



SPEAKER KIT • 2027

Braver choices, made at the pace change demands.

Dr. Margie Warrell

BESTSELLING AUTHOR • KEYNOTE SPEAKER • C-SUITE ADVISOR • PHD



MEET DR. MARGIE WARRELL

A global authority on building courage to think, decide and lead with conviction.

Dr. Margie Warrell equips people to make **the brave choices that shape a better future** — and to lead others to do the same.

Dr. Margie Warrell helps leaders close the courage gap: the distance between what they're capable of and what fear keeps them from doing. A former **Senior Partner in Korn Ferry's Board & CEO Succession** practice with a **PhD** in human development, she bridges science and soul, drawing on a global background in business, psychology and executive coaching, along with her diverse life experience, to grow our capacity to develop inner mastery for outer impact.

Trusted by senior leaders from **NASA to Nike**, she serves as faculty for **Google's School for Leaders** and **Duke Corporate Education**, is a strategic thought partner in developing **Google's Courage Lab**, and has spoken on stages in over **30 countries**.



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

JAMES SCHENCK
CEO, PenFed Credit Union

6

BESTSELLING
BOOKS

30+

COUNTRIES
KEYNOTED

Top 1.5%

LIVE BRAVE PODCAST
WORLDWIDE

25+ yrs

ADVISING
FORTUNE 500 LEADERS

Forbes

CNN

THE WALL STREET JOURNAL.

TODAY

NBC

FORTUNE

Harvard
Business
Review

SUCCESS®

PsychologyToday

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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

COURAGE UNLOCKS POTENTIAL

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

The cost of fear

The power of courage

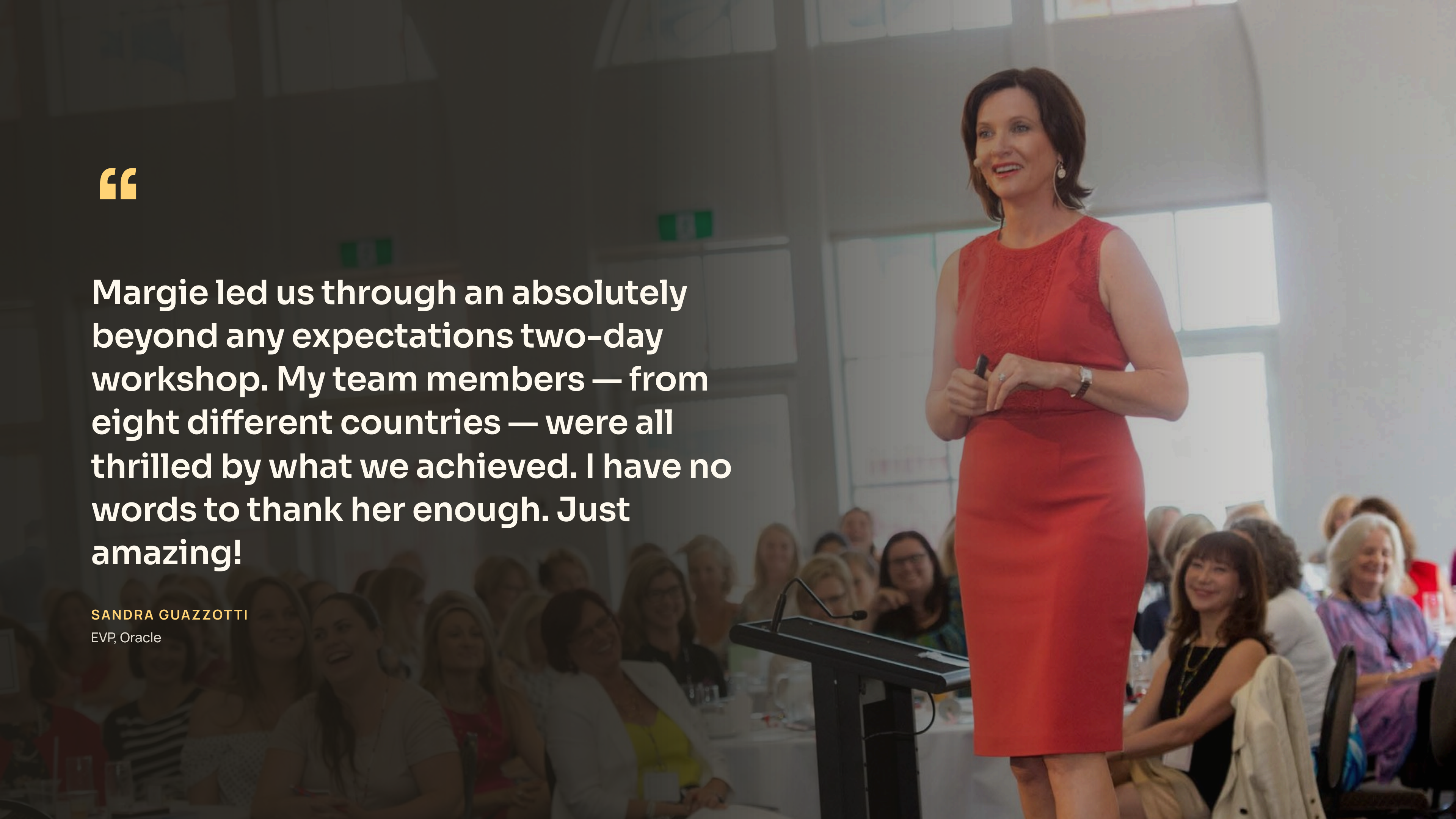
References: Harvard Business Review, Gallup, Journal of Organizational Behavior, McKinsey, WorkLife News

