



Career Center - Mentor Program

Overview

The AEHIT Mentor Program is designed to allow any AEHIT member to connect with an experienced AEHIT member from the industry. These pairs will discuss challenges, issues, and developmental needs, to facilitate development of their specialized skill set.

The mentor-mentee interactions will largely be conducted via phone, e-mail, and other teleconferencing discussions. Face-to-face meeting opportunities are encouraged at our in-person events. If the mentor and mentee are located close geographically, they are encouraged to engage in person. The effectiveness of this relationship will be evaluated by AEHIT with two assessments every 6 months completed by the participants. The feedback will be used anonymously to increase the efficacy of the program.

Note: Participation counts as **AEHIT CEUs**, with a maximum of 30 CEU hours from this program, per year.

Goals

The goal of the Mentor Program is to encourage the professional development of senior healthcare IT leaders. This will be accomplished through information sharing and guidance between accomplished peers within the industry. AEHIT members who request a mentoring relationship will be matched - each mentoring engagement will run for a calendar year unless terminated by either peer or extended by the agreement of the two peers.

Participant Goals:

The mentor and mentee will determine the scope of the engagement. The pair will identify knowledge and skill areas that are to be developed, whereby each receives value for their participation. The likelihood of a successful engagement improves when the pair define personal goals, and work towards these areas for mutual benefit.

Goals may include:

Strategic Thinking
Emotional Intelligence
Leadership Skills
Relationship Management
Career Advancement

Identifying Critical Issues
Understanding and Managing Change
Improving Business Skills
Effective Communication
Personal Future Planning



Application Process

Applications for both roles may be submitted at any time during the year. The application form for both roles will include a personal and organizational profile, identify the applicant's personal goals, time available for the program, and other relevant items.

Pairs will be matched as participants are available.

Mentor-Mentee Matching

CHIME staff will review all applications, present potential candidates to approved mentors, and will consult with the mentors to determine a potential match. Staff will notify the potential mentee if the potential mentor accepts.

Partnership Agreement:

The pairs will develop a partnership agreement that outlines the details of the engagement. The agreement will define personal goals and milestones associated with these goals, the frequency and methods of contact, and who is responsible for initiating contact. Once the goals are set by the mentor-mentee partners, the Mentor Partnership Agreement should be completed, and signed by both participants. Also, a copy should be sent to CHIME.

Attributes for Success:

There are certain attributes that both mentors and mentees should have that will contribute to a successful mentor-mentee relationship. While this is a mentee-driven program, the partnership will only be successful when both peers are committed to the program.

Attributes for Successful Mentors:

High integrity and trust
Active listener
Strong leader
Strategic vision
Strong interpersonal skills
Commitment to teaching
Provides guidance, not solutions

Attributes for Successful Mentees:

High integrity and trust
Effective team member
Ability to manage vision and purpose
Adaptability
Initiative
Commitment to lifelong learning
Proactive and willing to follow-through
Builds partnerships



Evaluation

CHIME staff will administer the evaluation component of the Mentor Program. The evaluation forms for each mentor-mentee pair will address questions about the specific goals as set forth in the agreement.

If you have any questions about the AEHit Mentor Program, please contact:
Spenser Staebler at sstaebler@chimecentral.org or, by phone at 734-665-0000.