



ASHHRA MENTORING PROGRAM

*A Networking & Learning
Opportunity for All
Health Care HR Professionals*

The ASHHRA Mentoring Program is designed to create a mentorship community for health care HR professionals to enhance and grow knowledge, skills, and abilities to excel in their career. Using the five competencies of the HR Leader Model, the program will become a resource for finding and developing talent to ultimately advance the growth of the health care HR profession

Program Participants

Mentees	Mentors
Mentee Defined: <ul style="list-style-type: none">➤ New to the profession (5 years or less)➤ Health care HR as a second career➤ HR professionals transitioning into a hospital setting or out of a hospital setting➤ HR professionals looking to round out knowledge and enhance their expertise	Mentor Defined: <ul style="list-style-type: none">➤ Seasoned health care HR leaders committed to developing talent within the industry➤ HR leaders interested in reverse mentoring opportunities➤ Health care HR managers looking for a program that will develop their 'early in career' employees
Qualities of an Effective Mentee <ul style="list-style-type: none">➤ Strong desire to excel in his/her profession➤ Possess the time and energy to devote to the relationship➤ Positive attitude about continuous learning and can see the value of a mentoring relationship	Qualities of an Effective Mentor <ul style="list-style-type: none">➤ A desire to develop other professionals within their career➤ Positive experiences - individuals who have had positive formal or informal experiences with a mentor tend to be good mentors themselves➤ Possess the time and energy to devote to the relationship➤ Up-to-date knowledge in current profession and skill level➤ Positive attitude about continuous learning and can see the value of a mentoring relationship➤ Proven managerial skills and leadership through coaching, counseling, facilitating, and networking

Program Resources

- I) Successful Mentoring Tool Kit
 - Mentoring Guidelines
 - HR Leader Mentorship Competency Guide
 - Self-Assessment
 - HR Leader Guidebook Journal
- II) Learning & Networking
 - Best practices on how to be an effective mentor
 - Access to networking events for connecting mentors and mentees
 - Monthly meetings to share feedback among mentoring groups
 - ASHHRA Online Community at www.myashhra.org
 - Local and national networking events

For More Information

Contact Jamie Macander,
Education Specialist
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Program Time Requirement

The recommendation is that the mentor and mentee meet at least once a month for one year, evaluate their progress, and determine then whether further mentoring is needed.

