

TRACEY EZARD



FEROCIOUS

warmth

TRANSFORMATIVE LEADERSHIP DEVELOPMENT THAT BALANCES HEAD AND HEART

WELCOME TO A LEADERSHIP JOURNEY THAT BALANCES THE DEMANDS OF GAINING RESULTS WITH THE POWER OF HUMAN CONNECTION

In today's rapidly evolving educational landscape, the demand for leaders who can navigate both the complexities of strategic goals and the nuances of human connection has never been greater. Ferocious Warmth is the leadership approach that bridges this gap, empowering leaders to balance the head—the strategic, results-driven focus—with the heart—a relationships-driven focus, with the empathy, connection, and trust to inspire and uplift teams.

Ferocious Warmth is about leading with both strength and compassion, holding high expectations while fostering a culture where everyone feels valued and supported. It's a philosophy that drives not just results, but meaningful, lasting change in schools. By embracing Ferocious Warmth, leaders become the catalysts for creating thriving, collaborative environments where educators and students alike can excel.

This approach is not just a leadership style; it's a transformative force that equips leaders to face challenges with courage, build deep connections with their teams, and guide their schools toward a future of excellence.

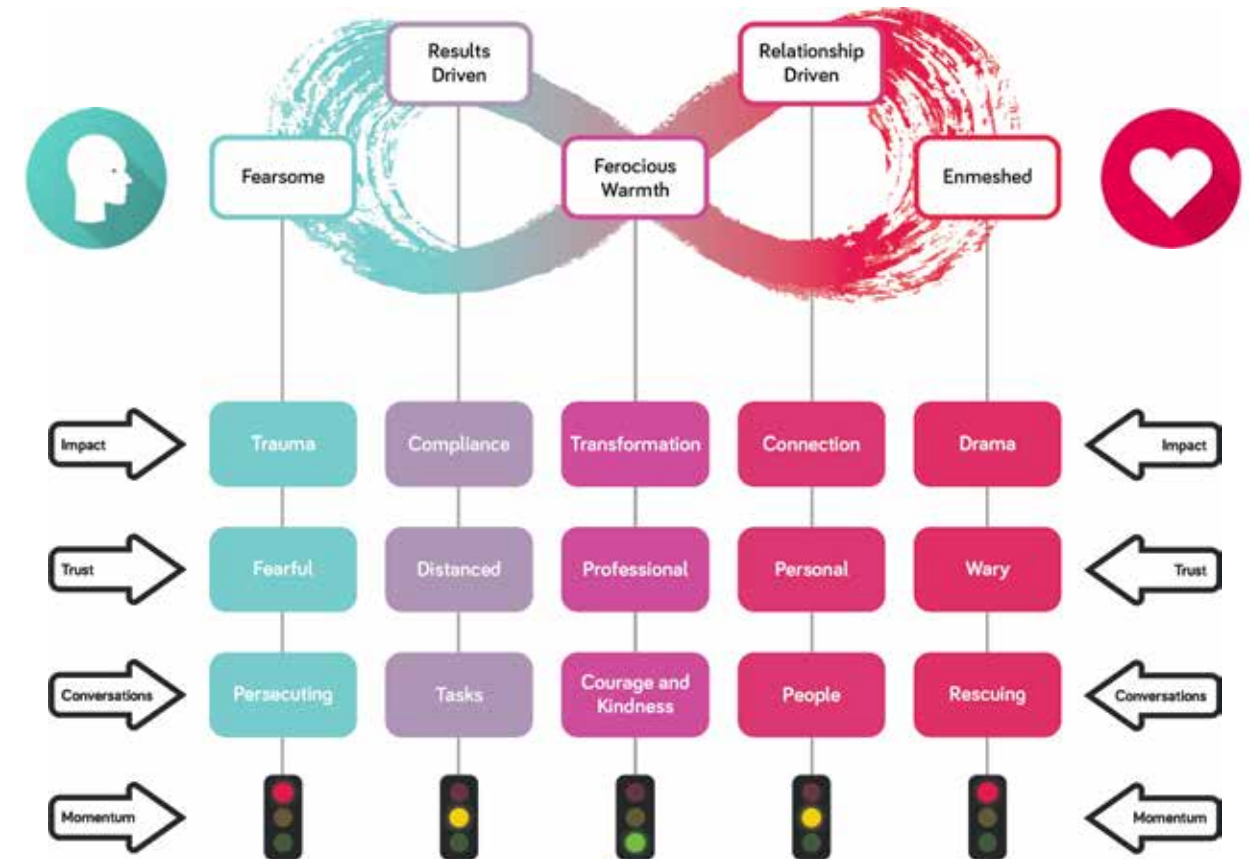
Ferocious Warmth is the lens through which true leadership potential is unlocked, and school cultures are transformed.



