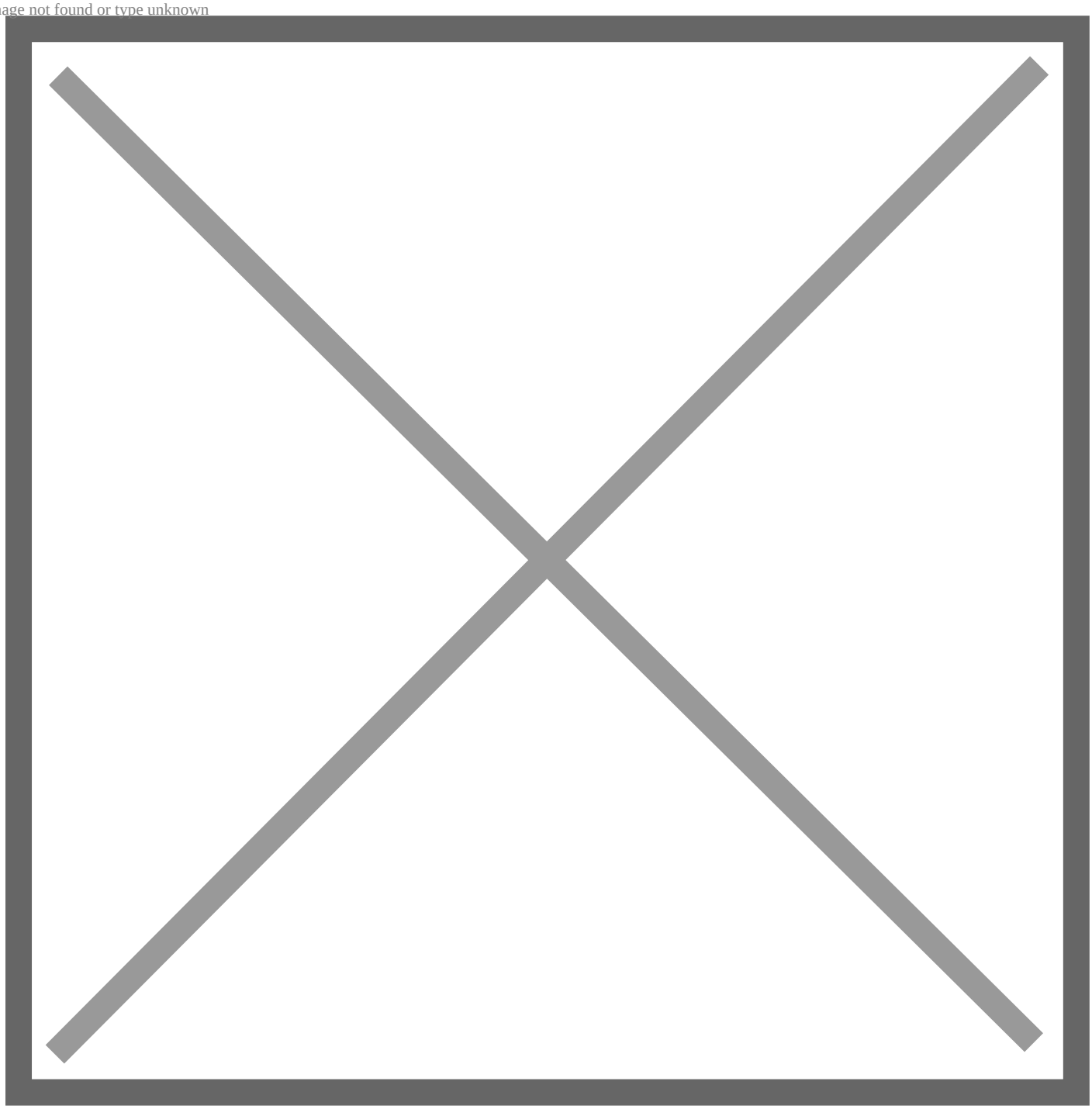
How Toyota is Helping to Mentor the Leaders of Tomorrow

October 02, 2025

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At Toyota, the road to innovation isn't paved by vehicles alone—it's also driven by people. One way to ensure that it has the best and brightest leaders to fuel the next generation is through mentorship opportunities.

