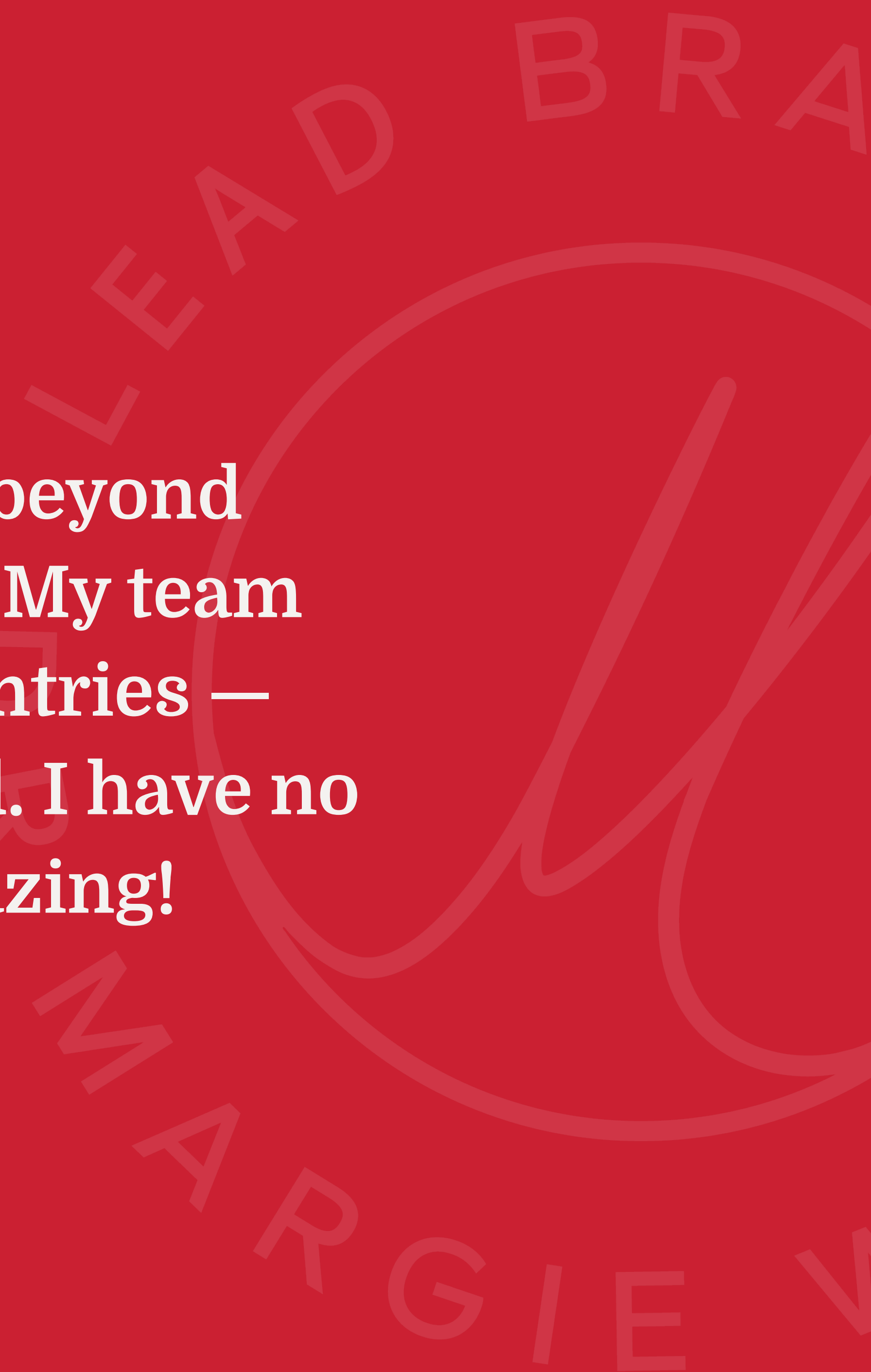
- + 25% of job performance is predicted by courage  
— not IQ or education
- + 66% say their workplace lacks psychological safety  
76% more likely to have engaged employees in  
companies with high psychological safety
- + 85% of innovation leaders say fear suppresses bold ideas

# The Power of Courage



**Margie led us through an absolutely beyond any expectations two-day workshop. My team members — from eight different countries — were all thrilled by what we achieved. I have no words to thank her enough. Just amazing!**

**- Sandra Guazzotti, EVP, Oracle**



KEYNOTE TOPIC

# Lead with Courage

CLOSE THE COURAGE GAP TO AMPLIFY IMPACT - FROM THE INSIDE OUT

In times of relentless change and rising complexity, hesitation is costly. It's not enough for leaders to know what to do—they must become the kind of leaders who can do it. That requires more than strategy. It requires courage. Today's most effective leaders are grounded in purpose, anchored in self-awareness, and equipped to navigate ambiguity while cultivating collective courage across teams and culture.

