



Connectors in the HBA Mentoring Program

HBAnet.org

HBA Purpose and Mission

Purpose

To further the advancement and impact of women in the business of healthcare

Mission

The Healthcare Businesswomen's Association is a global nonprofit organization comprised of individuals and organizations from across the healthcare industry committed to:

- achieving gender parity in leadership positions
- facilitating career and business connections
- providing effective practices that enable organizations to realize the full potential of their female talent

The HBA accomplishes its mission through strong business networks, education, research, advocacy and recognition for individuals and companies.

HBA Group Mentoring Programs

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- **Members-only**
 - Increase the availability of mentoring relationships and build new leadership connections for HBA members
 - Expand the range of locations for in-person meetings of mentoring circles via regional structure
 - Outcomes oriented: Mentees set a goal and — with the advice, counsel and support of their circle — work to achieve it
 - Augment internal corporate mentoring programs by providing access / exposure to individuals from other organizations, industry sectors, functional areas
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Why Mentoring?

- Key learning/developmental relationship
- Supports career growth/advancement
- **Three Reasons Women Need Professional Mentorship¹:**
 1. A strong professional network connects you to unique resources.
 2. A mentor helps you get unstuck and prevents you from making avoidable mistakes.
 3. No [one] can make it on their own.

1. Three Reasons Women Need Professional Mentorship in 2018,” by Maleeka T. Hollaway, Forbes Coaches Council, Forbes CommunityVoice, January 18, 2018. Available at: <https://www.forbes.com/sites/forbescoachescouncil/2018/01/18/three-reasons-women-need-professional-mentorship-in-2018/#4843bbc242b2>. Accessed October 21, 2018.

Why Does HBA Conduct Mentoring Programs for Its Members?

- HBA member feedback consistently reveals both a **need** and **requests** for mentoring.
- To increase the **availability** of mentoring relationships and their **benefits** for HBA members
- Women get less of the mentorship and sponsorship that opens doors¹
- Women are 24% less likely than men to get advice from senior leaders²
- 62% of women of color say the lack of an influential mentor holds them back³

1. George F. Dreher and Taylor H. Cox, Jr: Race, gender and opportunity: A study of compensation attainment and the establishment of mentoring relationships. *Journal of Applied Psychology* 1996; 81(3):297-308, as cited in “Mentor Her,” at leanin.org (<https://leanin.org/mentor-her>). 2. Leanin.org and McKinsey and Company, Women in the Workplace 2017, as cited in “Mentor Her,” at leanin.org (<https://leanin.org/mentor-her>). 3. Deepali Bagati: Women of color in US Law Firms, Catalyst, 2009, as cited in “Mentor Her,” at leanin.org (<https://leanin.org/mentor-her>).



What Mentoring Is, and Is Not...

Mentoring Is

Relationship-centered developmental process¹/tool

Forum to share knowledge, experiences, perspectives

Safe space to try new things, take risks

Being accountable for your own learning & progress

Opportunity to have support in setting & achieving goals

A “contact” sport - active participation by all!

Mentoring Is Not

Guarantee of promotion

Networking for jobs

Coaching/counseling

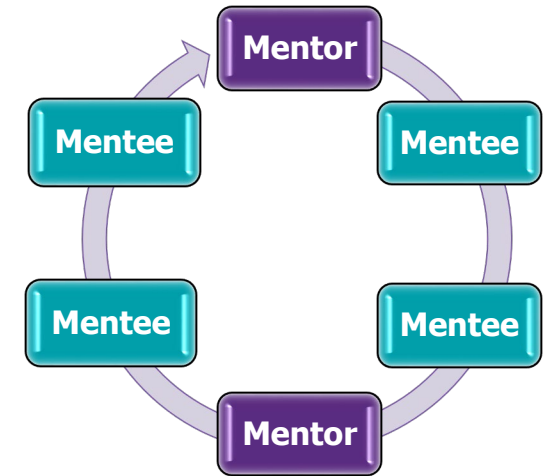
Passive experience

1. Modern Mentoring by Randy Emelo, Alexandria, VA: ATD Press, 2015.

Mentoring Program Format

Group format

- 2 mentors + 4-5 mentees
- Mentor/mentee match process – considers geography, needs/goals, diversity, different organizational affiliations (to the degree possible)