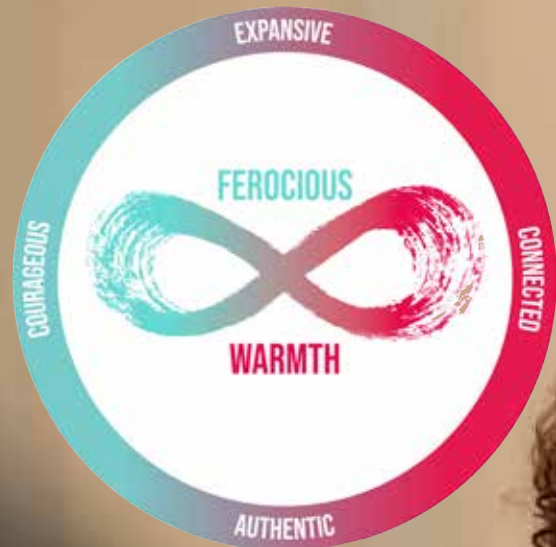
EDUCATION IS AT A TIME OF IMMENSE AND MUCH NEEDED CHANGE. IT TAKES BOTH COURAGE TO ADDRESS THESE WICKED PROBLEMS, AS WELL AS A DEEP UNDERSTANDING OF HOW HUMANS CONNECT AND WHAT WE NEED TO THRIVE IN TIMES OF CHANGE.

CREATING THIS CHANGE IS CRITICAL TO DEALING WITH OUR MOST PRESSING CHALLENGES.

LEADERS WHO LEAN INTO THIS COMPLEXITY, STEP INTO THE CHALLENGE OF CREATING CULTURES OF BOLDNESS AND COURAGE. THEY DISPLAY SELF-AWARENESS AND EMPATHY TO BUILD RELATIONSHIPS, AND STRATEGIC THINKING TO GUIDE SHIFT AND TRANSFORMATION.



THE BALANCE OF HEAD AND HEART AND THE IMPACT OF IMBALANCE



Head & Heart

THE SWEET SPOT OF BALANCING HEAD AND HEART.

To lead well in a world that never stops, we need to access both cognitive and emotional skills. Drawing from both the head and the heart can balance us in some of the most challenging contexts. Without this balance, it is harder to do this daily dance with agility and perception.

The symbol of Ferocious Warmth is the infinity shape, symbolising the ongoing energy exchange and nuance that is present when we lead effectively, drawing from both the head and the heart.

Our challenge is staying in balance when the going gets tough and ensuring the blend is right to suit the context. When we are at our best, ferocity and warmth, results and relationships, head and heart are not polarities but nest inside each other.

*Is your default more results
or more relationships when you are out of balance?*

KNOWING THIS IS THE KEY TO BUILDING FEROCIOUS WARMTH.

**THE WORLD NEEDS MORE LEADERS WITH THE FEROCITY TO LEAD
TRANSFORMATION, AND THE WARMTH TO INSPIRE AND CONNECT PEOPLE.**

IT NEEDS.

you!



BUILDING HIGH LEVELS OF SELF-AWARENESS AND INSIGHT IN THE MOMENT.