This keynote delivers a bold recalibration of what's possible when clarity, courage,

and alignment converge. Margie unpacks why the real work of leadership begins where comfort zones end, bridging the gap between inner evolution and outer results. With compelling stories and evidence-based insight, she guides leaders to dismantle the psychological barriers—fear of judgment, risk-aversion, imposter beliefs—that subtly sabotage execution and stall growth and silence candor. This keynote equips leaders to stop operating from insecurity and start leading from conviction—resetting their trajectory for next-level growth and sustained impact.

*Best For: Leadership development, transformation programs, senior and rising leaders.*

“

Margie's keynote was packed with 'ah-ha!' moments that made better leaders of us all.

- Alison Sibree, SVP Human Resources, Oracle



KEYNOTE TOPIC

# Take **the** Chance

HOW TO TAKE THE CHANCES THAT CHANGE EVERYTHING

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Fear holds too many people back from the very actions that would move them forward. In this energizing and transformative keynote, Dr. Margie Warrell unpacks the hidden cost of over-caution and makes a compelling case for why bold beats safe—especially in times of uncertainty. Drawing on insights from her bestselling book *The Courage Gap*, lived wisdom from her rural Australian roots, and decades advising leaders across industries, she equips audiences with practical tools to identify where fear is calling the shots and reframe discomfort as a signal for growth. Your audience will walk away inspired to act bravely, speak up, and take smart risks that align with their purpose—at work and beyond.

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*Best For: Company-wide events, personal and professional development conferences, all-employee or high-potential gatherings seeking to fuel bold thinking and personal agency.*



“The perfect adrenaline-like shot of inspiration to embolden your people and build a culture of courage.

- Sarah McKensey, Johnson & Johnson

# Brave the Awkward

THE HEART OF HUMAN CONNECTION IN AN OVERWIRED WORLD

In today's hyper-connected workplace—where curated profiles, Slack replies and AI-generated messages dominate—something vital is being lost: our capacity for real human connection. As it becomes easier to polish our image and harder to have honest conversations, a gap is growing between surface-level communication and true belonging. The very technologies designed to connect us are eroding the interpersonal skills that build trust, foster belonging and fuel collaboration. We've become masters of

impression management but novices at genuine vulnerability.

In this timely keynote, Dr Margie Warrell helps audiences confront—and close—that gap. With warmth, insight and practical tools, she invites your people to brave the awkward: to lean into discomfort that deepens relationships, transforms culture and unlocks human potential. With belonging and engagement at historic lows, this is not a soft skill. It's a strategic imperative.



Margie won hearts and minds... the standing ovation she received said it all!

-Rich Wilson, CEO, Paul Davis

*Best For: Organisations leading cultural change, leadership and team building events, retreats or summits to strengthen workplace culture, communication or team performance.*



## HOW TO GROW THROUGH WHAT YOU GO THROUGH

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Resilience is more than bouncing back—it's learning, expanding, and transforming through life's challenges. In this deeply personal and powerful keynote, Dr. Margie Warrell shares hard-won insights drawn from her own journey through personal tragedy, career reinvention, and raising four children across multiple continents. Grounded in behavioral science and rich in

lived experience, she offers a path for growing stronger through adversity—cultivating self-leadership, reframing setbacks, and staying anchored in purpose. Your audience will walk away with practical tools, emotional insight, and renewed courage to navigate change, rise above self-doubt, and become braver, wiser versions of themselves.

*Best For: Whole-organization events, employee well-being initiatives, change rollouts, health practitioners.*



**If Margie can win over this crowd, she can wow any audience.**

**-Larry Burton, US Senate Chief**

**(Margie runs quarterly bi-partisan leadership programs for US Congressional Chiefs)**

# Dare to Grow



“**Margie moves people into action... She's impressive on every measure.**

- Edwina Stratton, VP Employee Success, Salesforce

# Brave Women Rising

HOW TO START BEFORE YOU FEEL READY  
AND MAKE A BET... ON YOURSELF

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Despite historic progress, women remain underrepresented where the biggest decisions are made—not from lack of ability, but from the internalized pressure to stay small. In this powerful keynote, Dr. Margie Warrell shares how her own journey—from growing up on a dairy farm and raising four children while building a global career, to completing her doctoral research in women's leadership—shaped her mission to help women stop waiting for perfect confidence and start leading with bold self-trust. With a mix of research, humor, and raw honesty, Margie helps women challenge limiting norms, reclaim their value, and own their seat at the table... even when they don't feel fully ready.

