

ACHE CHAPTER PANEL DISCUSSION TEMPLATE

#IP31: In-Person Learning Environment

For ACHE In-Person Education Credits

Developing Mentoring and Coaching Skills

Length: 1.5 hours

Target Audience: Early to mid-careerists.

Description: Data has shown that mentoring programs are an effective way to offer guidance and support for healthcare executives who are entering the field or who are seeking career advancement. A mentoring relationship provides a safe environment in which those with less experience may learn from experienced executives. This panel will present a framework for the development of a mentoring program. The program will begin with a brief presentation by the moderator, followed by remarks from each of the panelists. The program will conclude with a 30-minute question-and answer period.

Faculty: *Each session should feature a moderator plus two to three panelists.*

Moderator: We recommend that the moderator have a human resources background coupled with 10 years of practical experience in a large healthcare system.

Panelists: Panelists should include a senior level executive who has served as a mentor and who has been mentored, and a mentor/protégé dyad to discuss the benefits of a professional mentoring relationship.

Interactivity: *All sessions must feature a minimum of 10 minutes of dedicated audience Q&A time at the end of the session. Additional small-group breakouts or discussions are optional but encouraged.*

Presentation: *An optional presentation template has been included for use if the Chapter sees fit. If used, the presentation should include required slides as designated in the template, and no more than 3 additional content slides.*

Questions for Discussion:

- What is your advice for finding a mentor? What about a mentee/protégé?
- What are the benefits of being part of a mentoring program?
- How can individuals make the most of their professional relationships?
- What is the difference between mentorship and sponsorship?
- What role does diversity, equity, and inclusion play in the mentorship process, and why is it so important?
- In what ways does your organization acculturate new executives?
- How does mentoring fit into your leadership framework?
- How would you recruit potential mentors? What would be the criteria?
- What methods might you use to match mentors with protégés?
- How might you measure the effectiveness of your mentorship program?
- What other advice would you give to those looking to hone their mentorship skills?

Materials for Distribution:

Baedke, L. "The Practice of Self-Coaching." ACHE Blog (August 2023).

Kachalia, M. "Supporting Future Healthcare Leaders." ACHE Blog (Nov 2022).

Harper, C. "Moving to Interdependent Leadership." Healthcare Executive (July/August 2023).

Additional Resources:

<https://www.ache.org/career-resource-center/advance-your-career/leadership-mentoring-network>

https://www.ache.org/-/media/ache/career-resource-center/mentor_guide.pdf

<https://www.forbes.com/sites/karadennison/2023/03/27/the-power-of-mentorship-how-mentors-can-help-employees-grow-and-succeed/?sh=4a30b2a9615c>