

Chapter Leader Mentorship

Webinars & Education Subgroup

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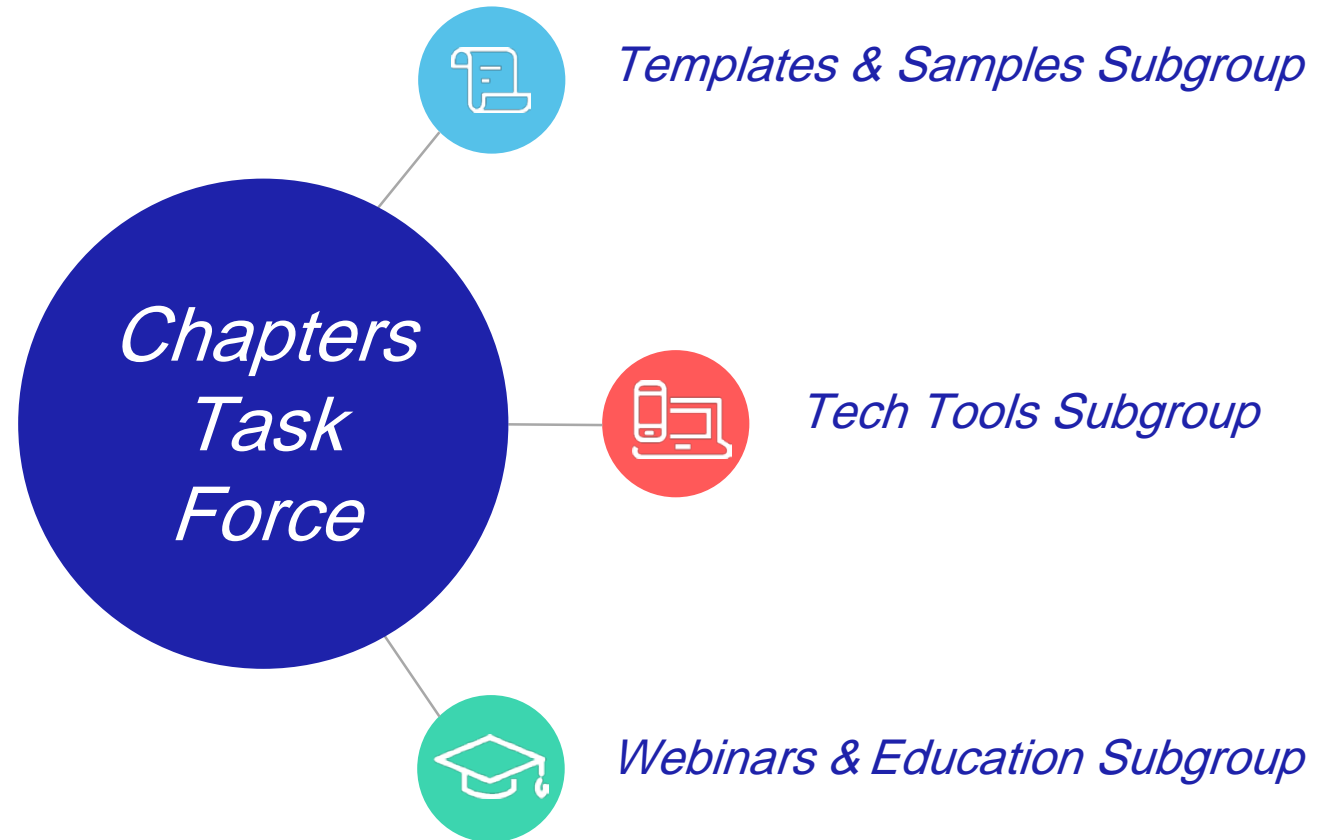
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Overview

- Why mentorship is important
- Overview of chapter leader mentorship program
- Mentorship best practices
- Sharing the story
- Q&A and discussion

Why Mentorship is Important

The Mentor and Mentee Relationship

- Being a mentor means interacting with a mentee by providing support, advice, and feedback to the mentee.
- An effective mentorship relationship consists of a two-way conversation in which both parties feel committed to the relationship and share a desire to learn from each other.

