

# PHASE 20

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**The #1 Education Platform For Mid Career Women**

[www.phase-20.com](http://www.phase-20.com) @phase.20



PHASE 20

# Are Your Female Employees Ready For Leadership?

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## THE CHALLENGE

- Many leadership programmes teach general leadership skills, but fail to address the specific barriers women face when advocating for themselves, positioning their value, and navigating workplace dynamics.
- As a result, many women overcompensate by taking on more work and saying yes to everything, rather than learning how to address the real barriers, communicate their career ambitions clearly, often leading to frustration, burnout, and feeling overlooked.

## RISKS FOR YOUR COMPANY

- **Loss of top female talent:** High-potential women leave organisations prematurely because their challenges aren't properly addressed.
- **Reduced innovation:** Without women in leadership, companies miss out on diverse perspectives that drive stronger ideas and better decisions.
- **Weak leadership pipeline:** Too few female leaders means fewer role models for the next generation and a less attractive employer brand.



# The Problems We Are Solving

Globally, only about 30% of women make it into leadership.

Structural barriers play a major role and in male-dominated environments.

But the root problem often lies in the mental barriers formed through years of societal conditioning.

Many women overthink their readiness, delaying action, which holds them back from claiming 6-figure salaries, making strong financial decisions, and building career options that create true independence and put the power back in their hands.

# Our Solutions

We're offering the information and resources that we know can **transform a women's life and career.**

We support through female specific guidance on the following core areas:

- Leadership readiness training
- Salary negotiations
- Career strategy
- Financial planning
- Confidence training
- Networking strategies
- Personal development
- Personal branding & LinkedIn presence



# About Us

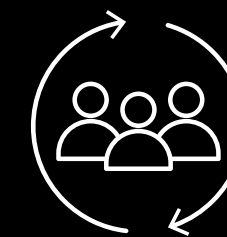
We help women secure better futures by providing education and resources that go beyond traditional career advice.

# Our Vision

Our vision is a future where every woman is empowered to build a career that gives her genuine freedom of choice and the financial independence to live a life on her own terms.



**2000+**  
Newsletter subscribers who read our weekly newsletter for corporate go getters



**1000+**  
Clients coached across 20+ countries globally



**80,000+**  
Followers across social media on LinkedIn and Instagram

# Why It Pays Off For You

Phase 20 partners with organisations to retain top female talent, future-proof leadership pipelines, and build a lasting competitive advantage.



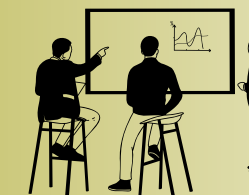
## Future Pipeline

Investing in female talent today ensures your company has a strong pipeline of capable, confident leaders ready to take on tomorrow's challenges.



## Female Talent Retention

Providing the right support, development, and opportunities helps women stay, grow, and thrive, reducing turnover and retaining your most valuable talent.



## Competitive Advantage

Organisations that actively advance female leaders benefit from diverse perspectives, stronger decision-making, and a more innovative, high-performing workforce.



# INTRODUCING

FEMALE SPECIFIC GUIDANCE TO GET YOUR FEMALE WORKFORCE LEADERSHIP READY IN JUST 6 WEEKS



PHASE 20  **LEADERSHIP READY**

# 6 Weeks of daily online learning + Live coaching & Business Case

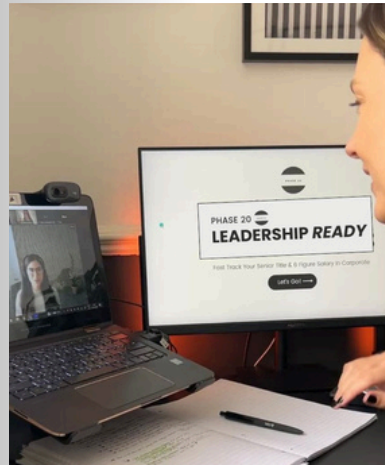
## VIDEOS

Nicole Michler delivers daily professional insights, complete with practical methods and examples you can apply immediately.