*Best For: Women's leadership summits, women's conferences, customized for all groups.*

# Watch Margie in Action

**Braver Action  
Better Futures**



Dr *Margie* WARRELL

Keynote Speaker  
Leadership Advisor  
Courage Catalyst

# More than inspiration... lasting change

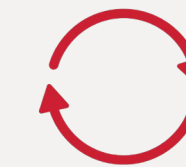


## Engage Minds

Understand how being hijacked by fear creates unseen risks and how to rescript outdated mental maps to overcome the anxiety and inertia that keep individuals and teams stuck. Learn practical courage-building habits to regulate emotion and take braver action—when the path is uncertain and stakes are high.

## Embolden Hearts

Bridge the gap between intellect and emotion, helping people reconnect with their values, lead with purpose, and walk the path of 'growth over comfort' to make better decisions amid complexity, pressure, and change.



## Transform Behavior

This isn't a feel-good keynote with short-term buzz. Margie drives lasting change—helping organizations scale courage, accelerate innovation, and create a 'culture of courage' where people are emboldened to speak up, step up, and show up more fully and bravely in service of a common purpose.



**Margie is a master of her craft, with an exceptional ability to engage, empower and drive change. Her visit to Marriott HQ — where she delivered a powerhouse keynote, led a team workshop and interviewed Mr Marriott at a town hall gathering — was nothing short of outstanding.**

- Keri Day, Chief Audit Officer, Marriott International

UNLOCK POTENTIAL

# Beyond Keynotes

Margie brings deep experience engaging people across diverse settings and formats. A master-certified coach with a gift for disarming defensiveness and winning over skeptics, she creates spaces for authentic connection, meaningful dialogue and lasting growth. Below are a few other ways organizations engage Margie beyond the keynote to unlock talent and potential at every level.



## TEAM OFF-SITES & RETREATS

- Half-day to multi-day experiential programs
- Interactive workshops and team building
- Holistic approach to organizational development
- Custom-designed for your specific needs

## LEADERSHIP ADVISORY & C-SUITE COACHING

- Master certified coach for 1:1 development
- Works with change agents and senior leaders Inside-out transformation approach
- Support for major growth agendas

## FIRESIDE CHATS & INTERVIEWS

- Seasoned interviewer putting people at ease
- Has interviewed Bill Marriott, Richard Branson, Oliver Stone
- Engaging format that informs and inspires
- Perfect for leadership gatherings