The value of a mentorship relationship

- An effective mentoring relationship influences professional development that leads to increased employee performance and knowledge sharing, often for both the mentor and mentee.

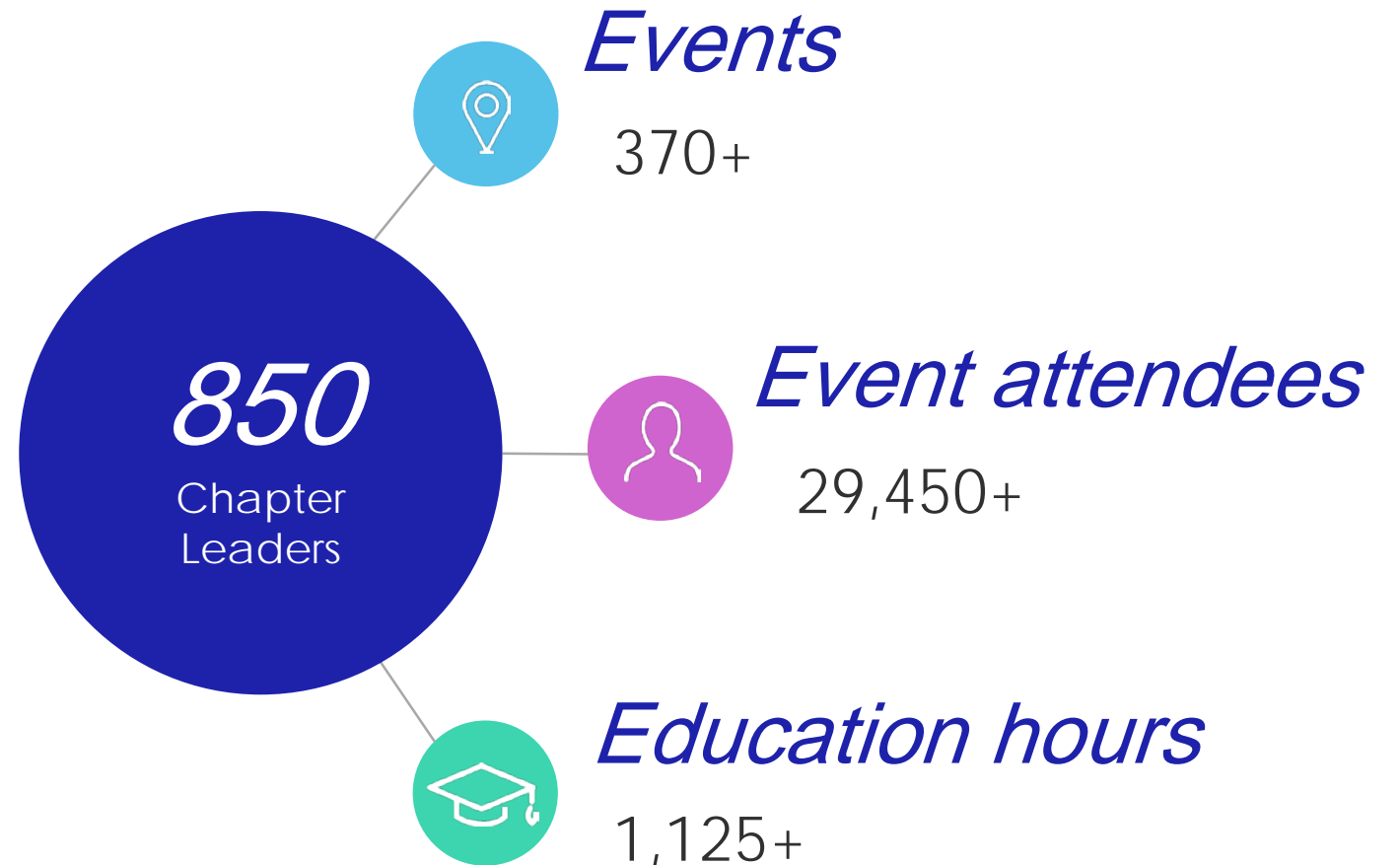
Success: What is it and how can we measure it

- Success can be measured through mentoring engagement. For example, engagement with a chapter program or community involvement through service projects.
- Success can also be measure through Individual goals. Goal tracking is a great way to measure program success because it is output oriented.