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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



SIGNATURE KEYNOTE

Make the **Brave Choice**

How leaders turn uncertain moments into defining decisions

We've never had more information — or faster tools to process it. Yet at decision-making tables across the world, leaders are getting more hesitant, not less. More risk-averse. Less decisive.

The problem isn't insight. It's the internal capacity to act on it.

In a world of accelerating AI disruption, relentless complexity, and rising stakes, the ability to make values-anchored, brave decisions — with clarity, conviction, and consistency — isn't a soft skill. It's a fundamental leadership capability. And most leaders have never been explicitly taught it.

AUDIENCE TAKEAWAYS

- ✓ Recognize the "fear traps" that derail decisions
- ✓ Right-size risk — and recognize the "Timidity Tax" that compounds
- ✓ Read emotional signals accurately so pressure expands possibilities
- ✓ Apply a 3-step framework for making values-anchored decisions
- ✓ Manage decision fatigue and reset the nervous system

BEST FOR

Leadership development

Transformation programs

Senior & rising leaders



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

ALISON SIBREE

SVP Human Resources, Oracle

KEYNOTE 02

Courage to Lead in an **AI World**

The deeper intelligence no algorithm can replicate

AI is changing how organizations operate, but the deeper human intelligence that makes leadership work has never mattered more. The capacity to bring full presence under pressure is the defining leadership competency of our era.

As uncertainty pulls leaders to move faster to feel safer, the durable edge belongs to those with the interior depth to lead with wisdom over knowledge, and the courage to make the calls that data alone could never justify.

AUDIENCE TAKEAWAYS

- ✓ Distinguish what AI can accelerate from what it can't replace
- ✓ Recognize when fear is governing your decisions
- ✓ Make high-stakes calls when data is incomplete
- ✓ Name what's driving you before it drives your decisions
- ✓ Build psychological safety that invites bigger thinking

BEST FOR

Leadership conferences

Technology & innovation

HR & people leaders

Financial & professional services

Women's leadership forums



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If you want to embolden your teams and leaders to raise their sights and take more courageous action, Margie is the perfect adrenaline-like shot of inspiration you need.

SARAH MCKENSEY

Vice President, Johnson & Johnson

KEYNOTE 03

Dare to Change Before You Have To

Grow courage to be change-ready, not just change-managed

Thriving through disruption doesn't require eradicating fear. It requires managing the fear that drives our decisions, and learning to act before circumstances force our hand.

What separates organizations that adapt from those that languish is the collective capacity of their people to seek out and embrace change rather than wait for it. That readiness is learnable, and this keynote builds it.

AUDIENCE TAKEAWAYS

- ✓ Understand why even chosen change triggers the fear response
- ✓ Spot the early signals that say "change now"
- ✓ Interrupt the instincts that protect an eroding status quo
- ✓ Regulate emotion under pressure to widen your options
- ✓ Build proactive courage to reinvent ahead of disruption

BEST FOR

Organizational transformation

Mergers & restructures

HR & change champions

High-potential programs

Teams facing change fatigue



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

RICH WILSON
CEO, Paul Davis

KEYNOTE 04

Speak **Bravely**

Brave the awkward conversations in a world built for avoidance

After 25 years working with leaders across every sector, Dr. Margie Warrell has found one pattern behind dysfunctional teams and low-performing cultures: the awkward conversation nobody had, for fear of what might happen if they did.