While Toyota team members can mentor within the organization, some members also volunteer their time to help inspire and nurture young people who have yet to enter the workforce.

Business partnering groups (BPGs) like the African American Collaborative (AAC), Toyota Organization for the Development of Latinos (TODOS) and Toyota Asian American Society in Alliance (TAASiA) to name a few, are open to all team members, regardless of team members' backgrounds. These groups provide all team members with opportunities to meet with students and provide them with tools and resources that spark imaginations, ignite new perspectives, and open young minds to career pathways that they may not know exist.

"It is crucial for Toyota to place a strong emphasis on mentoring programs," says Leslie Rubio-Reyna, a talent development senior analyst at Toyota. "Mentoring programs offer the ideal avenue for accomplished and transformative leaders to impart their knowledge, skills, and tools to the next generation."

Aavery Cook, a dealer support analyst at Toyota Financial Services (TFS), shares a similar sentiment. Without identifying career opportunities, future leaders often aren't aware of their professional possibilities.

"You honestly don't know what you don't know, and exposure goes a long way," says Cook who is a former AAC chair. "I believe, without my mentors, my opportunities and scope would have remained limited."

Engage, Empower and Elevate
That's why Toyota developed the E3 Mentorship program – to engage, empower and elevate the next generation.

Uzomah Ewo, a talent acquisition administrator at Toyota and a member of the AAC, knows firsthand the importance of working with youth.

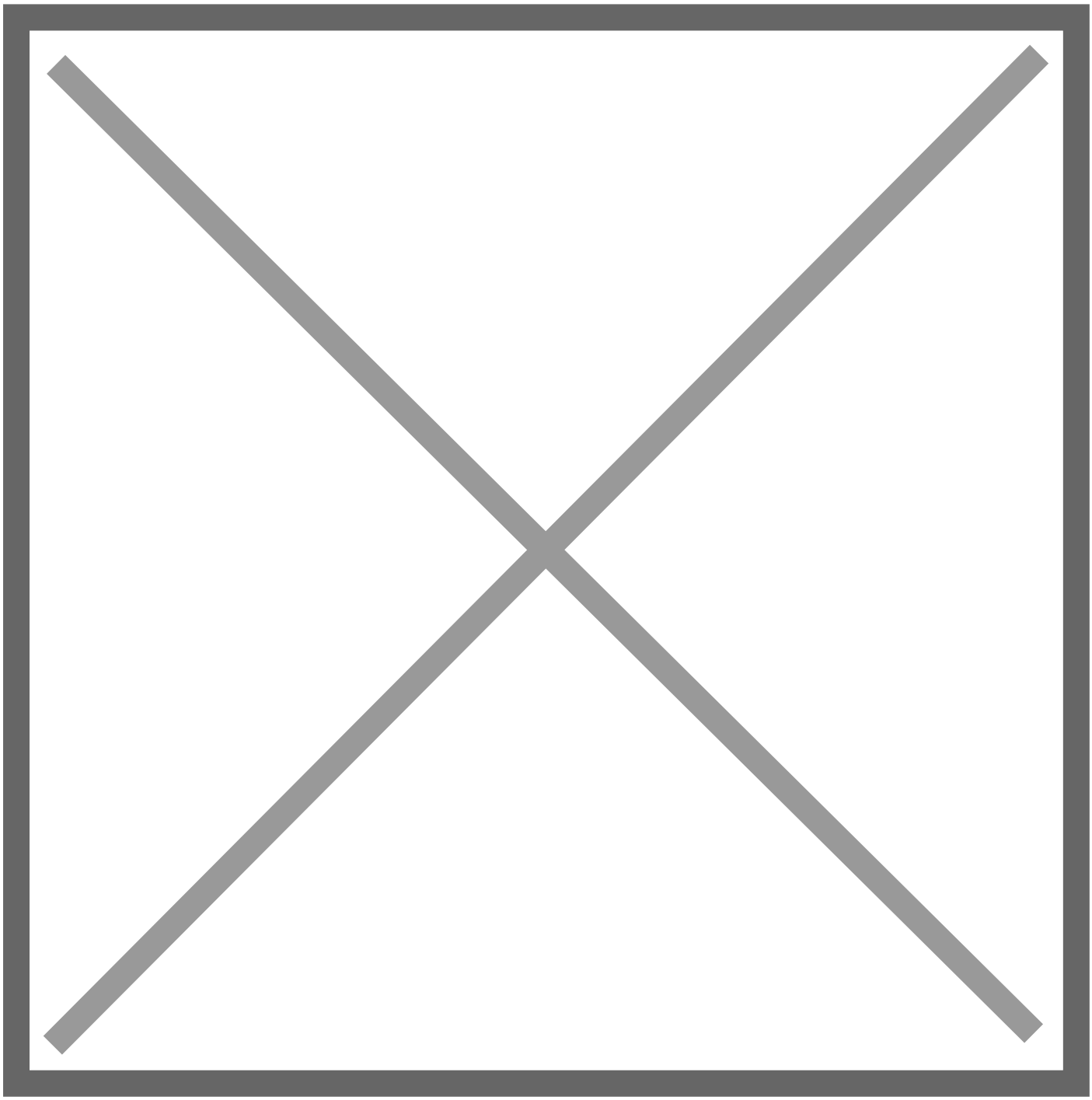
"I work with seniors in high school," she says. "My intention is to help them get into college and make sure they have all the financial opportunities that are presented to them."

