

### Resilience Trainings by Horizon Point Inc.

#### **Learning Objectives:**

- Stay focused and productive in demanding environments with constant change
- Proactively take ownership of creating success and delivering value in new roles
- Use proven self-management techniques for calming emotions and maintaining perspective in order to prioritize driving results over personal reactions

#### **Participants:**

- Professional Development for Women's Leadership and ERG/Multicultural Networks
- Change Management Initiatives and Team Trainings

#### **Skills learned:      Control your Physiology: 3 minute Solutions for High Performance**

- Reset mental focus when overwhelmed and leave work with 30% more energy
- Stay poised under pressure: Instantly calm yourself and others from frustration/anger
- Get back to sleep within 3 minutes when awoken at night thinking about work

#### **Control your Perspective: Turn Obstacles into Opportunities**

- Improve ability to pivot: accept new strategies and turn obstacle into opportunity
- Stay rational by removing personalized emotional responses
- Keep all 60,000 thoughts a day focused, motivated, and positive
- Turn self criticism into self confidence and speak up with innovative ideas

#### **Control the Problem: Increase Business Effectiveness**

- Gain buy-in by influencing stressed out people and "think well on your feet" under fire
- Create more uninterrupted time to think and connect the dots for innovation
- Make decisions to move forward and improve the efficiency of team work

#### **Results:**

- **Productivity** gains, improved team workflow, and **leadership capacity**
- Effective **problem solving/innovation** and increased ability to **implement change**
- **Engagement** and **retention of High Potentials**, Reduced **absenteeism/presenteeism**
- **Reduced stress** and improved **work-life balance**

**Lead Trainer Bio:** Sharon Melnick, Ph.D. is stress resilience expert and business psychologist. Her work is informed by 10 years of research at Harvard Medical School and field tested by over 6000 training participants. Her trainings receive repeat requests 100% of the time by organizations such as Procter and Gamble, GE, Merck, Pfizer, Oracle. She is the author of the forthcoming book *Success under Stress: Powerful Tools for Staying Calm, Confident, and Productive when the Pressure's On* (American Management Association, December 2012).

Feedback about trainings by Horizon Point Inc:

*"Feedback was **overwhelmingly positive**: Numerous leaders said it was the best training they ever attended, you received a **rating of 4.8 out of 5**. I am personally using the tools you gave us everyday to stay calm, steady, and proactive about taking action on what I can control everyday in our uncertain environment. I've used the strategies to gain buy-in and get people on board with my requests. It was incredibly helpful"*

-Sofie Snauwaert, VP, Procter and Gamble

*"I was absolutely stunned by the results. I see **immediate changes. Productivity, morale, and team performance are at an all-time high**. Her understanding of the human mind and behavior is remarkable. If you're looking for a 'silver bullet' to help high-potential employees at all levels expand beyond current success level to performance beyond belief, look no further."*

-Clare Dolan, V.P., Oracle Corp

*"This was **the right training at the right time**, we now have practical tools to keep up our performance in these times of change. You are a hard act to follow"*

-Steve Polton, SVP, Pfizer

*"The **best tools for effectiveness** I have ever learned, bar none"*

- Corethia Oates, Morgan Stanley Smith Barney

*"A terrific team training -- **engaging, invigorating and a truly fresh look at common challenges**. We have gotten rave reviews on how her material has been helpful in very **immediate and practical ways**. And she is delightful to work with. Her energy and enthusiasm are contagious. Most highly recommended."*

-Nora Cashion, Director, Merck

*"Your webinar was packed with useful information, I took pages and pages of notes. Tools I learned **dramatically reduced my stress and increased my productivity**."*

- Marti Boylan, Bank of America

*"This **AMAZING 1-day workshop on Resilience goes above and beyond anything we've experienced before**. She delivered above expectations to equip colleagues with tools to effectively manage the things they can control for enhanced productivity and value delivery to the organization."*

– Saunjah Powell-Pointer, Associate Director, Merck

***"Priceless. She gives you a toolkit of strategies to change your mindset and your physiology, so you can set a clear vision and have tools to impact your day to day. It was extremely useful to rebalance priorities and life, and stop worrying about things. She shows you how much is within your control to be the leader that you want to be and have impact in any situation"***

-Judy Robinson, SVP, Wells Fargo

Bio:



**Sharon Melnick, Ph.D.** is the CEO of Horizon Point, Inc., a talent development and training firm. A business psychologist, Dr. Melnick is a leading authority helping businesspeople reach next level success – even under stress. Her practical tools are informed by 10 years of research at Harvard Medical School, field tested by over 6000 training participants and applied by hundreds of clients to quickly be more effective, productive, and influential. She also helps organizations develop a pipeline of multicultural women leaders.

A dynamic trainer, she consistently receives rave reviews and has appeared as an expert multiple times for organizations such as Procter and Gamble, G.E., Merck, IBM, Bloomberg, Associated Press, Coldwell Banker and others. She is regularly asked to speak for professionals through the American Management Association, and at industry conferences through Working Mother Media, National Association of Female Executives, Healthcare Businesswomen's Association, Women in Cable and Telecommunications.

She has a strong track record of successful executive coaching engagements at organizations such as Deutsche Bank, Deloitte Consulting, Oracle Corp, Pitney Bowes, Visiting Nurse Service, Merrill Lynch, Wells Fargo, Korn/Ferry International, Northwestern Mutual Financial Network, and many others.

She is the author of the forthcoming book *Success under Stress: Powerful Tools for Staying Calm, Confident, and Productive when the Pressure's On* (American Management Association, December 2012)

Additional Professional Development Programming by Horizon Point Inc.

### II. Next Level Leadership: Tools to Accelerate Women's Path to Promotion (for women's and multicultural women's affinity networks)

- Know your value and prepare to be accountable for decisions at the next level
- Take risks by removing the fear of failure
- Command respect even if you are younger or less experienced than others
- Overcome hesitation to 'speak up' in a room full of senior leaders
- Follow a 'strategic plan' to identify mentors and possible sponsors for advancement

Results: Accelerated promotion timeline; Increased confidence; Greater display of leadership; Improved problem solving; dramatically reduced stress; return of vitality and sense of control over your life;

*"From what I learned in your training I become much more **confident and bold**. I've made relationships with key players who sponsored me for a promotion, and **I have been given much more visibility (and even an award)**. Thank you for what you have taught us!*

*- Eliza Southard, Chair, Asian-Pacific Network, GE*

### III. Influence for Friction Free Relationships and Faster Project Delivery

Have more 'executive presence', get 'buy in' for your projects, be a polished presenter, expand the number of people who see you as the 'go to' person. Actionable strategies include how to:

- Speak with confidence in meetings with senior leaders
- Influence peers, superiors, and directs to support and follow your ideas – even if you don't have authority over them and even in the face of politics and resistant people
- Create a positive perception and memorable reputation each time you speak
- Select from among the 7 different types of influencing strategies to maximize your influence in various situations

Results: Improved rate of successfully approved ideas; Improved problem solving and collaboration; reduced relationship friction.

*"The training exceeded our expectations of how much the participants would be engaged and learn to influence. I personally found it to be life-transforming."*