



NEXT UP - Frequently Asked Questions:

- **What is NEXT UP?** The NEXT UP program is a successful new offering, inspired by the NEXT program, with a broader reach to serve motivated women and men on the path to a position in senior leadership. This program is for individuals in search of community and advanced studies in self-awareness, self-confidence, and self-value. NEXT UP is an inspired, accelerated, and immersive program where we explore Imposter Syndrome, and uncover your unique values, beliefs, fears, and superpowers. We will help define what you want next and how to go after it.
- **How do nominations / applications for NEXT UP work?** An application form is submitted with the applicant's resume, and a letter of recommendation from their manager with a short narrative as to why they are a good candidate for the NEXT UP program
- **When can applications be submitted?** The application window will open around April each year.
- **How is the program implemented, in person, virtual, hybrid?** Hybrid
- **How many hours will participants need to commit to this?** Required time is one introductory virtual session, two 3-hour virtual sessions, plus one full day in-person session following the U.S. WIN conference.
- **Is there any preparation needed for the program ahead of time?** Selected candidates will be provided an assessment to complete prior to the first session.
- **Are there any minimum requirements for the proposed candidates?** 1-3 years from a senior management position, typically at a mid-level manager or similar position
- **Is there any cost/fee related to this program?** The pilot program fee in 2023 was \$550. Fees will be determined each year based on facility costs and cover the virtual and in-person sessions. This fee includes all materials, breakfast and lunch during the in-person session. Participants will be required to cover their own travel costs.
- **Can a company have multiple applicants?** Each company can have multiple applicants. The selection will be first-come, first-served for those meeting eligibility requirements.

The program commitments are as follows:

- One virtual session in the month leading up to the annual U.S. WIN conference & two virtual sessions following the conference in August.
- Full day in-person session following the annual U.S. WIN conference