

## Resilience Trainings by Sharon Melnick, Ph.D. of Horizon Point Inc.

*For Women's Leadership Networks:*

**“Women's Leadership under Stress: Competitive Advantages, Underused Strengths, and Pitfalls to Avoid”**

*For ERG/Multicultural Networks, Teams undergoing Transition, High Potential Development:*

**“Resilience: Powerful Tools for Staying Calm, Confident, and Productive When the Pressure's On”**

With “too much to do” and constant change, resilience to workplace stress is a core competency – 71% of senior executives of Fortune 500 companies say they look for resilience in retention and promotion decisions\*. Employees need to maintain high productivity even under conditions of shifting priorities, changing role requirements, and an uncertain future. They must exhibit skills to make decisions, execute, and move between tasks with little recovery time; to stay focused despite distractions; and to communicate in interpersonal challenges so work is completed efficiently and strong relationships maintained.

The Success under Stress skillset has been proven to achieve noticeable **reductions in stress, increased productivity** (on average 1 hour per day), significant improvements in **positive morale, innovation and problem-solving**, and **work-life effectiveness**. Participants take ownership over success for their role during organizational changes.

Specific takeaways include:

- Adjust easily to changing priorities and be proactive about creating success in new roles
- Have steady focus throughout the day and more energy/enthusiasm left over at night
- Think clearly about the best course of action when overwhelmed with ‘too much to do’
- Stay poised under pressure: Instantly calm yourself and others from frustration/anger
- Wind down for sleep or get back to sleep when awakened within 3 minutes
- Get the calm and focus of a 90 minute yoga class in 3 minutes while sitting at your desk
- Create more time for “thinking” and eliminate up to 75% of unnecessary interruptions
- Calm nerves before presentations or speaking in meetings with the “panic reset button”
- Stay rational by taking the emotionality out of stressful interpersonal situations
- Keep all 60,000 thoughts a day focused, motivated, and positive
- Reduce cognitive overload to complete work faster and get it done right the first time
- Increase efficiency of work flow and communication on teams to reduce time wasting
- Turn obstacles into opportunities, and create new solutions under pressure

Prior clients include: Procter and Gamble, GE, Bloomberg, IBM, Merck, Pfizer, Oracle, Chubb, Deutsche Bank, Merrill Lynch, Freddie Mac, Federal Reserve Bank NY, and others.

Feedback about trainings by Sharon Melnick, PhD:

*"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 Snauwert, Vice President, 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 training -- **engaging, invigorating and a truly fresh look at common challenges. We have gotten very positive feedback on how her material has been helpful in very immediate and practical ways**. Everyone on our team took away a better appreciation of the value of "pause and think, don't jump" whether it pertains to your influencing, your workload, your response to change, dealing with interruptions, or your own emotions. It was excellent!"*

-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

*"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 Trainings by Horizon Point Inc.

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

Horizon Point, Inc.

COACHING & TRAINING

Helping emerging talent become successful leaders