She adds, "I want to make sure that I'm as available to them as my mentor is for me. I feel like the support needs to be personal and intentional. I want to see my mentees grow as my mentor did for me."

Rubio-Reyna, the previous communication chair for TODOS, has also worked with students enrolled in the E3 program in the Dallas-Fort Worth area and finds the program invaluable.

"By mentoring high school students to get them early exposure and visibility to what life would be like in a corporate setting," she says. "Some of these students don't have families or siblings that have gone through college. They think, 'I could never work in a place like this because my family has never been exposed to anything like this.'"

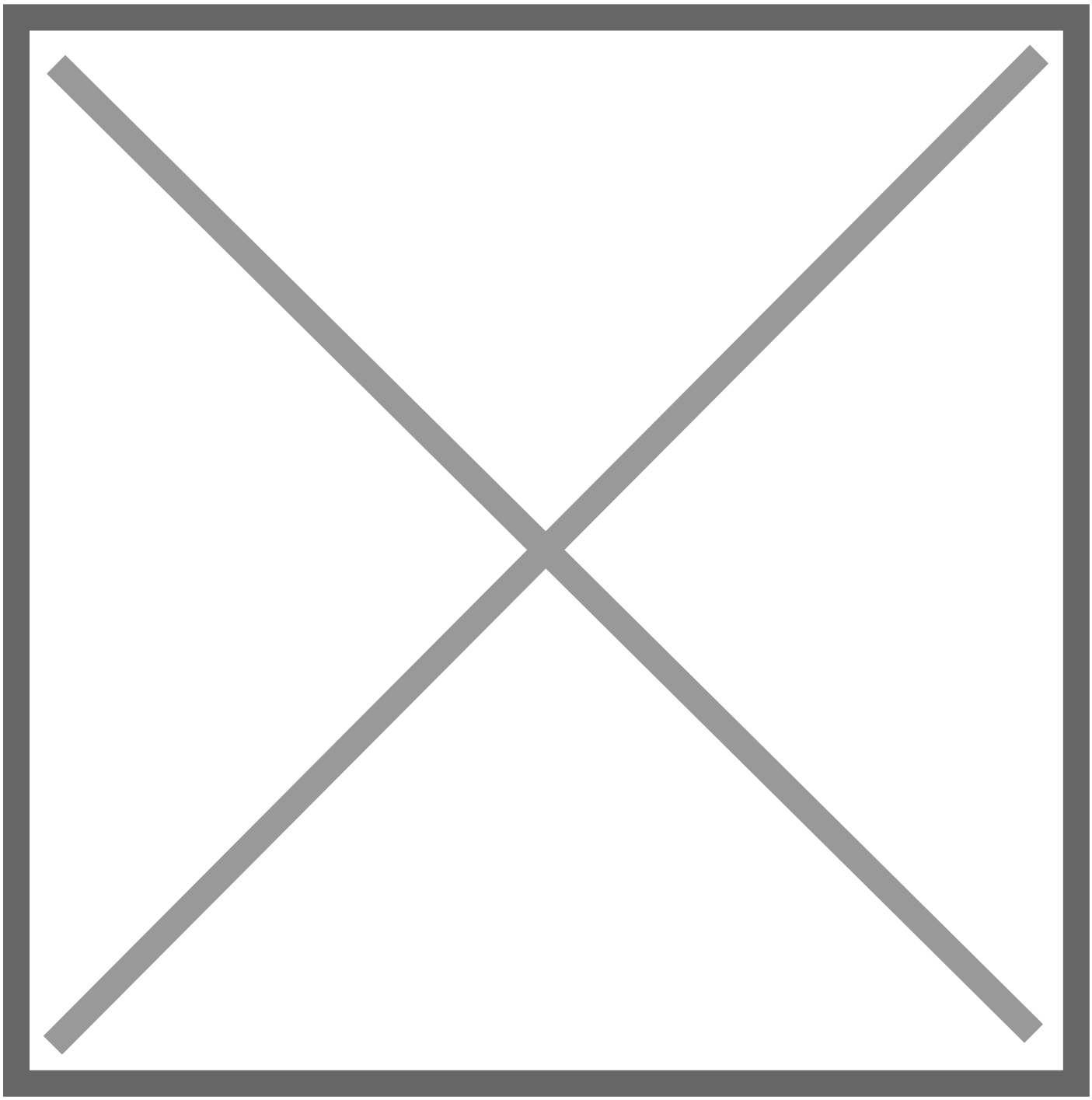
By encouraging them to do their best in school, apply for scholarships, and to take advanced-level classes, Rubio-Reyna said she hopes that it helps the students develop the confidence to have business careers.



