



## FREQUENTLY ASKED QUESTIONS

**What is NEXT•UP?** The NEXT•UP program is designed to serve motivated women and men in progression to senior leadership. The program is for those in search of community and advanced studies in self-awareness, self-confidence, and self-value. NEXT•UP is an immersive experience that guides individuals to uncover their unique values, beliefs, fears, and superpowers, helping define next steps and how to go after them.

**How do nominations / applications for NEXT•UP work?** Candidates self-nominate with the support of their manager. 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.

**Are there any minimum requirements for the proposed candidates?**

Candidates must be in a management position within 1-3 years from promotion.

**When can applications be submitted?** The application window runs in the April-May timeframe each year, with specific dates posted to the U.S. WIN website.

**How long is the program?** The program takes place over approximately 2 months during July and August each year. Cohort participants can continue with self-directed meetups after the scheduled program activities are completed.

**How is the program implemented, in person, virtual, hybrid?** The program is hybrid including 1 virtual meet-up prior to the conference, 1 in-person full day session following the U.S. WIN Conference, and 2 virtual sessions.

**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. Participants can expect to dedicate additional time to completing assignments during the program.

**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.

**What are the fees for NEXT•UP?** The tuition fee for the 2026 program is \$925. This does not cover travel or lodging costs or conference registration fees for the in-person event.

**Can a company have multiple applicants?** Yes, companies can have multiple applicants. Participant selection will be based on meeting eligibility requirements and ensuring that the cohort is comprised of a diverse complement of professionals. Cohort size will be limited to 45 participants, and applications will be considered in the order of submission.

**Is NEXT•UP a female-focused development program?** No, the NEXT•Up program is intentionally inclusive and targets leaders of all genders and backgrounds. The program aspires to create an environment that reflects diverse leadership teams, enabling cohort members to learn from one another about their unique styles, experiences and needs.