

**Take the
LEAP -
Advance
Your Career**



**LEAP Program - Advancing Women in
Senior Nuclear Industry Leadership**

Program Overview

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.

Launching in Fall 2026, 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 desired potential by helping them cultivate their leadership and technical skills. Cohort of up to 18 participants with a mix of in-person and remote learning.

Intensely experiential, the program emphasizes the application of targeted leadership behaviors 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.



WHY NOW?

A successful nuclear renaissance in support of domestic and global climate change goals will require significant growth in the nuclear workforce.

This program aims to empower aspiring women currently working in the industry to reach their desired potential by equipping them with leadership and technical skills, enabling the accelerated progress of women in support of a diverse and successful nuclear industry.

LEAP Program



Lead



Excel



Advance



**Pay
Forward**



Lead

Group and individual coaching models.

Curriculum will be based on key industry leadership behaviors such as:

- Influencing Others
- Change Advocacy
- Empowering Others
- Political Savviness
- Business Acumen
- Strategic Thinking.



Excel

Enhance leadership skills and accelerate industry knowledge.

Engage with senior industry experts and leaders.

Gain a broader perspective of the energy landscape.

Learning via experiential opportunities, executive coaching, and peer networking.



Advance

Accelerate the advancement of high-potential women into more senior roles in the industry.

Each participant will be paired with a sponsor at their company.

The program will have targeted engagements with sponsors to ensure learnings are applied and supported.

Learnings will directly support individual and collective advancement.



Pay Forward

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 following year's cohort and develop a capstone project.

Contribute to reshaping the industry's trajectory by building leadership capacity and driving meaningful change.

Curriculum Overview

- Combination of virtual and in-person learning events will be scheduled 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 will take place 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 2027 WiN conference.
- Graduates will mentor following year's participants, building sustainability and leadership capacity in the WiN membership.

WANO leadership attributes integrated into program design

Goals

Prepare women and non- binary people to assume increased promotional opportunities towards career growth and achievement.

- Create nuclear-specific development plans with ongoing goal progress & tracking to support the growth of this talent segment.
- Broaden participants' industry knowledge while providing exposure to targeted leadership focus areas.
- Expand professional networks through a cross-functional cohort structure.
- Foster confidence and establish a strong executive presence.
- Build leadership capacity within the WiN membership.

Program aim is to accelerate pace and number of promotions for women currently in mid-senior leadership roles while building a network to inspire and support future leaders.

Candidate Profile

Program is targeted to Senior Managers or Directors aspiring to an Executive role.

The ideal participant is a driven, ambitious, and forward-thinking woman currently working in a leadership position in the nuclear industry.

- Possesses a strong foundation of functional knowledge and expertise, coupled with a passion for innovation and excellence in her field.
- Program is geared towards women in all areas of the nuclear industry, including engineering, finance, supply chain, human resources, etc.
- 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 functional prowess, seeks to understand the broader business landscape and keen to develop a comprehensive understanding of industry

Overall, the ideal participant is a trailblazer, poised to make a significant impact in the nuclear industry, and is seeking a catalyst to accelerate her journey towards executive leadership, driving innovation, and shaping the future of the nuclear industry.



Sponsor Profile

Program sponsors will be actively engaged in participant success.

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.

Executive sponsors serve as trusted advisors, imparting wisdom, and helping mentees navigate the complexities of leadership at the highest levels. This collaborative approach enhances leadership effectiveness, promotes innovative thinking, and strengthens professional networks.

Sponsor support includes:

- Commitment to advance and support participants' development and learning
- Willing to engage with coaches to provide feedback
- Provide stretch assignments, work opportunities and support in career progression
- Committed to development of the participant, by supporting full attendance.
- Participation in the kick off & mid program check in with the participant and coach.

Sponsor organizations are investing in transformational leadership skills and mindset that graduates will bring back to the organization.



Learn More

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