Astute impact-focussed leaders know that the recipe is not the 'head' or the 'heart', but a blend of these. Knowing when to lift the bar, learning when to listen deeply and hold the space. This is the magic of the Ferocious Warmth leader. These leaders believe that relationships are the critical piece. This focus certainly doesn't mean they ignore getting the work done. The work is their driving purpose. But they are cognisant of the need to move beyond the 'technical' head parts of leadership and into 'feeling' heart space – the empathy, connection and humanness of leading.

AS EVOLVING LEADERS WE NEED TO MAXIMISE STRENGTHS AND WORK ON AREAS OF FURTHER DEVELOPMENT TO BALANCE THE HEAD AND THE HEART.



AS WE BUILD SELF AWARENESS AND SELF COMPASSION, WE MINIMISE THE SHADOWS THAT NEGATIVELY EFFECT THOSE WE LEAD.

THE ELEMENTS OF A FEROCIOUS WARMTH LEADER



EXPANSIVE



CONNECTED



AUTHENTIC



COURAGEOUS



THE SKILLS OF A FEROCIOUS WARMTH LEADER

These three intelligences, when combined, form the foundation for the Ferocious Warmth leader. These intelligences are crucial for a high-functioning leader. Building these skills underpins all of the Ferocious Warmth development programs.

EMOTIONAL INTELLIGENCE

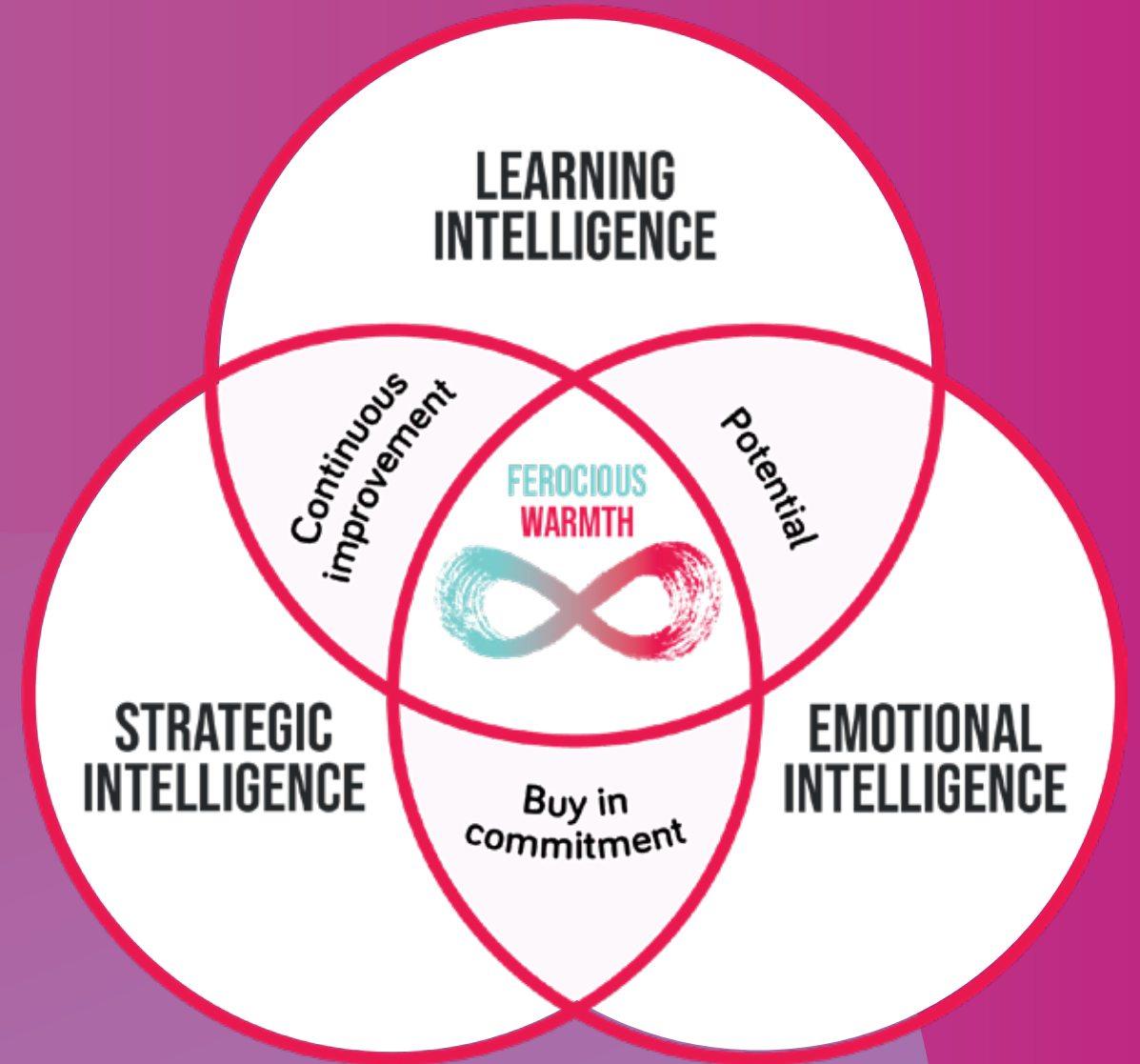
The people - the skills to connect, to know self, build relationships, show empathy and authenticity.

