

IDENTIFYING, DEVELOPING, AND CONNECTING FUTURE LEADERS

MISSION:

Welcome to a development program that provides **an intimate network for ambitious leaders** in the nuclear industry to learn and grow together.



Key elements of the program experience:



A professional and personal leadership development journey.



A focus on strategic industry engagement with industry leaders, and a capstone project designed to amplify real-world impact.



A peer network reflecting diversity in gender, professional background, and leadership styles.

CANDIDATE PROFILE:

Ideal candidates are known to exhibit leadership traits such as the ability to inspire and motivate, develop others, communicate with impact, shape culture and strategy, manage stakeholder relationships, demonstrate resilience and commitment to personal growth.

CRITERIA

- Open to U.S. WIN members
- Candidates are within 1-3 years of advancement into executive level roles
- Nominated by their CEO, CNO, or Senior Executive Leaders
- Committed to full participation in an immersive, year-long program

Inclusion in this program is highly selective with approximately 15-20 candidates selected per year. A key construct of the program is that it is a self-directed experience; the challenge for the participant is to negotiate competing priorities as they discover, grow, lean on their networks, and ultimately invest in themselves as leaders. Successful completion of the program requires full immersion into the experiential journey.

Become a leader who steps beyond your comfort zone, harnesses your personal energy, builds a trusted community of emerging leaders, and gains meaningful exposure to senior executives through these three experiences.

LEARNING PHASES:

REDISCOVER ME:

Rediscover your full self. You know what success looks like and you've mastered the art of keeping all the balls in the air. Here, we'll pause, put the cape away, and explore the uniqueness of individual journeys; how our values, superpowers, and beliefs determine our experiences of surviving, adapting, and thriving.

RAISE MY VOICE:

Raise the bar and include your voice in the conversation. Dive into the business of your business and develop a passionate opinion worth sharing. Learn what it takes to get someone's attention, engage them through meaningful connection and then influence their perspective for new possibilities. Because your voice matters, now more than ever.

ENGAGE MY TRIBE:

Actively Engage with your community because you know you belong. Here you're not alone. You give, receive and encourage support and collaboration because you know the meaning of your unique contribution to something bigger in the world. Here you're in alignment as an authentic leader in your industry.

LEARNING OBJECTIVES:

- Learn about personal energy, your stressors and triggers
- Uncover your personal core values and why they matter
- Discover the balance of vulnerability, control, and choice
- Declare your unique superpower; how to language it, use it, and when not to use it
- Practice a new way to listen and hear what matters most
- Hear from industry leaders as they share their own journeys
- Learn about personal energy, and your power to influence
- Mindfully choose when to lead vs. manage
- Practice curious questions to uncover different perspectives
- Learn how to become a compelling nuclear advocate
- Talk to policy makers on Capital Hill
- Kick off your Capstone where you'll collaborate and develop an innovative industry idea
- Spend quality time with the Executive Advisory Committee
- Learn about personal energy, and redefine what it means to Thrive
- Identify and engage your tribe: Board of Directors, Sponsors, Mentors, Allies
- Master your energetic skills that keep you connected to those you lead, support, and influence (listening, curious questions, shifting energy, influence vs. control)
- Present your Capstone and become an industry thought leader



SUCCESS METRICS:

Since its inception in 2019, the program continues to receive an average 96% Net Promoter Score from graduate participants.

The NEXT Program has an active and supportive alumni community enriched with Plant Managers, Vice Presidents, Senior Vice Presidents and CNOs.



TESTIMONIALS:

"This is a different leadership development. It emphasizes the village concept. It focuses on feelings and how it impacts how you lead, build relationships and grow."

"Sharing and learning from others in a courteous, respectful and safe space allows empathy, support, and feedback."

"It's been life-changing and critical to my success as I head towards a tipping point in my career."

"This is a bond that many of us did not know that we needed."



WHAT'S TO COME:

Program Experience:

12	month blended learning	8	executive coaching sessions
4	in-person experiences, with featured speakers	8	virtual sessions

NEXT 2026-2027 Program Timeline:

NEXT Candidate Nomination Period:	Jan. 12, 2026 – Feb. 20, 2026
Candidate Screening & Acceptance:	March – mid-April 2026
Cohort Welcome:	May 2026
Program Kickoff:	August 2026 at the U.S. WIN National Conference
In-person Sessions:	August, January, April, July
Program Graduation:	July 2027

> For nominations, application guidance, or program fees, please contact: **Rebecca Salvatore** • rebecca.salvatore@constellation.com