

Theme	Illustrative Description
Adaptability & Contextualization	Mentors tailor strategies to local resources, volume, and culture
Mentorship & Relationship-Building	Trust and knowledge transfer between mentors and site PECCs
Leadership Engagement	Executive support drives adoption and legitimacy
Resource & Workforce Constraints	Limited staffing, protected time, turnover impede implementation
Structured Tools & Processes	Simulation scenarios, checklists, and templates streamline workflow
Peer Networks & Community	National mentor networks reduce isolation, facilitate learning
Persistence & Longitudinal Support	Iterative planning, follow-up critical for sustaining improvements