STRATEGIC INTELLIGENCE

The Plan and the Purpose - taking vision to action.

LEARNING INTELLIGENCE

The skills to build a learning culture of safety and stretch. Authentic professional collaboration. Improvement, connection and growth are a cultural norm.



Leadership Development PROGRAMS

Tracey believes in designing learning that works for your unique context. Whether as an individual, an intact school team looking to grow their leadership skills, or a network of education leaders seeking to gain skills to take back to their own settings, the Ferocious Warmth offerings can be adapted to suit your needs.

WHO IS IT SUITABLE FOR?

Senior leaders
Middle leaders
Networks and Portfolios
Associations
System leadership programs

IGNITE TRANSFORMATION WITH FEROCIOUS WARMTH LEADERSHIP DEVELOPMENT

Empowering Leaders to Balance Head and Heart.

In today's rapidly evolving educational landscape, the need for leaders who can strike the right balance between results and relationships has never been greater. The Ferocious Warmth Leadership Development Programs are designed to equip education leaders with the tools, insights, and emotional intelligence required to lead with both courage and compassion, driving transformational change in their schools.

Book in a discovery session to find out what suits you best.

LEADERSHIP WORKSHOPS

Immersive full and half-day workshops that dive deep into the principles of Ferocious Warmth, offering hands-on learning, reflection, and practical strategies. Through the Ferocious Warmth three intelligences model:

Emotional Intelligence.
Strategic Intelligence.
Learning Intelligence.

GROUP MENTORING

Small, focused group sessions that allow leaders to explore challenges and solutions in a supportive and highly collaborative environment.

4 x online sessions.
8 participants.
High quality connection and learning.

ONLINE LEARNING MODULES

Self-paced course that guides leaders through the Ferocious Warmth approach.

8 modules including videos and reflective activities.

DELIVERY OPTIONS

- Full development program across four terms covering the objectives on the following page.
- 1-2 day workshops covering the concept of Ferocious Warmth through self-awareness activities and identifying leadership strengths and shadows.
- Bespoke length to suit context and budget.
- Face to face, online and hybrid options.

Leadership Development PROGRAMS

1. BALANCED LEADERSHIP FOR COMPLEX TIMES:

In a world where the pressures on educators and students are mounting, leaders must navigate a delicate balance between strategic focus and human connection. Ferocious Warmth is about ensuring that while goals and outcomes are met, the well-being and engagement of staff and students are equally prioritised. Leaders who embody Ferocious Warmth are fierce in their commitment to their school's purpose and outcomes but equally fierce in their care and connection with their people.

2. DEVELOPING SELF-AWARENESS AND EMOTIONAL INTELLIGENCE:

The Ferocious Warmth approach begins with the self. Leaders are guided to develop deep self awareness, understanding their strengths, shadows, and the impact they have on others. By fostering emotional intelligence, leaders learn to navigate the complexities of their roles with greater empathy, authenticity and strategic insight.