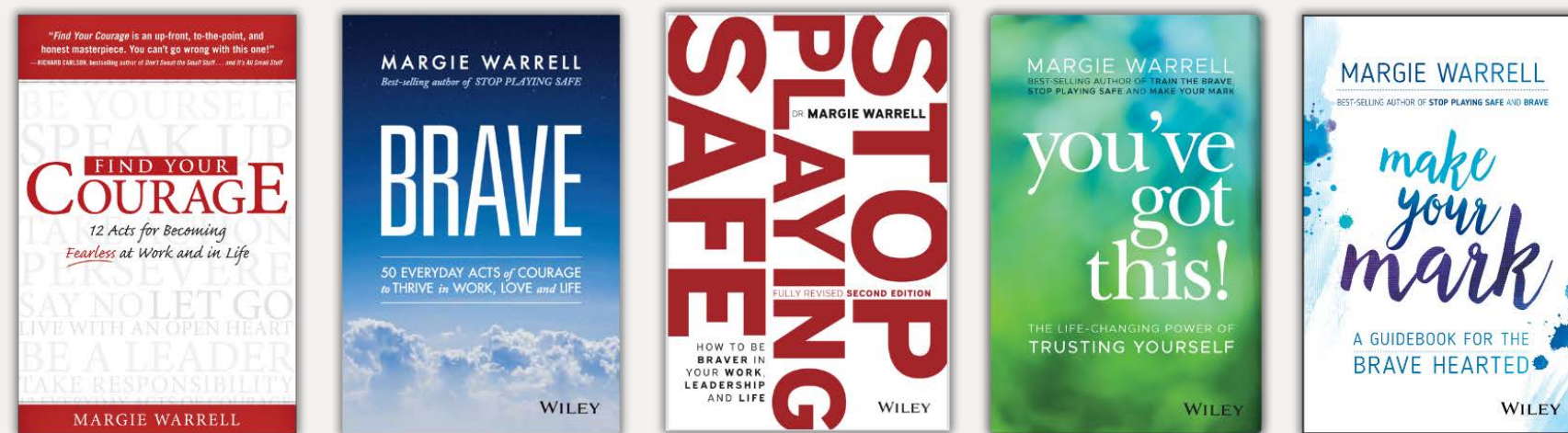
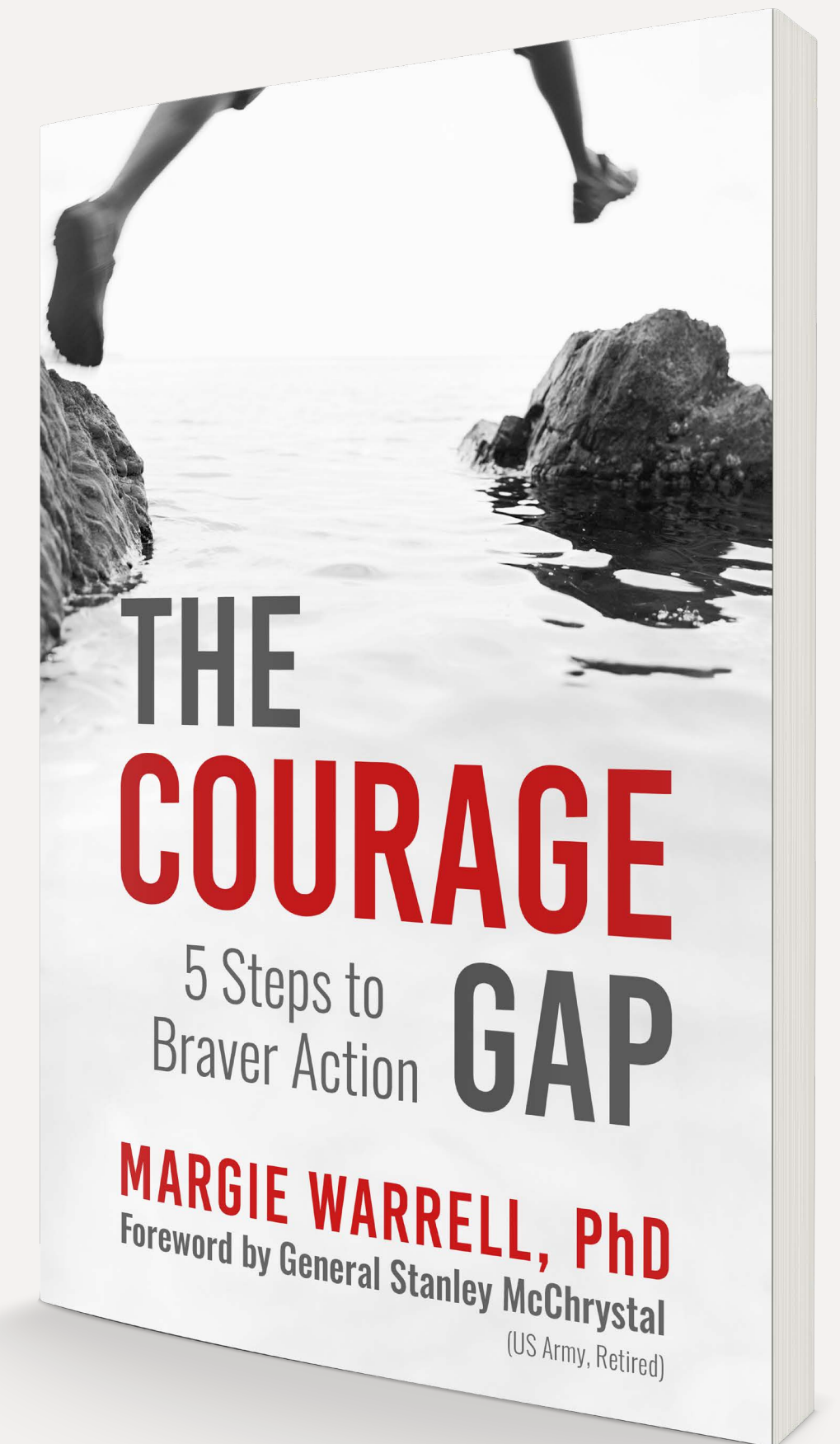
## VIP RECEPTIONS & BOOK SIGNINGS

- Meaningful conversations beyond the keynote
- Personal interaction with attendees
- Book signing and photo opportunities

BESTSELLING BOOKS

“This isn’t just a book— **it’s a lifeline!**  
A bulls-eye on a critical subject!

- General Stanley McChrystal, (US Army, Retired)



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# A universal message for a global audience

GET IN TOUCH

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 Based in Washington, D.C.