In today's world of digital distance, avoidance has never been easier. And its cost compounds silently through eroded trust, stalled decisions, and talent that checks out long before it leaves.

AUDIENCE TAKEAWAYS

- ✓ Name the true cost of avoided conversations
- ✓ Apply the 3C Framework: Clarity, Courage, and Connection
- ✓ Deliver honest feedback that strengthens relationships
- ✓ Navigate tension without appeasement or shutdown
- ✓ Build cultures where honesty is a reflex, not a risk

BEST FOR

- Leadership development programs
- High-potential programs
- Women's leadership forums
- Culture & trust initiatives



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

EDWINA STRATTON
VP Employee Success, Salesforce

SPEAKING REEL

Watch Margie **in action**

Margie weaves accessible, evidence-based insight with deeply human storytelling that speaks to the whole person — not just the professional — moving audiences to genuine, lasting change in how they think, decide and lead.



[YOUTU.BE/W3KSUZPZ8RQ](https://youtu.be/w3ksuzpz8rq) →

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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

More than inspiration... **lasting change**

Margie doesn't just deliver inspiration — she drives transformation. Her keynotes deliver mindset shifts and muscle-building habits that stick — well beyond the stage. Margie empowers people not just to think differently, but to behave differently — together.

01

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.

02

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.

03

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.

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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

“Growth and comfort
can't ride the same horse.”

