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## 1. Executive Summary

During this reporting period, progress was made in advancing professional development, mentorship, and pre-licensing initiatives. Key accomplishments included launching the Big I Nebraska Community to support member networking and informal mentorship, expanding professional development resources through ABEN partnerships, increasing the visibility of professional development tools through the new website, and advancing the redesign of the Elite Force Sales Bootcamp. Work also continued evaluating professional development resources, exploring CE approval opportunities, and developing scalable hybrid pre-licensing solutions to support future growth and member engagement.

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## 2. Goals & Objectives

**Goal: Create a successful and easy to use professional development program to support member career pathing**

**Focus: Professional Development – Assessment and Foundation**

- Research and evaluate current professional development resources and speakers
- Assess the feasibility of obtaining Nebraska CE approval for professional development
- Integrate and promote existing professional development programs

**Goal: Create and implement a mentorship program**

**Focus: Mentorship Planning & Foundations**

- Assess in-person mentorship panel and discussion session opportunities
- Conduct preliminary exploration and planning for a mentorship program
- Establish an online Big I Nebraska community networking and discussion space

**Goal: Ensure sustainability and success for pre-licensing classes**

**Focus: Pre-Licensing Assessment & Readiness**

- Strengthen awareness and positioning of pre-licensing classes
- Assess feasibility of hybrid and online pre-licensing delivery
- Identify and assess new audiences for pre-licensing outreach

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## 3. Key Activities & Updates

**Goal: Create a successful, easy to use professional development program to support member career pathing**

**Key Progress**

- A list of potential professional development speakers and resources has been identified and is being evaluated for alignment with member needs, industry trends, and quality standards.
- Existing professional development offerings continue to be expanded and promoted.
- The Elite Force Sales Bootcamp redesign is progressing through a transition to ABEN using a hybrid live and self-directed format.

**Accomplished Success Measures**

- A new HR Skills package is available free to Big I Nebraska members through ABEN.
- Big I NE's new website has increased the visibility and accessibility of professional development resources.

## Goal: Create and implement a mentorship program

### Key Progress

- Initial mentorship infrastructure has been established through the launch of the Big I NE Community.
- Plans are underway to expand awareness, participation, and opportunities for member networking and informal mentorship.

### Accomplished Success Measures

- **Online Community Established:** The Big I Nebraska Community has been launched and is available to members as a platform for networking, discussion, and informal mentorship.

## Goal: Ensure sustainability and success for pre-licensing classes

### Key Progress

- Feasibility of hybrid and online pre-licensing delivery has been assessed through participation in an ABEN task force.
- Development of hybrid live and self-directed pre-licensing programming continues, with the goal of offering a scalable program through ABEN for partner states.

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## 5. Challenges & Risks

- Advancing professional development, mentorship, and pre-licensing initiatives simultaneously requires careful prioritization of staff time and resources.
- Nebraska CE approval requirements can extend timelines for professional development programming.
- Acquiring and sustaining member participation in professional development and mentorship programs may be challenging when CE credit is unavailable.
- Developing a scalable mentorship program and online community requires ongoing engagement, facilitation, and oversight.
- Maintaining the relevance and viability of pre-licensing programs requires adaptation to changing delivery preferences and market conditions.

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## 6. Looking Ahead

### Goal: Create a successful and easy to use professional development program to support member career pathing

- Evaluate potential professional development speakers and resources for future programming decisions.
- Assess opportunities for Nebraska CE approval of professional development offerings.
- Increase awareness and participation through expanded promotion and visibility.

### Goal: Create and implement a mentorship program

- Develop a foundational framework for mentorship program goals, structure, and resource needs.
- Evaluate the feasibility of mentorship-focused conference sessions and discussion panels.
- Expand awareness and participation within the Big I Nebraska Community.

### Goal: Ensure sustainability and success for pre-licensing classes

- Expand and enhance scalable education, CE, and credential-aligned programs to support continued multi-state growth.
- Develop a marketing strategy and hybrid delivery plan for Nebraska pre-licensing programs.
- Increase awareness of pre-licensing offerings through targeted marketing and outreach.
- Identify and evaluate new audiences and partnership opportunities to support program growth.