North America Chapter Engagement

57 HIMSS Chapters across the
U.S., Puerto Rico, and Canada

The Chapters Task Force enhances
the relationship between HIMSS and
its chapters.



Chapter Leader Mentorship Program



Mentor

An experienced and trusted adviser. Able to provide guidance and has skills to be successful.



Mentee

A person who is advised, trained, or counseled by a mentor. Seeking guidance and looking to grow skills.



Ambassador

Encourage participation and helps HIMSS seek mentors and mentees, as appropriate.

Chapter Leader Mentorship Example



Sarah Smith
Membership Chair
Mississippi Chapter



Becky Branson
Member-at-Large
Austin Chapter

Program Goals

- Provide opportunities for experienced and/or successful chapter leaders to share their knowledge as mentors
- Provide opportunities for new and/or struggling chapter leaders to gain knowledge and best practices
- Be the connecting point throughout the chapter program to help meet individual coaching and development needs
- Be an additional pathway for chapter leadership development

Expectations / Mentor

- Be prepared to invest time in the mentee; scheduling time regularly is vital to the success of the relationship.
- Be approachable and create an environment of acceptance.
- Be a good communicator - this is not only being able to provide instruction but also being able to listen in a caring and supportive manner.
- Have a strong experience and resources to support the mentoring relationship (and it's OK to ask for help).

Expectations / Mentee

- Be prepared to invest time with the mentor; scheduling time regularly is vital to the success of the relationship.
- Ask questions rather than remaining quiet and hoping to figure it out later.
- Solicit feedback often from the mentor; a little bit of reassurance can do wonders for performance.
- Have a coachable mindset; accept and grow from constructive criticism.
- Be honest and forthcoming; no one is a mind reader and the relationship cannot grow without open communication.
- If the mentee is struggling or has an unmet need, it is best to bring that information out into the open for discussion and advisement.

Resources

- Utilize your network (HIMSS staff, Chapters Task Force & edu. Subgroup, other chapter leaders, etc.)
- Chapter Leader Resource Area
 - clra.himsschapter.org
- HIMSS Engage & Discussion Board
 - himssengage.org/chapters/cleads
 - Click on thought bubble for discussion board

Mentorship Best Practices

- **Building the relationship**
 - Establish specifics in whatever way works for both the mentor or mentee
 - Formal or Informal
 - Determine how much time you have or need and base the schedule on that
- **Being open to new ideas**
 - Avoid closing yourself off
 - Different situations and ideas are learning experiences
 - Don't be afraid to ask questions
- **Mentorship during a pandemic**
 - Acknowledge the challenges
 - Communicate, communicate, communicate
 - Focus on what is critical

Mentorship Best Practices - Mentee

- Focus on achieving learning goals
- Expect to drive the mentoring relationship
- Be prepared for all mentorship meetings
- Stay connected and in communication with your mentor
- Ask for specific feedback
- Focus on the future
- Keep a journal

Mentorship Best Practices - Mentor

- Get to know your mentee
- Establish working agreements
- Balance talking and listening
- Ask questions rather than give answers
- Engage in meaningful and authentic conversation
- Support and challenge your mentee
- Set the expectation of two-way feedback



Sharing the Story

Stephanie Hojan, Mentor

Past President, Kentucky Bluegrass Chapter

Howard Rosen, Mentee

President-Elect, Ontario Chapter

Q&A + Discussion