

Women's Next Level Leader

Development Program



Unlock the Power of Purposeful Leadership



Our accelerated 12-month program—**The Next Level Leader (NLL)**—equips executives, managers, and emerging leaders with the tools, frameworks, and confidence to lead with clarity, authenticity, and impact.

We believe cultivating strong, visionary leaders is essential to driving sustained success, innovation, and growth. That's why we've designed this program to be practical, relevant, and deeply engaging—tailored specifically to support women in leadership and the unique challenges they face.

Whether you're a seasoned leader or stepping into new responsibilities, this experience will help you elevate your leadership presence, expand your influence, and build a network of peers and mentors committed to your growth.

With decades of combined expertise, our team is dedicated to helping you—and your organization—advance to the next level.



Leadership Development Topics



Women's NLL Topic	Learning Objectives	Expected Outcomes
Self-Awareness & Authentic Leadership	Identify personal strengths, values, and saboteurs; learn how identity shapes leadership style	Clarity on leadership identity; creation of a personal leadership vision statement
Executive Presence & Leadership Identity	Build confidence in visibility, body language, voice, and presence in senior rooms and all aspects of life	Project confidence and credibility, balancing warmth and authority
Empathy & Emotional Intelligence	Leverage EQ for influence, team motivation, and cross-cultural leadership	Improved ability to build trust, adapt communication, and influence stakeholders
The Art of Communication	Develop clarity, storytelling, and active listening skills	Communicate with impact and ensure your voice is heard
Conflict Resolution & Repair	Master techniques for healthy conflict, difficult feedback, and restoring unity.	Turn conflict into collaboration and foster psychological safety
Sponsorship, Networking & Political Savvy	Understand the difference between mentors and sponsors; build influence networks	Secure sponsorship, advocate for yourself, and better navigate organizational politics
Productivity & Strategic Focus	Balance efficiency, rest, and strategic goal-setting	Spend time on what matters most, model sustainable productivity
Power, Influence & Negotiation	Negotiate promotions, compensation, and team resources	Confidently advocate for yourself and others, closing advancement gaps
Business & Financial Acumen	Build fluency in financial drivers, P&L, ROI, and strategic metrics	Understand 'the language of business' and speak confidently with executives
Resilience & Boundaries	Recognize burnout triggers, set boundaries, and lead with balance	Maintain sustainable pace, reduce attrition risk, and role-model well-being
Leading Change & Innovation	Apply change frameworks and embrace digital/AI fluency	Drive change confidently and future-proof your career
Developing Others	Learn to coach, mentor, and sponsor team members	Multiply impact by building high-performing teams and advancing others

Other Important Details



When

Starting Nov 5th, 2025

Twice a month on Wednesdays

12-1pm PST / 2-3pm CST / 3-4pm EST



Where

Virtual

Zoom – links provided upon registration



Investment

\$6,000 for a 12-month program

Billed at \$500 per month if preferred



Enrollment

Registration link:

<https://fivecapitals.ac-page.com/next-level-leader>



Session Leader Bio



Vashti Chatman – PHR, SHRM-CP

C-Suite Coach | HR Consultant | Solutions Maestro | Model for Resilient Leadership and Positivity, Certified Coach, Cincinnati, Ohio



“We were all made for more, and we have everything already within each of us to achieve more together and live well.”

Vashti’s Expertise & Journey

My journey to the C-Suite was anything but conventional. As a proud HBCU attendee, I embraced the motto "Find a way or make one." When homelessness and challenges led me to drop out of college, I found another way. Twenty-three years later, while thriving in my corporate career, marriage, and motherhood, I returned to school and earned my Bachelor of Business Administration from Thomas More University. Along the way, I launched a home-based business and consulting practice on the side.

These experiences instilled in me the power of a positive mental state and sharpened my expertise in building resilience and innovative thinking—qualities I bring to every consulting and coaching engagement.

What sets me apart: I am a strategist who understands business needs and translates them into people actions. I am jazzed to help individuals and teams gain transformative insights, break down barriers, move to action, and achieve more together.

 <https://www.linkedin.com/in/vashti/>

What Others Value

"Vashti's energy and passion are unmatched. She is extremely passionate about seeing others succeed and helping them reach the best version of themselves. She is inspiring and brings hope."

