
LION: Leadership Inside Out Navigate

A bold, human leadership development experience for managers who are ready to lead – from the inside out.

“The leaders we need aren’t always the ones who think they’re ready.”

LION is built for those who want to lead with purpose, but feel held back by doubt, past mistakes, or a system that’s never made space for their voice.

This is not traditional leadership training.

It’s a practical, reflective, and challenging programme that turns lived experience into leadership clarity.

We combine coaching, tools, and honest reflection to help managers unlock their potential, and lead with impact.

Who It’s For

LION is for managers and emerging leaders who:

- Feel unsure about their leadership identity or confidence
- Have made mistakes, and want to learn and grow from them
- Feel overlooked, underestimated, or stuck
- Look around at the leadership they’ve seen and think, “I could do better, but I don’t know how.”
- Want to lead with clarity, courage, and integrity, not ego or bravado.

Special focus: LION is particularly effective for women and underrepresented leaders who’ve internalised self-doubt from cultural or organisational bias.

What Participants Gain

Participants leave LION with:

- Greater confidence and clarity around their leadership style
- The ability to lead through uncertainty and change

- Practical tools for communication, emotional intelligence, and influence
- A deep understanding of their own values, patterns, and leadership story
- A mindset shift – from “I’m not ready” to “I’ve got this.”

How It Works

LION is flexible by design, and can be delivered as:

For Individuals

- 6–10 one-on-one coaching sessions
- Personal leadership map + values deep-dive
- Leadership challenges, accountability, and habit formation
- Tools, assessments, and reflection prompts

For Organisations

- Cohort-based programme (in person or online)
- Delivered over 4–12 weeks
- Combines workshops, group coaching, and individual reflection
- Optional: manager check-ins, organisational context mapping, post-programme support

Tools & Materials

- Leadership self-assessment tools
- Reflection journals and prompts
- “LION Map” – linking past experience to future growth
- (Coming soon) Access to an online community + accreditation option

What Makes LION Different?

1. Inside-Out Philosophy

We don’t start with theory. We start with you, your story, your values, your challenges. The messy, real stuff.

2. Tough Love, Not Fluff

LION is compassionate, but honest. You’ll be supported and stretched in equal measure.

3. Focus on Underestimated Leaders

We understand how culture, bias, and past experience shape self-doubt. LION helps people rewrite their leadership story.

4. Not Just Skills – Identity

This isn't about learning how to "act" like a leader. It's about becoming one, with clarity, courage, and conviction.

Want To Know More?

Whether you're looking to:

- Support an individual manager
- Build a more courageous leadership pipeline
- Shift your culture from compliance to confidence

We'd love to talk. Either

- [Book a Discovery Call](#), or contact us directly on
- [Email \(guy@courageousworkplaces.com\)](mailto:guy@courageousworkplaces.com) or 020 7183 6149.

Related Programmes & Expertise

LION is part of the wider Courageous Workplaces offering, created by Guy Ellis, a leadership coach and consultant known for practical, human-centred change.

We also run:

- Menopause in the Workplace (male allyship + confident conversations)
- GenZ Insight – building multigenerational organisations that work
- The Confidence Gap – speaking, workshops, and coaching for underrepresented leaders

Find out more at www.guyellis.net.