

# THE NEXT LEVEL LEADER PROGRAM

Advancing and Retaining Women. Increasing Leadership Impact.

Is your organization dedicated to increasing the number of women in leadership roles?

Is your organization dedicated to a talent pipeline of Black, Latinx, Asian, and White women in senior leadership?

**What if you could turn your good intentions into committed actions that move the needle?**

**The Next Level Leader Program is a proven virtual coaching and development program that helps organizations:**

- Advance and retain high-potential women, accelerating them into roles as Managers and Leaders
- Harness the untapped potential of female talent. (Participants contribute award-winning innovation, launch new service lines, retain at-risk client revenue, and transform team cultures)
- Showcase program ROI by quantifying the impact of DEI initiatives with case studies

## **PARTICIPANTS**

This program has a proven track record with Women of Color and White women. It can be offered for all women, Women of Color exclusively, or a specific demographic.

## **WHY HORIZON POINT INC**

Horizon Point Inc is a diverse supplier firm known globally for the advancement and retention of female talent.

The Next Level Leader program has a proven track record:

**92% of participants achieve program goals**

**100% are more strategic and more visible**

**90% have more confidence, executive presence, and influence**



## **RAVE REVIEWS FROM PROGRAM SPONSORS**

*“Sharon’s program aligned perfectly with Sodexo’s talent development strategies. Participants exceeded expectations as they gained confidence in their voices, created next level opportunities, and boldly displayed leadership impact. I highly recommend this turnkey solution as a way to develop a more diverse pipeline in any organization.”*

**—Jodi Davidson, Vice President,  
Diversity & Inclusion, Sodexo**

*“We are extremely pleased with our 3-year partnership with Dr. Sharon Melnick’s company. The program delivers great value and has measurable impact on the career advancement of our member participants. She has a unique ability to translate academic theories and research into coherent, practical, and productive coaching and professional development. Sharon is easy to collaborate with and demonstrates amazing, endless passion for the betterment of our program participants. We hear enthusiastic feedback from the women whose careers are moving upward.”*

**—Liz Coyle, EVP, Healthcare  
Businesswomens Association**

# THE NEXT LEVEL LEADER PROGRAM

## Our Approach

### PROGRAM AT A GLANCE

- 360 Feedback and personalized coaching session
- Monthly Mindset and Skills virtual training followed by Coaching Calls (6 months of Virtual Training and Coaching Calls, each 90 min, 2 weeks apart)
- Training Business Leaders and Mentors to optimally manage and sponsor female talent
- ROI tracking for participants

### MODULE 1: FOUNDATIONS

- Maximize what you CAN control
- Clarify the perception you want to create in the minds of decision makers
- Shift from spread thin to strategic

### MODULE 2: ACHIEVE INFLUENCE

- Practice 'how to say it' so your ideas are heard in meetings
- Inspire others to bring out their best even under challenging conditions
- Articulate value to decision-makers

### MODULE 3: EXUDE CONFIDENCE *(Includes Assessment)*

- Shift self-doubt, second-guessing into confidence to take on bigger challenge
- Act assertive without being perceived as 'aggressive'
- Own the room and convey Executive Presence

### MODULE 4: GAIN PROMINENCE

- Become known and trusted by senior decision makers
- Secure a sponsor
- Become a recognized expert within your org. and industry

### MODULE 5: LEAD WITH RESILIENCE *(Includes Assessment)*

- Stay calm/composed (not react); Respond constructively to negative feedback
- Overcome overwhelm and guilt; set boundaries; scope role
- Balance perfection in execution with big picture strategic thinking

### MODULE 6: BROADEN IMPACT WITH BRILLIANCE

- Manage up effectively so your value is seen
- Address gender bias and respectfully initiate difficult conversations/ 'teachable moments'
- Negotiate effectively to advance your career and get needed resources and recognition

*"Truly inspirational and highly impactful to the organization. 100% of participants rated this as 'recommended to others'."*

*—Cornelia Ecker, Procter and Gamble, Women's Leadership Network*



**LEAD COACH:**  
**Sharon Melnick, Ph.D.**

**Named "Marshall Goldsmith Top 100 Coach"**

Dr. Melnick is CEO of Horizon Point Inc. and a leading expert on women's leadership. Her practical methods are developed from her 10 years of research at Harvard Medical School and applied by over 40,000 professionals at over 50 Fortune 500 organizations. Her presentations have created buzz at 150 women's leadership conferences around the world (including at the White House and the United Nations).



**CORE FACULTY:**  
**Marsha Haygood**

With over 25 years as a Human Resources Executive, Marsha brings a multicultural perspective to coaching individuals and groups.

*Additional faculty is brought on to match the demographic of the cohort.*