Toyota team members not only work with high school students, but some also work with elementary school children.

Brenton Hughes, a strategic partnerships senior analyst at Toyota, supported a program called Chapter One, formerly known as Tutor Mate, where he helped third graders learn how to read.

“We were able to foster a virtual program during the pandemic that allowed our team members to stay engaged and also support some third graders learning how to read,” he said. “That was a great mentoring experience.”



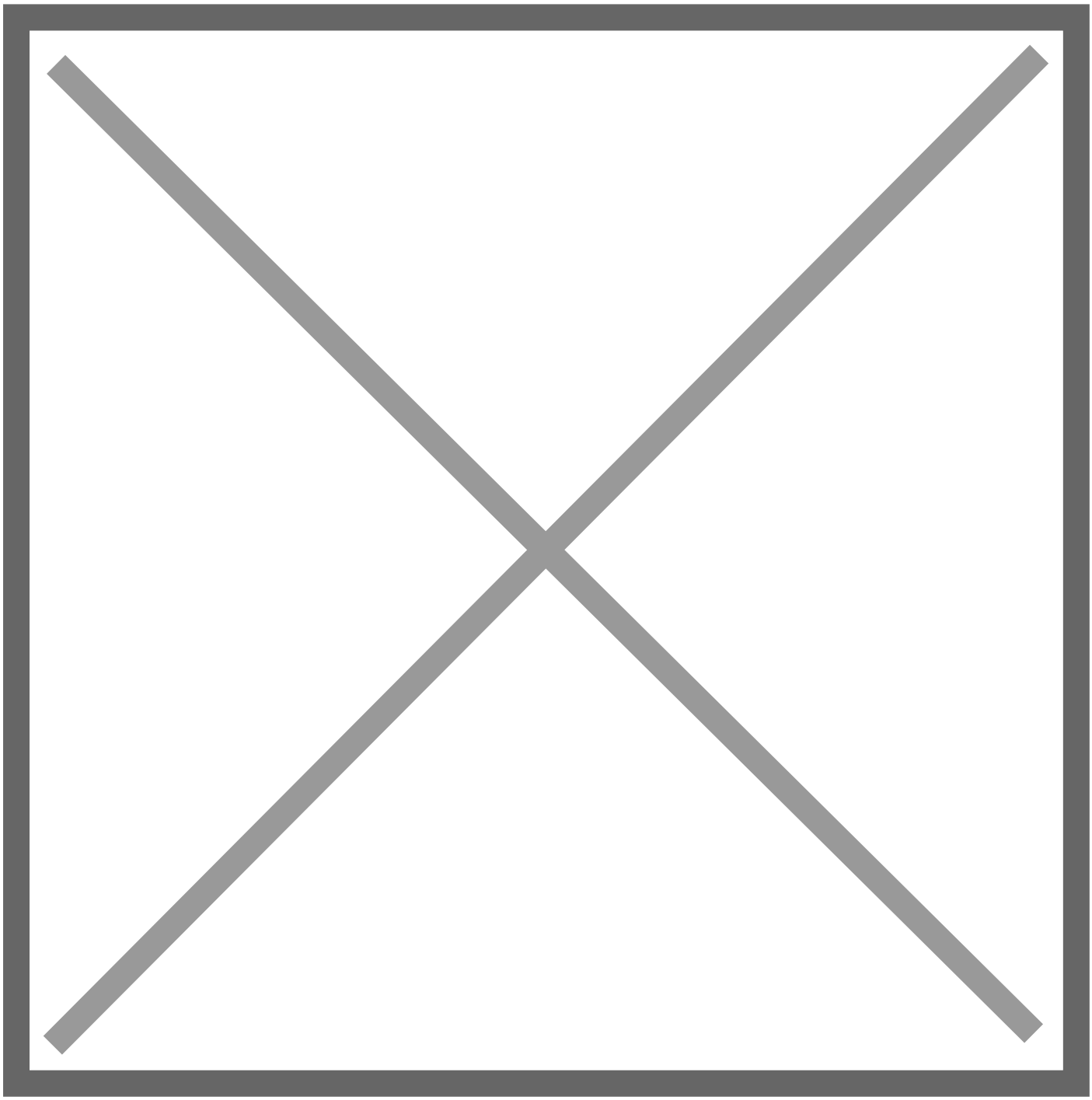
Fueling Futures and Unlocking Possibilities
Toyota's youth-centered mentoring programs play a role in helping to shape the future leaders of tomorrow by providing young individuals with the tools, guidance and opportunities necessary to thrive in a rapidly changing world.