Margie Wells
LEAD BRAVELY

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

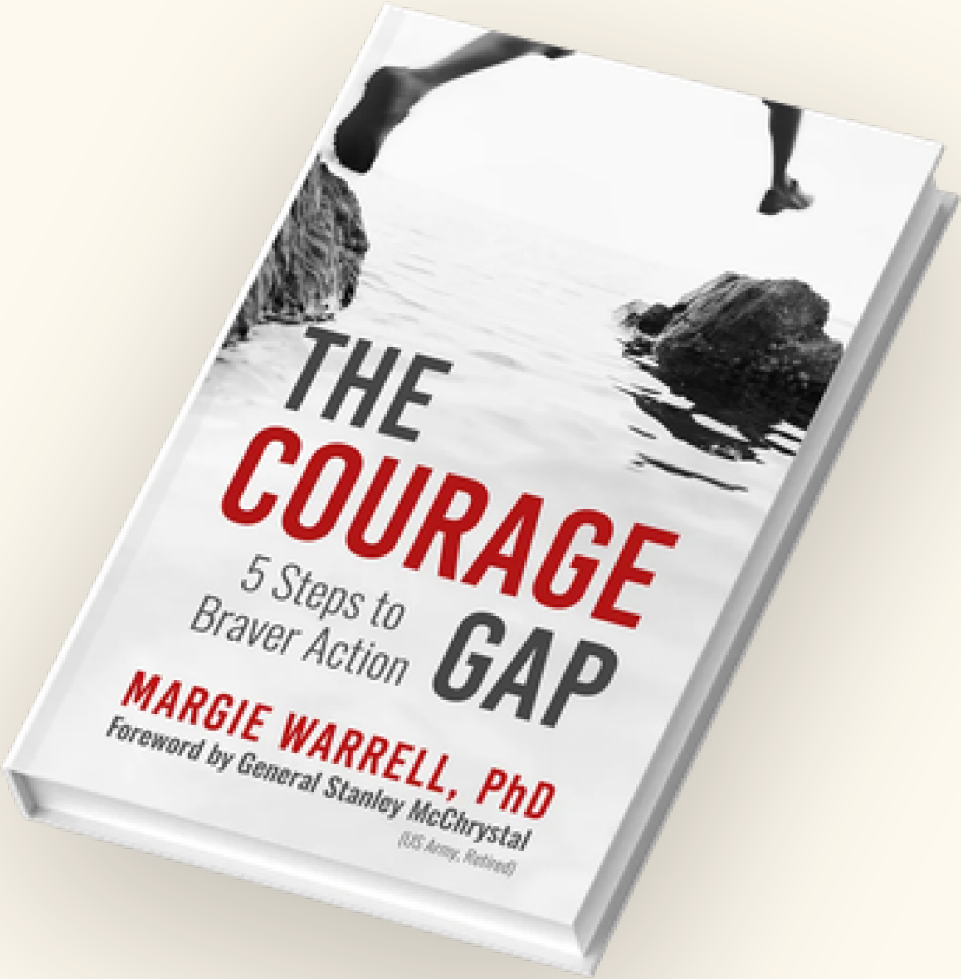
BESTSELLING BOOKS

“This isn't just a book — **it's a lifeline!** A bullseye on a critical subject!”

GENERAL STANLEY MCCHRYSTAL (US ARMY, RETIRED)

“Margie provides a compelling framework for greater personal and professional effectiveness.”

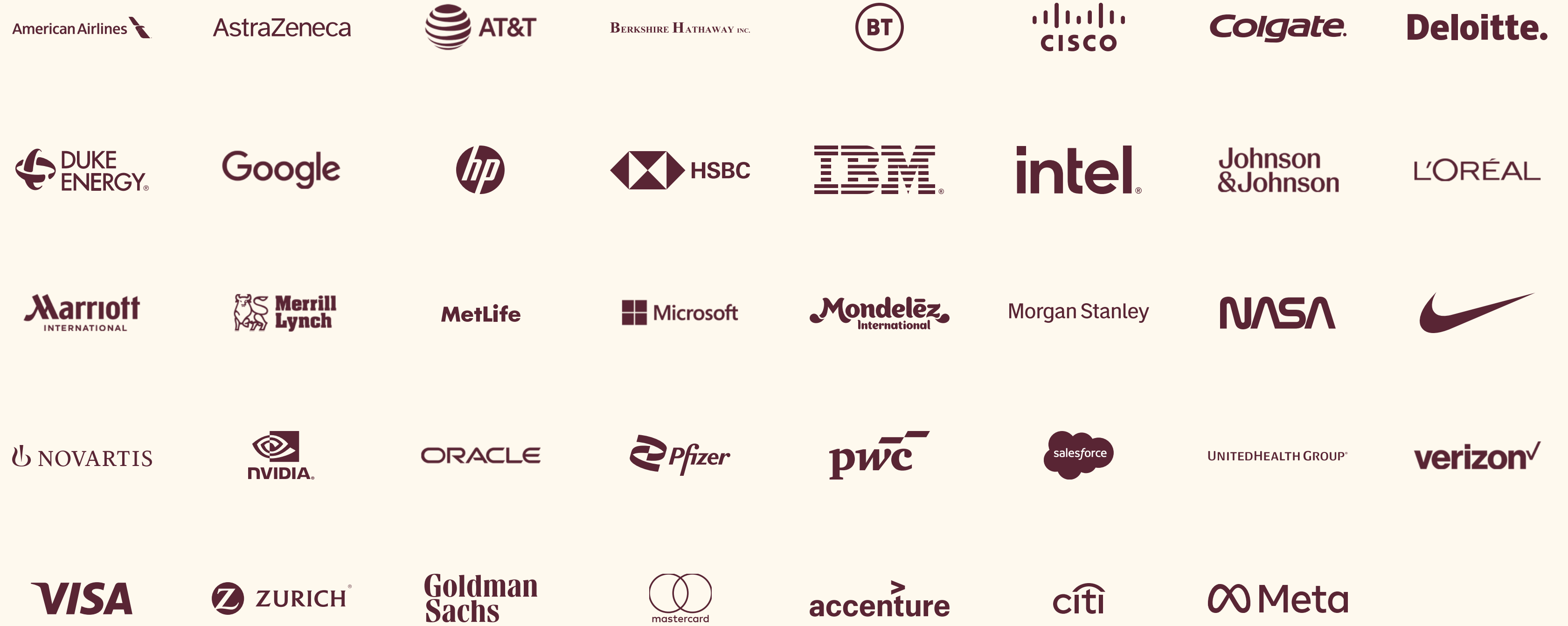
PROF. AMY EDMONDSON · Harvard Business School



Available for bulk orders · Covers can be customized for your event

ENQUIRE ABOUT BULK ORDERS

Trusted by **leading organizations**





A **universal** message for a **global** audience

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CONTACT HER TEAM