
SHARON MELNICK, PHD

SPEAKING TOPICS

From Pigeon Holed to Promoted: A Proven Roadmap to Achieve Your Next Level

Are you smart and get glowing performance reviews...but you feel underutilized and not making a contribution at the level you want?

Are you told "You're doing a great job, keep going" but you want MORE - more impact, more say in the organization, more interesting and strategic projects, next level role?

In this program, top-rated speaker Sharon Melnick, PhD will show you the roadmap to increase your leadership impact and create your next level opportunity. You'll leave with a strategic Action Plan for decision makers to perceive you as 'ready now' for expanded responsibility, promotion, and more satisfying impact.

Practical takeaways include strategies how to:

- ✓ Authentically self-promote to become visible and trusted by senior decision makers
- ✓ Gain the confidence of senior leaders who currently see you 'in your box'
- ✓ Influence so you Get a "Yes" when you ask for expanded responsibility or a new role
- ✓ Identify and ask for a Sponsor
- ✓ Counteract the "Prove-it-Again" gender bias that derails women in next level interviews

She'll share stories of other smart mid-career women who put themselves on a fast track to expand responsibility, gain promotion, and position themselves for future opportunities.

You will leave with an individualized strategic action plan to take charge of your career so you can be intentional about creating your next level success.



Outstanding! Her presentation combines practical takeaways with insightful strategy and deep personal meaning in a short period of time.

Our women rated her program the Most Valuable of our Women in Leadership program. What she brings to the advancement of women is unique and special."

- Joy Fitzgerald, Chief Diversity Officer, Eli Lilly

Confident Leader! Strategies to Rise Above Self-Criticism and Gender Bias for Next Level Impact

- ✓ Balance executing to perfection with ability to think strategically
 - ✓ Be confident communicating with senior leaders, large groups, opposing views
 - ✓ Trust yourself to make decisions without angst
 - ✓ Shift self-doubt, second-guessing and critical self-talk into confidence
 - ✓ Consistently speak up even with untested ideas or worried if you know 'enough'
 - ✓ Have a strong personality without being told you 'come on too strong'
 - ✓ Stand your ground and pushback while without being penalized for your tone
 - ✓ Have courage to Ask for advancement/resources to increase your contribution
 - ✓ Communicate with confidence even if you don't know all the answers or don't know as much as others in the room
 - ✓ Stay poised and fact based instead of reactive, intimidated, or defensive
 - ✓ Match ambition for more responsibility with saying "Yes I CAN manage it"
 - ✓ Stay confident in the face of bias, and detach from its frustrations
 - ✓ Proactively step up and seize opportunities during times of restructuring
 - ✓ Get the support you need even from senior leaders who aren't engaging with you
 - ✓ Convey Executive Presence and command respect upon entering a room
 - ✓ Source your confidence from within rather than rely on validation from others
 - ✓ See yourself leading at the next level even if you don't have direct experience
- (you could choose from among the above skills which you want to emphasize)*

Training Includes:

- ✓ Pre-and Post training assessment to determine your "Confidence Type" so you can customize the strategies to your 'type(s)'.
✓ 30 days follow up email reminders to ensure application of skills in real time

"Truly inspirational and highly impactful to the organization. Other trainings give encouragement or theories, but don't actually build confidence. Sharon's content "sticks", we apply it consistently. Now we drive change, ask for resources, give feedback up and down the organization, feel strong to push back when appropriate, say "Yes", and influence for win-win.

Both times, 100% of the participants rated it as 'recommended to others'. It enabled me to manage several highly challenging situations successfully and set myself up for a promotion. We are forever grateful we did this training".

-Cornelia Ecker, Women's Leadership Network, Procter and Gamble

Success Under Stress: Powerful Tools for Staying Calm, Confident, and Productive when the Pressure is On

We are tyrannized by our 'to do' lists; check phones 100x/day; get interrupted 7x/hour; and are too wound up to sleep through the night.

How can your people stay calm, focused, and productive? Make good decisions by reacting less and reflecting more? How can you retain high potentials by increasing their control of the future?

We only feel 'stress' when matters feel out of our control. Increase control, decrease stress. The fix is not about 'stress management, it's about self-management'.

From this interactive program, attendees get an actionable toolkit to improve performance:

- ✓ Have steady focus all day and up to 30% more energy at 5pm
- ✓ Get back to sleep within 3 minutes when awoken at 2 am
- ✓ Shift with agility between tactical work and strategic thinking
- ✓ Get 1 hour/day more uninterrupted time to think and coach others (rather than days filled with multi-tasking, fire drills, and ad hoc requests)
- ✓ Improve work life balance by being present at home and at work
- ✓ Stay calm and poised with a suite of tools to 'Not React'

Training Includes:

- ✓ Pre-and Post-training assessment to determine improvement in Resilience.
- ✓ 30 days follow up email reminders to ensure application of skills in real time

“Engaging, invigorating, and a truly fresh look at common challenges. Our team gave rave reviews on how her material has been helpful in immediate and practical ways. Her energy is contagious. Most highly recommended.”

- Nora Cashion, Director of Market Research, Merck

About the Presenter

Sharon Melnick, PhD is a global authority on women's advancement and has expertise in the 3 areas that women need to be successful leaders: Influence, Confidence, Resilience. Her practical tools are informed by 10 years of research at Harvard Medical School and field tested by over 22,000 training participants at over 30 of the Fortune 500 companies.



An internationally sought after speaker, her presentations create buzz at women's leadership conferences (she has even presented at United Nations and the White House). Dr. Melnick leads a multicultural cadre of coaches in the *Next Level Leader* virtual coaching program, which has a strong track record of supporting mid-career women to achieve next level roles within 4 months.

Her first two books - **Success under Stress** and **Confidence when it Counts** – are considered 'bibles' by women's network book clubs, and teach women to be confident and resilient to workplace challenges. She is now writing her 3rd book entitled **From Pigeon Holed to Promoted**. Discover more at www.sharonmelnick.com

Dr. Melnick is CEO of Horizon Point Inc., a certified diverse supplier.