Through mentorship, students gain essential skills, such as critical thinking, problem-solving, and effective communication—competencies that help form the backbone of strong leadership. These programs also offer real-world exposure, giving mentees access to hands-on experiences and insights from industry professionals.

All of these experiences help bridge the gap between classroom learning and practical application.

Lisette Martinez, an engineer at Toyota Battery Manufacturing North Carolina (TBMNC) who volunteers at an elementary school in Guilford County, North Carolina, has personally introduced students to career possibilities that some likely would've never considered due to lack of exposure.

"We are giving them (young students) the opportunity to learn about batteries, contributing to education and knowledge about Toyota and helping them become familiar with (I believe) one of the world's favorite brands," she says. "I developed a plan for TODOS BPG members to attend and give a short class about how a battery works in electric cars, helping to ensure that Toyota becomes seen as a career opportunity for their future."



Driving Purpose While Giving Back

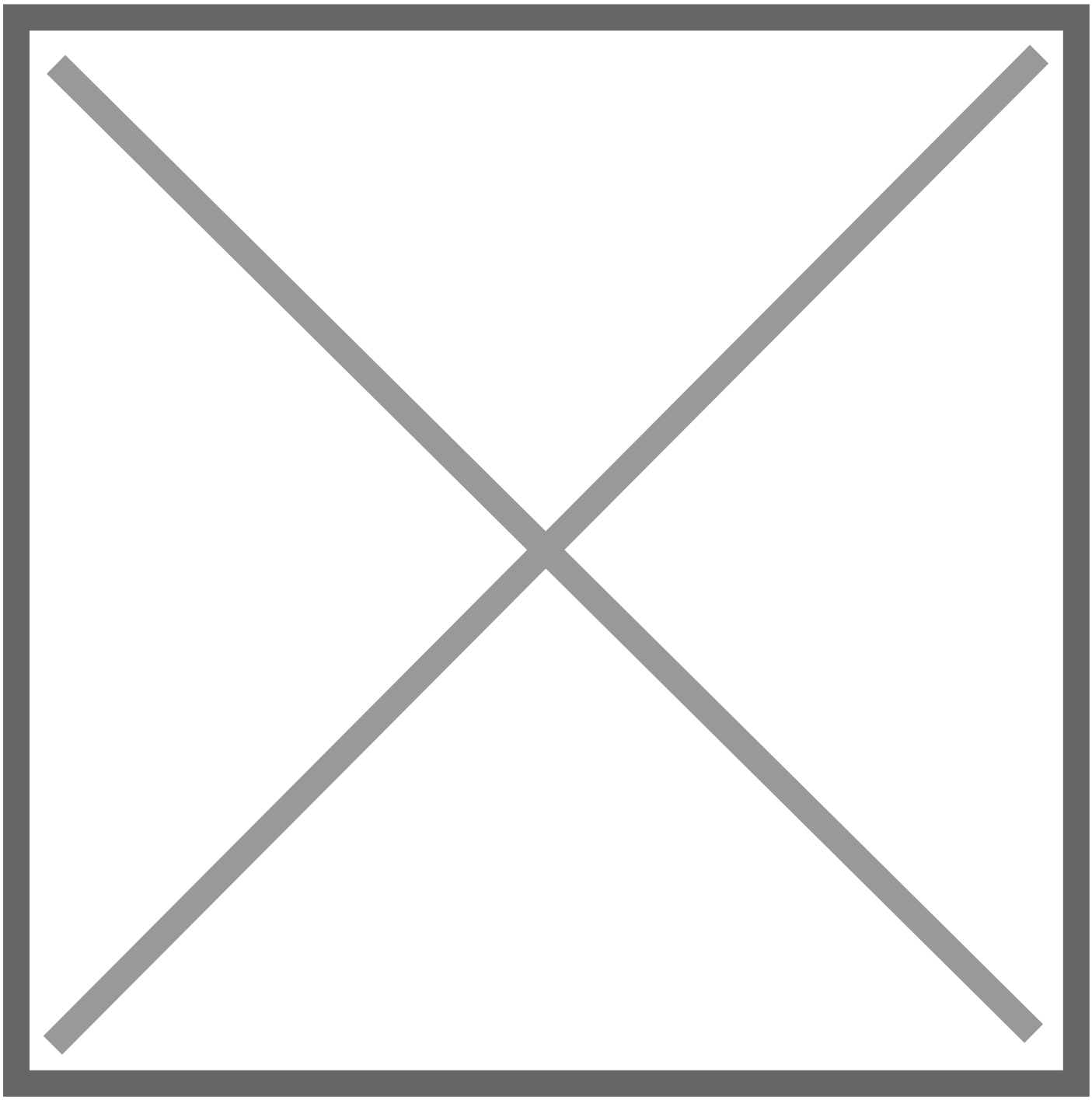
Beyond skill-building, the encouragement and support provided by Toyota team members can help young people build confidence and a strong sense of self. It can also empower them to set ambitious goals and actively pursue leadership paths. While these are great benefits for the youth, some mentors said they also gain incredible insights and fulfillment.

Some Toyota volunteers also said witnessing a “light bulb moment” and genuine excitement from the children in real life is remarkably rewarding.