– COO

"She is incredibly strategic and business savvy. She can easily assess and understand the needs of the business and can directly translate that need into actions related to people. Her work effort and expertise have earned her the respect of my entire leadership team, and all seek her advice, council and support when faced with difficult challenges."

–CMO

"Vashti is one of the most stellar humans I have EVER encountered in my life. I value every minute she has spent with us mentoring and helping our team in so many ways. Her passion and attention to detail as well as humanity and empathy really make her a top performer in the industry."

– Client Enablement Consultant

Session Leader Bio



Rachael Holladay

Women in Leadership, Life Coaching, Certified Coach, Austin, Texas

“Perhaps you were created for such a time as this. – Esther 4:14 Together we’ll find a way to shatter through your glass ceiling and secure your rightful place at the table.”

Rachael’s Expertise & Mission

As a passionate life coach, I am committed to empowering women to find their rightful seat at the table and supporting men in ensuring they stay there. With a deep belief in purpose, confidence, and collaboration, I help individuals break through personal and professional barriers, unlocking their true potential.

Through transformative coaching, I guide women in embracing their strength, voice, and vision, while inspiring men to be active allies in fostering environments where everyone has a seat, and everyone's voice is heard.

Whether you're looking to step into leadership, navigate career challenges, or build stronger relationships, my mission is to help you not just take a seat at the table, but thrive there—creating lasting impact for both yourself and the world around you.

<https://readytoshatter.com/about>

<https://www.linkedin.com/in/rachael-holladay-2ba81113/>

What Others Value

"Rachael is a talented sales executive that also possesses operational acumen, a combination that seems rare these days. She is relationship driven and cares about her customers. She is motivated by her customers' success rather than her own. That is, perhaps, the main driver of her incredible sales results."

– Head of Operations

"With her experience, she is able to foresee problems and actively work to mitigate them before they become an issue. Customers love doing business with her and employees love working with her."

– Head of Operations

Session Leader Bio



Sharon Grehan

Business strategy, Leadership, Operations, Certified Coach, San Francisco, California

"Success involves positivity following failure, doing something you love or feel passionate about, and feeling good about yourself, your work and your impact."

Sharon's Expertise & Philosophy

I have over 25 years of leadership experience and my coaching is built upon my work as a PhD in the academic world. I enjoy coaching and empowering others to embrace opportunities beyond the limits of their imagination while being their authentic selves.

I led numerous teams and individuals to high levels of success, helping them self-advocate and highlight the impact of their work. I believe that success can look different for everyone, it's not a goal to be achieved but a mindset. I spent 2 years elevating the business impact of an employee resource group for women at a large company with 7,200+ members, tying efforts to business outcomes and measuring initiative impact.

I am honored to have been invited to speak on leadership topics at numerous conferences including Galvanize, HBA 3BC executive, California Conference for Women, and Romar Learning Solutions. I hold board and executive positions with BioLink, Zensights Executive Network, Romar Learning Solutions, INBA, FGB leading ERG Accelerator efforts.

I spent my formative years in Ireland and believe that EQ is just as critical as IQ to bring out the best in others. In recognition of my leadership impact, I am the recipient of a 2023 Women of Inspiration award with the Universal Women's Network and was shortlisted for a 2023 Forbes 50-over-50 award.

<https://www.linkedin.com/in/sharongrehan/>

What Others Value

"Sharon has a way of making everyone feel special and valued. She isn't afraid to call people out when needed but does it in a way that helps them and the business and never makes it awkward." . I want to BE Sharon even though she always encourages everyone to be themselves."

– Senior Director, Marketing, US

"Sharon helped us with how to convey our impact which has repositioned our team in the eyes of the broader organization."

– Director, Commercial Learning and Development, US

"Sharon's coaching and leadership style transformed our team from a toxic team culture to a euphoric team culture and led us to win a 'Best of Benchmark' award from TGaS."

– Senior Director, CL&D, US

Sharon's deep experience as a leader in the Inclusion & Diversity space, a long-time people manager, and an executive herself at a large company enables her to be an effective coach with a pragmatic lens for both business needs and individual growth."

– Director, Business Operations, US