



Growing a stronger talent pipeline

Improving retention, engagement & leadership
through a structured mentorship program

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Moderator



Felisha Nieto
Director, Patient Support & Insurance
DaVita Kidney Care

Panelists



Karen Prestia
Marketing Strategy Lead
Kaiser Permanente



Tania Salas
Sr. People Services Manager
Davita Kidney Care



Problem statement

The lack of a formal and inclusive mentorship program has created inconsistent development opportunities and limited support for diverse talent, including women leaders.

What is a mentorship program?

- Formalized Framework
- Structured Partnership
- Accelerated Development



Professionals with mentors

49% less likely to leave

2X likely to be engaged

Businesses with highly engaged teams

18% more productive

23% more profitable

What gaps exist in mentorship programs?

- Misaligned Objectives
- Poor Execution
- Insufficient Accountability



What effective mentoring looks like?

- Structured & Inclusive
- Mentee-Driven & Objective
- Mutually Beneficial



What success looks like?

A well-designed mentoring program yields

- Stronger Talent Pipeline
- Equitable & Collaborative Culture
- Organizational Resilience



Metrics to track

- Engagement & Retention
- Career Advancement
- Relationship Quality

Toolkit

Implementation	<ul style="list-style-type: none">• Implementation roadmap• Roles and responsibilities• Recruitment ideas• Mentee application
Mentor/Mentee Worksheets	<ul style="list-style-type: none">• Mentee goal template• Meeting outline• Mentee meeting prep and notes template
Measurement	<ul style="list-style-type: none">• Measurement framework• ROI worksheet

Thank you

