

WomenEmpowered@KP

2025 Q1 NEWSLETTER



Shape your professional future by entering your career info into HRconnect today!

At Kaiser Permanente, talent profiles in HRconnect play an important role in managing and developing talent across the organization. By consolidating work history, education, and career interests into one comprehensive profile, employees gain visibility and control over their professional narrative.

If you have access to HRconnect then you have access to a Talent Profile! Visit [Talent Profiles - Home \(kp.org\)](#) and download all the [resources](#) to guide your completion of your HRconnect Talent Profile.

KP Mentoring Program

When can I start my mentoring journey?

Right away! Just go to www.kpmentoring.org and complete your profile.

What is mentoring?

- Mentoring is a learning experience that drives personal and professional growth at every step of the career journey.
- Mentoring builds engagement and meaningful relationships between more experienced individuals and those who seek knowledge and wisdom. These relationships stimulate career development, offer encouragement to practice new skills and provide us with trusted advisors.
- These supportive learning relationships express KP's commitment to build future capabilities and better serve the needs of our workforce along our career journeys.

What is Kaiser Permanente Enterprise Mentoring (Enterprise Mentoring)?

- Enterprise Mentoring is a network of resources to support, guide and enhance our development journey. Consider it a community of support that allows you to control your professional development and career growth.
- The entire workforce has access to our KP Mentoring Community with all the programs, tools, and resources to participate as mentors, mentees, or both. As a member you have opportunities to establish meaningful mentoring relationships with people throughout the organization in support of your goals.

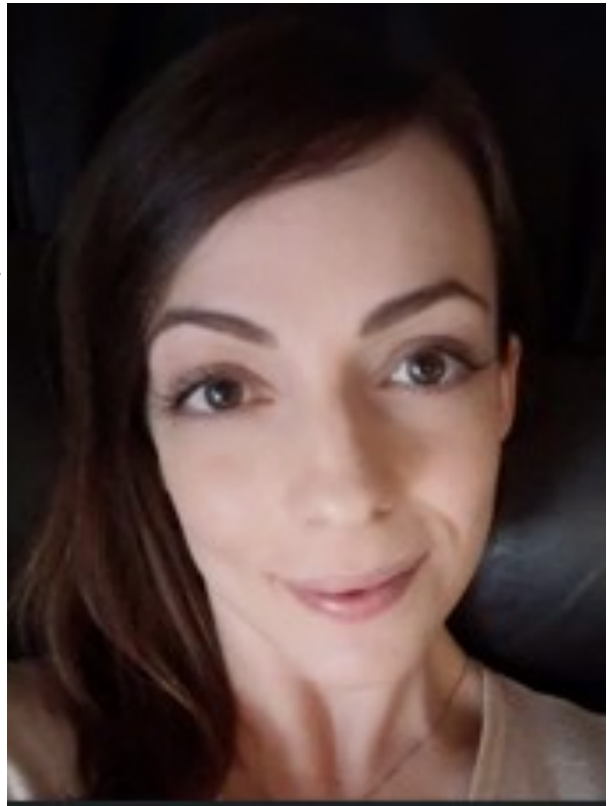


2025 Q1 Spotlight Leader Focus

Ann Marie Clinnick

As we start the new year, many of us start in with a focus on goals, professional growth, and refocusing on our path for the next year. To support this effort, I met with our leader Ann Marie and we discussed her career journey, advancement, and how she continues to grow both personally and professionally. I was impressed with Ann Marie's transparency and dedication to understanding herself and to our organization.

Ann Marie is an internal audit manager at KP. She shared her career journey, starting with external audit experience at KPMG, followed by working at a mid-size firm in San Francisco, and eventually moving to England. She emphasized the importance of gaining a wide breadth of knowledge and understanding different industries. Upon returning to the US, Ann Marie joined KPIT's General Accounting Department, where she worked for 4 years managing the month end close, program wide allocations and recharges, and leading multiple process improvement initiatives. In 2023, she transferred to KP's internal audit team, leveraging her extensive experience to lead audits and improve processes within the organization.



One of Ann Marie's strengths is process improvement, and when an opportunity came, she took a leading role in a national project to improve our recharge agreement processes. I also really enjoyed hearing about Ann Marie's perspectives on leadership in which she emphasized that our different backgrounds can enhance our leadership styles. She mentioned completing a women in leadership program at KP. Part of the outcome of the program was her choosing to study and sit for exams to get her CPA certification.

We discussed her BRG involvement and leadership. By taking advantage of her role in the BRG, she has been able to both personally connect with others as well as connect individuals to work together for growth positive to the organization.

Ann Marie is excited to share with you the upcoming BRG session planned for March 3rd at 1 pm PST. Ann Marie will be having a panel discussion in which we will hear four powerful KP women leaders share how their cultural backgrounds have informed their leadership approach. They will be sharing how their cultural experiences have shaped them as individuals and provided them with unique experiences that have propelled their impactful careers.

She recommended the book "Mastering Your Inner Critic" by Susan Mackenty Brady, which she found impactful for both her professional and personal life.

Thanks again, Ann Marie for sharing your experiences and insights!



Available resources for Training and Professional Development

KP offers tuition reimbursement. You can find out more about this by reviewing your benefit documentation or looking on HR Connect. You can also talk to your individual manager about funding for professional development either for yourself or your full team. Union employees are eligible for additional training and development resources.

[KP Learn](#) is a valuable tool with training sessions on a variety of topics. MARS Career development is one example of a course available to employees free on KP Learn. You can search for topics like goal setting, leadership, or specific technical skills that will help you on your career journey.

Review recorded sessions:

[PDI](#)
[Work Force Development Week](#)

Submit Ideas to Project Streamline

KP executive leadership team is continuously looking for ideas for improving how we work. To submit an idea or vote on common ideas - use this link - [Project Streamline: Home \(brightidea.com\)](#)

Leadership quotes:

"The road to success is always under construction." Lily Tomlin

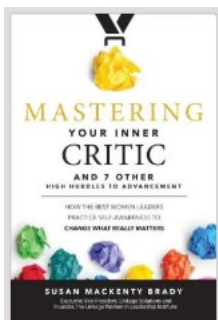
"Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has." Margeret Mead

"I start with the premise that the function of leadership is to produce more leaders, not more followers." Ralph Nader

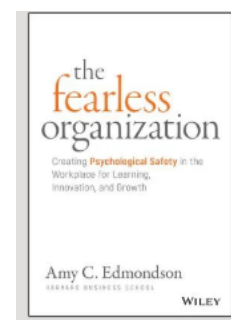
"If your actions inspire others to dream more, learn more, do more and become more, you are a leader." John Quincy Adams

Book Recommendations

[Mastering Your Inner Critic and 7 Other High Hurdles to Advancement: How the Best Women Leaders Practice Self-Awareness to Change What Really Matters](#) - Susan Mackenty Brady



[The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth](#) Amy C. Edmondson



Visit [Women Empowered@KP BRG - Home](#) to officially become a BRG member and follow us on [Viva Engage](#)