

FAQ's for Leadership Mentors

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?

- Mentors are strongly encouraged to attend but it is not required.
- All sessions are recorded and will be available on the FIND Members-Only website within one week of the live session.

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

- Mentors are strongly encouraged to attend to support the mentees and their Capstone work, but it is not required.
- Travel and lodging are supported by ASN.
- There is no virtual option for the in-person event.

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

- Mentors and mentees 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 Mentor Training Module Training Module on the FIND Members-Only website.
- Mentors will register prior starting the program to gain access.
- The FIND Chair and ASN staff are available to provide support and address any questions throughout the program.
- Mentors should notify ASN staff if challenges arise in maintaining monthly meetings with their mentee.



FAQ's for Leadership Mentees

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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.

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.



FAQ's for Leadership Mentees

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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.

