



# Take the LEAP & Advance Your Career!



The LEAP program is a customized senior leadership forum, specifically designed to prepare women in the nuclear sector to accelerate career advancement and ascend into executive leadership roles.

Launched in Fall 2024, the LEAP Program is a unique initiative designed to create a collaborative network for high potential women in the nuclear industry. The 14-month program aims to empower women to reach their potential by cultivating their leadership and technical skills.

Intensely experiential, the program emphasizes the application of targeted leadership behaviours with personalized feedback and executive coaching. The curriculum will broaden participants' knowledge of various aspects of the nuclear industry while expanding their professional networks through a cross-functional and cross-organizational cohort structure.

## LEAD

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Curriculum is based on key industry leadership behaviours including:

- Influencing others
- Change advocacy
- Empowering others
- Political savviness
- Business acumen
- Strategic thinking

## EXCEL

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Focus is on enhancing leadership skills and accelerating industry knowledge.

- Balance of in-person and remote learning.
- Engage with senior industry experts and leaders.
- Gain a broader perspective of the energy landscape.
- Learning via experiential opportunities, executive coaching, and peer networking.
- Build and foster a diverse support network.

## ADVANCE

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Program is designed to accelerate the advancement of high-potential women into senior roles.

- Each participant will be paired with a sponsor at their organization.
- Targeted engagements with sponsors throughout program to ensure learnings are applied and supported.
- Learnings will directly support individual and collective advancement.

## PAY FORWARD

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Join us in building a network of leaders and role models inspiring and supporting one another to propel the nuclear industry forward.

- Program alumni will support next year's cohort and develop a capstone project.
- Contribute to reshaping the industry's trajectory by building leadership capacity and driving meaningful change.



## Who Should Apply?

Program is targeted to senior leaders on a succession path to an executive role. The ideal participant is a driven, ambitious, and forward-thinking woman currently working in the nuclear industry.

- Possesses a strong foundation of functional knowledge and expertise, coupled with a passion for innovation and excellence in her field.
- Demonstrates a proactive mindset, continuously seeking opportunities to enhance leadership capabilities and broaden strategic thinking.
- Values collaboration, teamwork, and inclusivity, recognizing the importance of fostering diversity and empowering others to achieve collective success.
- Exhibits strong communication and interpersonal skills, capable of building and maintaining meaningful relationships with stakeholders at all levels.
- Open to feedback, eager to learn from others, and committed to leading with integrity, transparency, and empathy.
- In addition to technical prowess, seeks to understand the broader business landscape and keen to develop a comprehensive understanding of industry and organizational dynamics, strategic planning, and decision-making processes essential for executive leadership roles in the nuclear sector.

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## Curriculum Overview

- Combination of virtual and in-person learning events approximately every six weeks for a period of 14 months.
- Coaching and mentoring activities to facilitate application of learning back in the workplace.
- Theory balanced with industry SME sharing of real experience. In-person events at a variety of nuclear industry locations to leverage broad exposure to the breadth of the energy ecosystem.
- Culminating learning activity is a team-based development of a capstone project to be presented at the WiN Canada conference.
- Graduates will mentor following year's participants, building sustainability and leadership capacity in the WiN membership.
- WANO leadership attributes integrated into program design.

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## Aligned with Workplace Goals

Program is structured to facilitate the application of learning in the workplace. Active support from employer organizations ensures alignment on goals; executive sponsors support participant success.

Sponsor support includes:

- Commitment to advance and support participants' development and learning.
- Engagement with coaches to provide feedback.
- Stretch assignments, work opportunities and support in career progression.
- Commitment to development of the participant, by supporting full attendance and providing a 360 assessment (if applicable).
- Participation in the kick off & mid program check in meeting with the participant and coach.