3. FOSTERING A CULTURE OF TRUST AND ACCOUNTABILITY:

Schools led by Ferocious Warmth leaders become environments where trust, psychological safety, and high expectations coexist. These cultures empower educators to take risks, innovate, and collaborate, knowing they are supported and valued. Leaders are equipped to create and sustain a culture that balances the demands of accountability with the compassion necessary for true growth and development.

4. PRACTICAL, ACTIONABLE STRATEGIES:

Ferocious Warmth is not just a concept-it's a practical approach to leadership that includes actionable strategies and tools that leaders can immediately apply in their schools. Through workshops, mentoring, and online modules, leaders learn how to blend strategic thinking with emotional intelligence, ensuring that they can lead effectively in even the most challenging contexts.

5. SUSTAINING IMPACT FOR LONG-TERM SUCCESS:

The impact of Ferocious Warmth is designed to last. Leaders are not only equipped with the skills to lead today but are also given the tools and frameworks to continue their growth and impact over the long term. With access to ongoing resources such as The Buzz Academy, online courses, and continued support, leaders are empowered to embed Ferocious Warmth into the very fabric of their school's culture.

THE ELEMENTS OF A FEROCIOUS WARMTH LEADER



Expansive

Expansive leaders think beyond limitations, embracing diverse perspectives and opportunities to inspire growth and innovation. They encourage open-mindedness and creativity, pushing their teams to explore new possibilities.



Connected

Connected leaders foster deep, authentic relationships, creating an environment of trust and collaboration. They prioritise communication and empathy, ensuring everyone feels included and valued.



Authentic

Authentic leaders are true to themselves and their values, leading with transparency and integrity. They model vulnerability and courage, creating a culture where people feel safe to be their true selves.



Courageous

Courageous leaders take bold actions and make tough decisions, even in the face of adversity. They challenge the status quo, take calculated risks, and stand up for what they believe is right.

Transformative Leadership WORKSHOPS & RETREATS

EMPOWER YOUR LEADERSHIP TEAM TO LEAD WITH PURPOSE AND CONNECTION.

In the ever-changing landscape of education, true leadership is about more than just guiding strategy- it's about connecting deeply with those you lead. Our Ferocious Warmth Leadership Retreats and Workshops are designed to bring leadership teams together, not only as strategic thinkers but as human beings who inspire and uplift each other. Over one or two transformative days, your team will engage in a powerful experience that balances strategic clarity with deep human connection, creating the foundation for a unified and purpose-driven leadership collective.

CONNECTING HEART AND STRATEGY

WHO IS IT SUITABLE FOR?

Intact Teams
New Teams

ENGAGING LEARNING LEADERSHIP DEVELOPMENT:

Hands-on and interactive sessions that explore the Ferocious Warmth principles in depth, tailored to the specific needs of your leadership team. Topics include balancing results and relationships, fostering psychological safety, and creating a culture of collaboration and trust.

REFLECTIVE AND CONNECTIVE TEAM ACTIVITIES:

Guided activities designed to foster personal reflection and team bonding, helping leaders connect on a deeper level. These activities encourage open dialogue, vulnerability, and the sharing of personal leadership experiences, which are crucial for building trust.

STRATEGIC PLANNING SESSIONS:

Facilitated discussions where your team will align on strategic priorities and develop a collective action plan. These sessions help bridge the gap between strategic goals and the human elements needed to achieve them, ensuring that your leadership approach is both effective and empathetic.

DELIVERY OPTIONS:

1-2 day face to face workshops or off-site retreats.

Transformative Leadership WORKSHOPS & RETREATS

OUTCOMES

1. Deepening Human Connections:

Leadership is most effective when it's built on strong, trusting relationships. Our retreats create the space for leaders to connect on a personal level, fostering empathy, trust, and a sense of shared purpose. Through guided activities, reflective exercises, and meaningful conversations, your team will develop a stronger bond, enhancing their ability to work together cohesively.

