

A United Force for Change

2020 HBA Midwest Region Mentoring Program FAQ

GENERAL

1. When is registration for the 2020 program?

Registration for the HBA Midwest Region 2020 program opens on October 27, 2019 and closes on February 7, 2020.

2. What's the time commitment?

The 2020 Mentoring Program kick-off events are being planned for late April 2020. Circles will continue to meet from May 2020 through October 2020. Close-out events will be scheduled for November 2020.

3. How much does the program cost?

Mentees pay a mentee program fee of that is separate and distinct from HBA annual membership dues. The mentee program fee is \$225 per person from October 27, 2019 through December 31, 2019. On January 1, 2020, the fee increases to \$250. There is no fee for mentors who participate in the program; however, they are required to be HBA members.

4. Who can I contact to learn more about the program?

For the Midwest Region, please contact Karen Murray at Midwest-mentoring@hbanet.org

ABOUT

5. What is circle mentoring?

Mentoring takes place in groups ("circles"), with most groups made up of two mentors paired with four mentees. Circle composition may vary slightly depending on each year's applicants and their locations, companies, and mentoring areas of focus. Circle mentoring provides the opportunity for participants to share knowledge with and learn from all members in the circle.

6. What have previous participants learned or achieved by being a part of the HBA Mentoring Program?

Based on the 2019 midyear event, participants in the program shared the following feedback about the value realized from being a part of the mentor program.

- *Became bold to embrace change*
- *Built confidence*
- *Increased my focus on recognizing, developing, and identifying my abilities*
- *Obtained sponsorship at work for professional development training*
- *Overcame the fear of change*
- *Gained a better understanding of strengths and areas of improvement, and tools for advancing*

7. What sort of topics does the mentoring program cover?

Mentees drive the content discussed within each circle. As a result, each circle will cover topics specific to the development needs of circle members. Here are a few examples from previous circles:

- Career development and advancement
- Emotional intelligence
- Building confidence and presence
- Political/organizational savvy
- Leadership
- Crucial conversations
- Networking

8. Do all mentors have healthcare industry experience?

Mentors are HBA members who volunteer their time and expertise. They represent various segments of the healthcare industry. Examples of mentors from past programs include the following:

- President of a consulting firm
- Vice president of marketing
- Executive director of therapeutic area research
- Director of commercial product management
- Patent attorney

9. Do circles meet virtually or face-to-face?

Each circle will determine their preferred way to meet. The Mentoring Program Committee encourages face-to-face meetings if logistically feasible.

Participants have the option to participate in either a virtual or face-to-face event for the program kick-off and close-out celebrations. Face-to-face events occur in the northern suburbs of Chicago. In past years, circles that are not located in Chicago have elected to meet in a central location to watch the virtual events together.

PARTICIPATION

10. Do I have to be an HBA member to participate in the mentoring program?

This is a members-only program; both mentors and mentees must be (or become) HBA members to participate. You do not need to be an HBA member to apply; however, if you are accepted into the program and decide to participate, you must become an HBA member prior to the program kickoff event.

11. How do I know if I'd be a mentee or mentor?

Mentors have career and/or professional experience and a willingness to listen and participate in a group discussion. Mentors play facilitator roles by providing guidance, offering feedback, and helping others gain insights to further advance their careers.

Mentees have a career and/or professional development goal, or a readiness to work with a mentor to clarify their goal.

All healthcare professionals are welcome to participate, regardless of career level.

12. I'm interested in the program; can I just participate virtually?

Each circle will determine their preferred way to meet. The Mentoring Program Committee encourages face-to-face meetings if logistically feasible. In past years, most circles have elected to meet face-to-face each month.

13. I'm seeking a career change. Will my career transition hinder the opportunity to participate in the program?

Not at all. In fact, the mentoring program is for both men and women at any stage of their career – from being new to healthcare or their role, to mid-level management, to those in transition of finding something new.

REFERRALS

14. I know someone who would be a great participant, can I suggest the program to them?

Yes please, personal referrals are welcome! Please send them the [website link](#) and encourage them to register beginning on October 27, 2019.