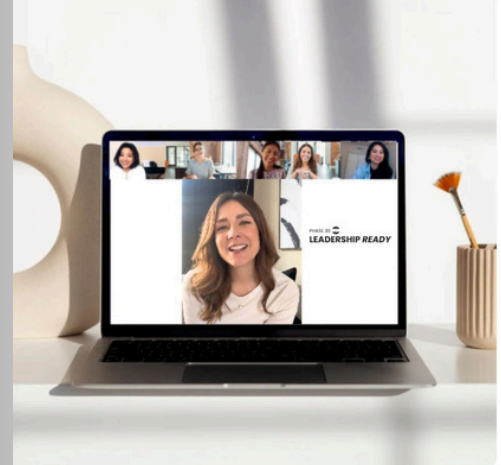
## 1:1 Coaching

Three focused 1:1 sessions designed to help your employee overcome individual challenges and navigate mental roadblocks



## Group Calls

We also host group coaching sessions, giving your future leader the chance to connect with like-minded women and build momentum together



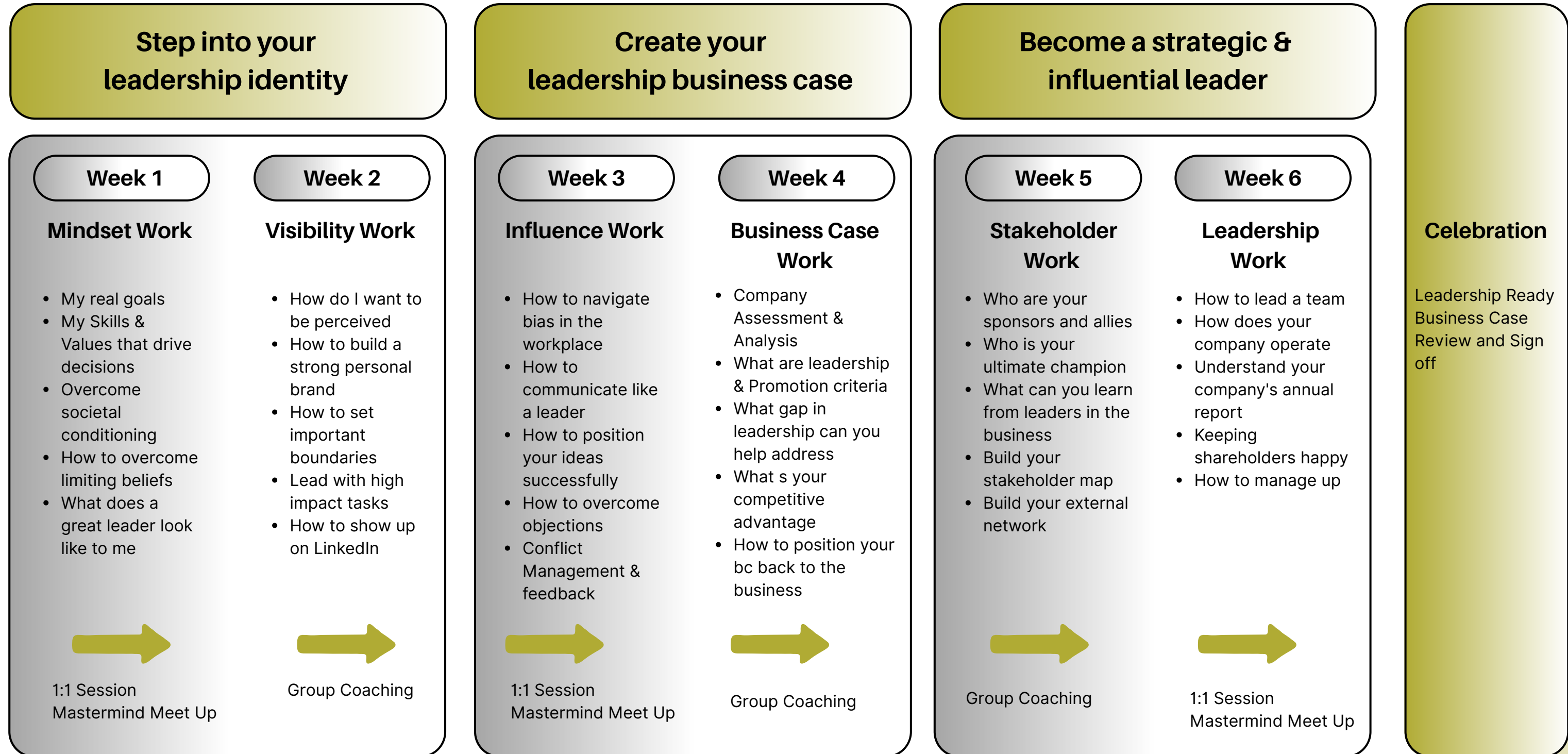
## Business Case

Our outcome is a clear assessment of your employee's current position, the skills she needs to grow, and a detailed plan to make her leadership-ready, perfect for future development conversations internally.



# Programme Structure

## Leadership Ready



# A Sample Week



**PHASE 20 LEADERSHIP READY**

**Video Lessons & Workbooks**

- Daily option to log in and learn
- Roughly 1-2 hours video training per week
- Fully flexible scheduling

**PHASE 20 LEADERSHIP READY**

**Video Lessons & Workbooks**

- Daily option to log in and learn
- Fully flexible scheduling

**Live session**

1 hour per week

**Mastermind**

1.5 hour every second week

24/7 Inner Circle Access via WhatsApp for any questions, support needed in between sessions

# About Nicole

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Nicole Michler is the CEO and Founder of Phase 20.

After 15+ years as a Sales Director in tech sales within financial services, she started Phase 20 to help women create better futures and achieve real independence.

Having worked in male-dominated industries without female role models or peers at senior levels, Nicole saw a clear gap in support for women and guidance that goes beyond traditional career advice.

Today, she coaches women around the world on how to negotiate confidently, explore alternative career paths, gain better financial understanding and step into senior roles with six-figure salaries, helping them take charge of their careers and financial futures.



