

## FAQ's for Leadership Mentees

Fostering Innovative Leaders in Nephrology and Dialysis  
(FIND) Leadership Program



### When and how long are the live virtual sessions?

The 1-hour sessions are held via Zoom on the 2nd Monday of every month at 6:00 p.m. Eastern Time (ET).

- Mon, Jan 12, 2026 — 6:00–7:00 PM ET
- Mon, Feb 9, 2026 — 6:00–7:00 PM ET
- Mon, Mar 9, 2026 — 6:00–7:00 PM ET
- Mon, Apr 13, 2026 — 6:00–7:00 PM ET
- Mon, May 11, 2026 — 6:00–7:00 PM ET
- Mon, Jun 8, 2026 — 6:00–7:00 PM ET
- Mon, Jul 13, 2026 — 6:00–7:00 PM ET
- Mon, Aug 10, 2026 — 6:00–7:00 PM ET
- Mon, Sept 14, 2026 — 6:00–7:00 PM ET
- Wed, Oct 21 - Sun, Oct 25, 2026: Networking opportunities at ASN Kidney Week 2026
- Thur, Nov 12 - Sat, Nov 14, 2026 (tentative date): In-person Capstone Presentation & Graduation
- Dec 2026 - Optional independent work, mentor check-ins, and open office hours with ASN staff

### What are the expectations for attendance of the live virtual sessions?

- Mentees are expected to attend all the scheduled sessions.
- If a session must be missed, mentees are expected to:
  - Notify ASN staff in advance.
  - View the session recording prior the next scheduled session.
    - Please note: Session recordings will be available within one week of the live session.
- Successful completion of the program requires attendance with no more than two absences.

### What are the expectations for attendance of the in-person Capstone Presentation and Graduation in November 2026?

- Participation in the in-person meeting is a mandatory component of the program and is required for completion of the program.
- There is no virtual option for the in-person event.
- Travel and lodging are supported by ASN.

#### *Why Attending In Person Matters:*

- You will network with other mentees and ASN leadership, cultivating connections.
- You will walk through your project aims, protocol, and plan—and get targeted feedback.
- You will learn from other presentations and the feedback given.
- You will engage in an interactive leadership development workshop designed to build practical skills.



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### How often are mentors and mentees expected to meet and how are these scheduled?

- Mentees and mentors are expected to meet at least once per month.
- Meetings are scheduled directly between mentors and mentees based on their individual availability.

### Is there guidance/support for the mentor/mentee meetings?

- Discussion topics and guidance documents are available in the FIND Mentee Training Module on the FIND Members-Only website.
- Mentees will register prior starting the program to gain access to these resources.
- The FIND Chair and ASN staff are available throughout the program to provide support and answer any questions.
- Mentees should notify ASN staff if challenges arise in maintaining monthly meetings with their mentor.

### What is the purpose of the Capstone Project?

The Capstone Project provides participants with the opportunity to:

- Apply leadership concepts learned during the FIND program.
- Develop strategic thinking, project planning, and implementation skills.
- Create measurable impact within clinical, educational, research, or policy domains.
- Showcase innovation and initiative to mentors, peers, and the broader nephrology community.

### Are there resources to assist in developing a proposal for the Capstone Project?

- ASN provides an optional Situation-Background-Assessment-Recommendation (SBAR) Template to help organize and present project proposals. It is available on the FIND Members-Only website.
- Additional resource: [Tools | Institute for Healthcare Improvement](#)

### What are the Capstone Project milestones?

- **Session 5 (May) – Capstone Project Outline Presentation**
  - Mentees will deliver a 3–5-minute PowerPoint presentation outlining their Capstone Project Outline concept and plan.
  - Mentors and Steering Committee members will complete an online feedback survey to provide supportive input and guidance on project development.
- **Session 11 (November) – In-Person Capstone Project Final Presentations**
  - Mentees will deliver a 15-minute presentation of their Capstone Project.
  - The presentation will be followed by live feedback and discussion with fellow mentees, mentors, and Steering Committee members.



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### What ASN guidelines should be followed during the development of the Capstone project?

The following guidelines apply to all FIND Capstone projects:

#### Project Focus Areas

- Each Capstone project should fall within the following four focused areas. Projects outside of these areas should be approved by the FIND Steering Committee.
  - Policy change
  - Quality improvement
  - Innovation
  - Workforce development

#### Project Completion

- The Capstone Project does not need to be fully completed by the end of the year but should show a clear plan for completion.

#### Presentations

- Mentees will present both the Capstone outline and the final Capstone presentation using the standardized PowerPoint template provided by ASN.

#### Data Collection, Surveys & Email Communications

- Capstone projects that use data collection and surveys need to strictly adhere to IRB approval process.
- Email communications that are part of the Capstone project require prior approval by the mentors and FIND Leadership.

#### ASN Credentials

- Use of FIND and ASN credentials is prohibited.

### What is the approval process for the Capstone project?

- Capstone project proposals will be reviewed and approved by your mentor.
- Any deviations from the original project plan must be reviewed and approved by your mentor.