“I really enjoy seeing the kids’ faces when they watch the moving robot that we bring to events,” said Carrie Favreau, a HR analyst at Toyota and a board member of the Women Influencing And Impacting Toyota (WIIT), another Toyota BPG.

Ewo agrees. She’s also discovered that working with students provides her with a new outlook.

“It’s made me more open-minded,” she says. “You don’t know what other people are going through or the background they’ve come from. So, I just want to help make sure that they’re as successful as they can be and encourage them to meet their fullest potential.”



Cultivating a Culture of Continuous Learning

In a world that increasingly demands innovation, adaptability and empathy, Toyota team members hope that the company's youth-centered mentorship programs help provide invaluable tools to help shape the next generation of leaders.

"If it was not for my mentors, I would not have been able to serve Toyota at my full capacity. Through mentorship, I have been able to navigate challenging situations, identify a clear career path, and develop and nurture my skills," says Cook. "By investing in young minds today, I believe Toyota is helping to unlock

potential, spark ambition and provide the kind of meaningful guidance that creates lasting impact."

"Through these transformative interactions, mentees will not only gain valuable insights but also learn how to apply them effectively in their own careers," says Rubio-Reyna. "I believe mentoring programs can help serve as a foundation for nurturing and empowering future leaders and helping to ensure the company's long-term success and competitiveness."