2. Aligning Strategy with Purpose:

Using the Ferocious Warmth approach as our lens, we help your leadership team align their strategic goals with the emotional and cultural needs of your organisation. Leaders will learn how to balance the head and the heart in their decision-making, ensuring that strategic initiatives are pursued with empathy and understanding.

3. Building a Collective Leadership Identity:

The retreat is designed to bring out the strengths of each team member, while also building a strong collective identity. By understanding each other's strengths, challenges, and leadership styles, your team can create a unified approach to achieving your organisation's goals. We focus on the four elements of Ferocious Warmth-expansive thinking, deep connection, courageous leadership, and authentic action to guide your team in developing a shared leadership ethos.

4. Practical Outcomes for Immediate Impact:

Our retreats are not just about reflection - they're about action. Your team will leave with clear, actionable strategies for improving both their collective leadership and the culture of your organisation. Whether it's crafting a shared vision, developing new approaches to communication, or setting actionable goals, your team will be equipped to implement what they've learned immediately.



The Critical Friend FLAGSHIP SCHOOLS PROGRAM

LEADERSHIP AND GROWTH CULTURE DEVELOPMENT

1 TO 3 YEAR PARTNERSHIP

The Critical Friend Program is more than just leadership and culture development- **it's a whole school partnership.** The Critical Friend Program is a unique, transformative approach designed to empower leaders and educators to navigate these complexities with confidence, insight, and a collaborative spirit. This program offers a long-term, supportive relationship where Tracey Ezard works closely with your leadership team and whole staff to foster a culture of continuous improvement, collaboration and trust.

1. REFLECTIVE AND TEAM CONNECTION ACTIVITIES.

Unlike traditional workshops or one-off sessions, the Critical Friend Program offers sustained engagement over time. This allows for deep, meaningful change that goes beyond surface-level improvements. Tailored to the specific needs of your school, this program ensures that strategies and initiatives are contextually relevant and immediately applicable.

2. BUILDING A CULTURE OF TRUST AND COLLABORATION.

At the heart of the Critical Friend Program is the development of a professional culture where trust, psychological safety, and open communication are paramount. Leaders are supported in creating an environment where staff feel valued, heard, and motivated to contribute to the school's success.

3. EMPOWERING LEADERSHIP TEAMS.

Hands-on and interactive sessions that explore the Ferocious Warmth principles in depth, tailored to the specific needs of your leadership team. Topics include balancing results and relationships, fostering psychological safety, and creating a culture of collaboration and trust.

4. PRACTICAL, ACTIONABLE INSIGHTS.

Through regular feedback, reflection sessions, and strategic planning, the Critical Friend Program equips leaders with practical tools and frameworks that drive real results. The program includes the use of diagnostic tools like The Buzz, which provide benchmark data and actionable insights into your school's cultural strengths and areas for development.

5. SUSTAINED IMPACT BEYOND THE PROGRAM.

The program's impact is designed to last, with leaders and teams equipped to continue the journey of growth and improvement long after the program concludes. Access to additional resources, such as The Buzz Academy and the Ferocious Warmth online modules, ensures ongoing development and support.



Transformative Leadership **ONLINE**



WOMEN IN LEADERSHIP GROUP MENTORING- GUIDED

This online program is open to women in leadership positions keen to strengthen their leadership impact and willing to do a deep dive on what they bring to their world. They are women who want to realise their purpose and influence in their roles and in their whole lives. They want to create the future, not stand by and watch mediocrity and status quo keep us all small. A program for all women who want to stand in their power!



FEROCIOUS WARMTH ONLINE COURSE - SELF-PACED

A self paced 8 module program that takes participants through the Ferocious Warmth approach. Videos & reflection activities make it the perfect leadership development addition for teams using the Ferocious Warmth book.



ONE ON ONE COACHING - GUIDED

Tracey offers a limited number of coaching openings each year for senior leaders wanting the space and provocation to reflect on their leadership.