# Who is Leadership Ready for?

- High-potential women in your organisation who are ready to step into leadership roles.
- Employees facing career barriers or uncertainty about how to progress.
- Women looking to strengthen their confidence, influence, and visibility at work.
- Ambitious, growth-minded women who are ready to take ownership of their career and accelerate their leadership journey.



# After Leadership Ready Women Feel...

## **More confident**

Your employee will gain the clarity and self-assurance to step into challenging situations, speak up with impact, and own her contributions with confidence.

## **Empowered**

She will feel equipped to navigate barriers, make decisions, and take control of her career path with purpose and authority.

## **Ready for internal conversations**

She'll be prepared to articulate her achievements, ambitions, and development needs clearly, making internal career discussions productive and strategic.

## **Highly motivated**

With a clear plan and actionable strategies, she will be energised to take initiative, embrace challenges, and drive her career forward with focus.



# Companies we have worked with



# Overview

**Per Attendee**  
**£1,997**

## Dates & Facts

- **6-week programme access:** Comprehensive content and structured learning.
- **Daily support and accountability:** Guidance to keep progress on track.
- **1:1 coaching with Nicole:** Personalised sessions tailored to individual challenges.
- **Group coaching:** Connect, learn, and grow with like-minded women.
- **Masterminds:** Collaborative problem-solving and idea exchange.
- **Workbooks and business case template:** Practical tools to apply learning immediately.
- **Personal support from Nicole Michler:** Ongoing guidance and mentorship throughout the programme.

**Programme Date 2026**  
19th April - 31<sup>st</sup> May



# Need more info?

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