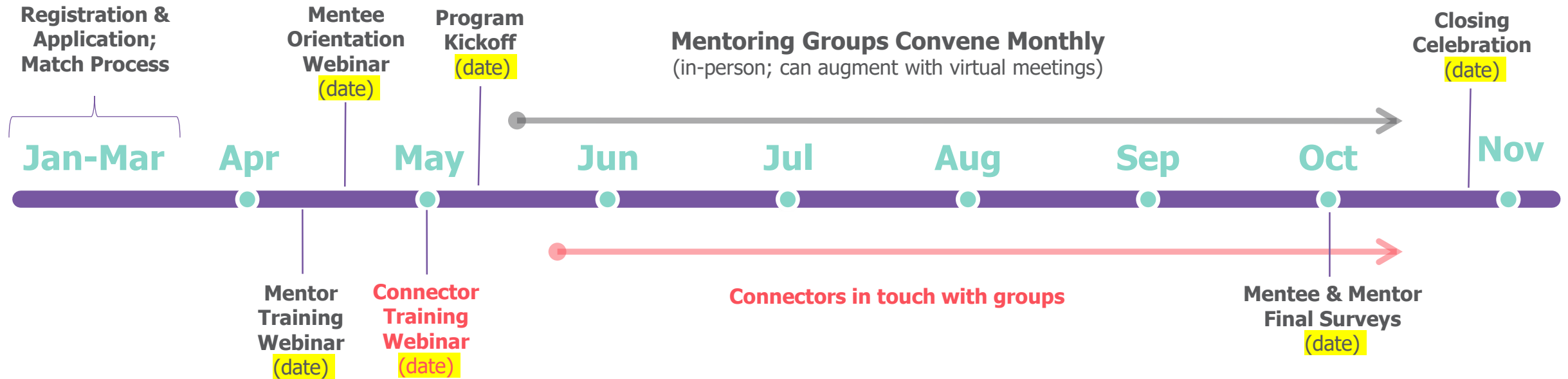


Monthly face-to-face group meetings

- **Mentee-driven** groups meet 1-2 times per month for 6 months – can meet more often if desired and group agrees.
- Group decides meeting location – suggest relaxed, private setting.
- Group decides meeting quorum, schedule, degree of structure.

Program at a Glance

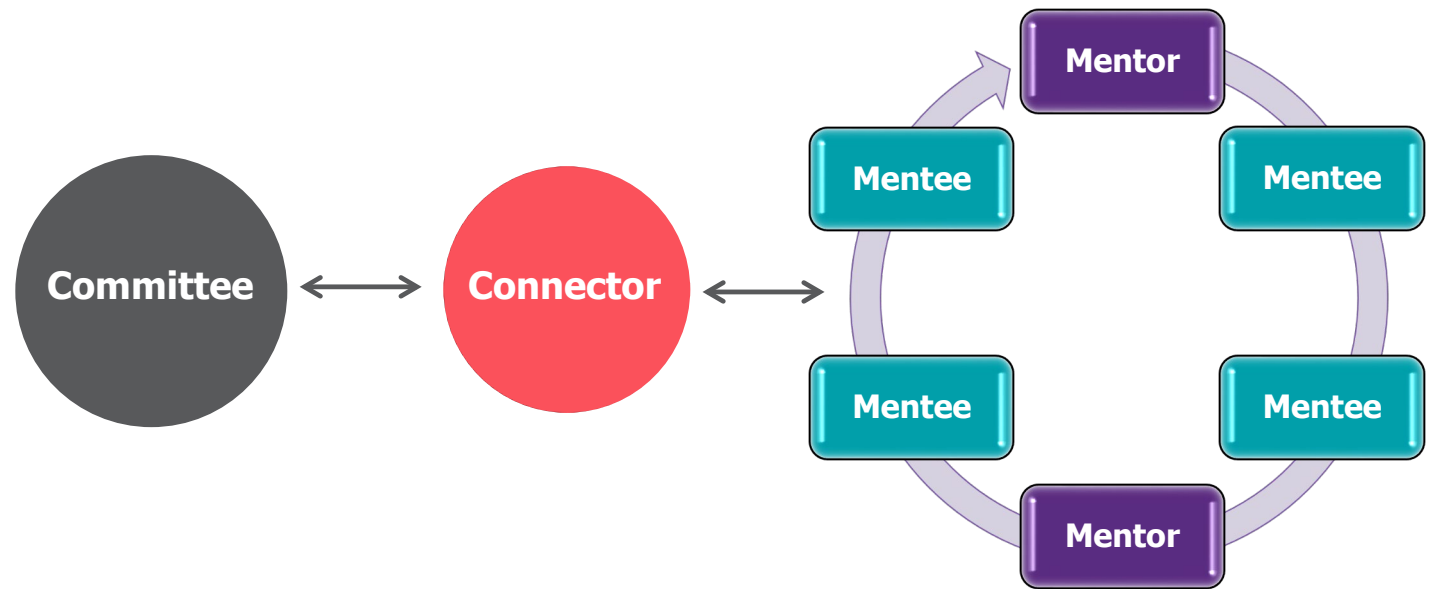
Time & Events Schedule (example each region may be a bit different)