What our clients think

“As our “Learning Partner” Tracey Ezard has expertly and perceptively added incredible value to the work of our school and preschool leaders. Tracey is acutely attuned to the needs of the leaders in our portfolio and adjusts her presentation and facilitation accordingly. Her ability to distil complex leadership concepts into meaningful and understandable frameworks is a unique skill. Through deep and meaningful discussion, these frameworks and approaches are able to be contextualised across all levels of both school and preschool settings, resulting in cultural leadership enrichment.

“Ferocious Warmth”, Psychological Safety, trust and deep meaningful dialogue are qualities which Tracey exudes. Her ability to enrich our leaders with the same qualities has been amazing and is enriching the leadership culture in our portfolio of schools and preschools.

**DAVID CHADWICK EDUCATION DIRECTOR,
DEPARTMENT OF EDUCATION, SOUTH AUSTRALIA**

“Ferocious Warmth is both nurturing and challenging, grounding and transformational.”

JUSTINE MACKEY, PRINCIPAL

“Tracey has been a long-term partner with our school– bringing her expertise, exceptional facilitation, and genuine warmth to our Leadership Team... giving all members... the skills and structures to make a difference.”

MARK STAKER -PRINCIPAL

“Our network executive deliberated long and hard about what professional learning we could work on as a network that would benefit every principal and every school. Tracey Ezard and her Ferocious Warmth work met all our criteria. Tracey has inspired and motivated us all to build stronger more collaborative, connected teams with shared purpose and understanding. She has both challenged and supported us to be vulnerable and seek help from our colleagues as we learn from and with each other... She has tailored a professional learning program to meet the needs of our network and has exceeded our expectations...”

DEB GIBSON, PRINCIPAL, SCHOOL NETWORK CHAIR

“Tracey created a safe space for self-reflection and insightful lessons. It was a deeply emotional and intellectual experience – thanks Tracey.”

**MIDDLE LEADER, FEROCIOUS WARMTH
LEADERSHIP COURSE**

SPEAKING TO BOTH THE HEAD AND HEART

If you are looking for a trusted keynote speaker that will wow your audience, Tracey is your answer. Her much loved keynotes include participant interaction, laughter as well as storytelling and frameworks that provide takeaways people can take back to their school and actually use. Tracey charms and challenges audience with her unique mix of humour, hope and honesty. Building an atmosphere of collaborative enquiry, Tracey encourages people to come together to find solutions and step into a space of deep learning – as she inspires both the head and the heart.

SPEAKING TOPICS INCLUDE:

- Ferocious Warmth Leadership –** Balancing the Head and the Heart.
- Balancing Compassion and Accountability.**
- Creating Psychological Safety in Teams for Growth and Transformation.**
- Learning Teams –** The Cultural Advantage.
- The Buzz –** Creating a Collaborative Professional Culture.

Tracey Ezard



Tracey's three books explore the concepts of leadership and culture. Collaborative, transformational, open to learning and connected. **The Buzz. Glue. Ferocious Warmth.**

ABOUT TRACEY EZARD

As a speaker, author, educator and mentor, Tracey brings to any group she works with a range of models and positions that will spark the new thinking and discussion needed to continue evolving in a complex and diverse global paradigm.

Tracey works across Australia, New Zealand, Asia and the UK with schools, systems and networks to support leaders and their teams to be extraordinary. Her education journey started in the Victorian state system.

Tracey is the author of three books for education, was awarded the Hedley Beare Educator of the Year 2022 by the Victorian branch of Australian Council of Education Leaders (ACEL) and is a National Fellow of the Australian Council of Education Leaders (ACEL). She was included in the Most Influential Educator List 2024. Tracey is Board Chair of the social enterprise, The Corner Store Network, which aims to eradicate food poverty issues both in Timor Leste and in Australia.

Speaker

Author

Educator

Mentor



TRACEYEZARD.COM

GET IN TOUCH

Tracey Ezard
0417 317 563
tracey@traceyezard.com

Business Manager
Suzie Leyden
suzie@traceyezard.com

