

## Biography



# Melissa Karz

## Partner

### Contact:

melissa@nextsteppartners.com

### Education:

- University of Pennsylvania
- University of California Los Angeles, Anderson School of Management

### Certifications:

- The Coaches Training Institute
- Lore International Coaching Institute
- Minds at Work Immunity to Change
- Six Conditions for Team Effectiveness
- Fearless Organization Psychological Safety Certification
- Leadership Circle Profile 360
- Integrative Enneagram 9
- Conversational Intelligence
- Hay Group Inventory of Leadership Styles and Organizational Climate Survey
- Michael Watkin's First 90 Days
- Myers-Briggs Type Indicator

### Selected Clients:

Gilead Sciences, Warner Media, Sony Pictures Entertainment, Sirius XM, Alparagas, sweetgreen, Citibank, Raytheon, Deloitte Consulting, Agilent Technologies, the Natural Resources Defense Council, Thompson Reuters, AOL, Edmunds, Activision, Newell Rubbermaid, O'Neil Industries

Melissa is an expert in executive coaching and leadership development with over 20 years of experience. She is fiercely committed to helping leaders uncover their growth edge to embody the best versions of themselves. Her clients are senior executives who are ready to amplify their leadership, empower their teams to work together seamlessly and transform their organizational cultures.

She loves creating “fields of learning and growth” that evoke our best human qualities and spark lasting, powerful shifts. She is known for her ability to quickly connect with leaders and employ a supportive, yet bold style to break through the noise.

She specializes in working with senior leaders, teams and organizations to:

- Become more agile and adaptive
- Create an inclusive culture that engages everyone
- Navigate uncertainty and change with resilience
- Communicate and collaborate effectively
- Improve interpersonal relationships and dynamics

Through her unique inside-out coaching approach, she guides her clients to increase their self-awareness, experiment with best practice skills and habits, and adopt

Her blended coaching and business background enables Melissa to be a true strategic partner. She guides her clients with deep empathy and targeted listening, balanced with a keen understanding of the system within which they operate.

She has been working across industries with hundreds of senior leaders and teams where innovation, agility and adaptability are essential.

Melissa holds an MBA from the UCLA Anderson School of Management and a B.A. from the University of Pennsylvania. She previously worked at PriceWaterhouse Coopers in the Human Capital Solutions practice. Melissa is a graduate of the Coaches Training Institute and holds her Professional Coach Certification (PCC) designation from the International Coaching Federation. She is also the co-author of *Invisible Bridges: Building Professional Relationships for Results* and author of numerous articles on leadership.

Melissa lives in Los Angeles with her husband, two children, Goldendoodle, and a nearby large extended family.



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transformative mindsets to make lasting and powerful shifts.