Who Are Connectors? What Do They Do?

Connectors are Mentoring Program Committee members who reach out to mentoring groups throughout the program.

- Connectors hold periodic meetings/calls with mentors and mentees to see how individual mentoring groups are functioning.
- They assist with any issues a mentee, mentor, or group cannot resolve, or identify the need to bring it to the Mentoring Program leadership.
- Connectors are resources for their groups; they can answer questions, provide help.



Why Do We Have Connectors?

Communicate, Share, Reinforce

- Readily available **resource** for mentors, mentees, groups on all aspects of the program (goals, expectations, program components, timeline, resources)
 - **Early-warning system** - Identify challenges that individuals or groups may be having and be able to offer solutions or enlist the help of the mentoring program leadership for additional support
 - **Conduit** for sharing of best practices, new resources, exciting “wins” across mentoring circles
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What Connectors Are, and Are Not...

Connectors Are

Members of the Mentoring Program Committee

Link between individual groups & the program & its leadership

Resources - They know the program, its goals/expectations, tools/resources, events/timeline

Problem solvers

Conduits to sharing information, announcements & best practices across groups

Connectors Are Not

Members of the mentoring circle

Replacements for mentors

Part of the monthly group meeting

Connector Logistics

- **Each mentoring circle has a Connector**
 - Connector is in touch with mentors and mentees throughout the program
 - Touch base every 4-6 weeks with one mentor and one mentee in each group. (This can be a different individual each time, so everyone has a chance to provide input.)
- **Contact** via Skype, phone, or emails (based on what works best for you and the individual you are contacting)
- **Contacting on behalf of mentoring program committee to:**
 - Gain insight on group participation/chemistry - How's it going?"
 - Check on goals and progress
 - Identify any issues/unmet needs (so can help to solve early on)
 - Find out if group is able to locate the program tools and resources they need
 - Recognize/share any new/best practices
 - Any major successes? Breakthroughs or breakdowns?
 - Remind participants about upcoming mentoring events and the need to register (if applicable); reinforce/encourage completion of final surveys by deadline

Connector Logistics (cont'd)

- **Not “spying” on groups for the HBA or the Committee—Connector role is to support each group’s progress**
 - Checking in, not checking up
 - Requests for confidentiality will be honored
- **Be sensitive about over-communicating;** if groups are doing well and there are no needs/issues, that’s great! Role to is assist, not increase time or administrative requirements.
- **The Connector Chair** will check in with Connectors individually or schedule periodic meetings with the Connector team to see how mentoring groups are doing and how Connectors are feeling/functioning in their role.

Next Steps

- Complete the interest survey on the mentoring website page or reach out to the regional mentoring leaders via email
- Your regional mentoring team will be in touch with you