

Guiding to Greatness
American College of Health Care Administrators
MENTORING TOMORROW'S LEADERS

The ACHCA Mentoring Program
Presented by

Bob Lane, CEO, ACHCA, CNHA, FACHCA
Douglas Olson, PhD, FACHCA

Distinguished Panel of:

- Jim Farley, MHA, CNHA, FACHCA
- Mark Sanchez, MBA, LNHA
- Michael Hotz, LNHA, HSE, CNHA, FACHCA
- Tzvi Barax, LNHA
- Tina Richardson, LNHA

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Session Objectives

1

Learn about the history, key features and resources of the ACHCA mentoring program;

2

Find out what type of education is available as a member benefit for ACHCA.

3

Participate in a conversation with a panel about how this program can best work for you and your organization and how you might personally get involved.

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Learn about the history of the ACHCA mentoring program

- Planning efforts began with the Fellows in 2008
- A grant commitment from Life Care Centers of America was received in 2011
- A framework for an annual, formal ACHCA Mentoring Program was established
- The initial mentoring class was selected and introduced at the 2012 Convocation in Nashville
- Each subsequent mentoring class at the national level will be introduced at that year's convocation

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Learn about the exciting features and resources of the ACHCA mentoring program

- All Mentors and Protégés in the program must fill out a "Profile" that assists the ACHCA staff and mentoring committee in their matching efforts
- The eligibility requirements ensure that mentors are participating voluntarily, are able to commit the necessary time and have a strong knowledge of the field
- All matched pairs complete an eLearning course and also get resources from ACHCA to solidify their relationships
- ACHCA supports the mentoring community and resources, e.g. handbook
- Highlight [video](#) of the Mentoring program

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Learn about the exciting features and resources of the ACHCA mentoring program

- Pre-Post Measures of Key Indicators of Success as an Administrator in the field
- Mid-point evaluation and year-end evaluation (both partners)
- A few things we have learned from our evaluation process
 - Completing education increases likelihood of success
 - High degree of comfort level and trust in ACHCA mentoring relationships
 - Geographic proximity does make a difference
 - Overall administrative performance reported at an increase of 5-10%
- Distribution of the mentoring article in "The Journal of Health Administration Education"

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Opportunities and promotion - Fellows

- Mentor requirements
 - ACHCA Fellow
 - Commit to an estimated minimum of 1 hour or two 30-minute mentoring sessions each month
 - Complete the eLearning course and attend any sessions at convocation
- Identify the base of Fellows and discuss ways to encourage more individuals

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Opportunities and promotion - Protégés

- Protégé requirements
 - ACHCA member
 - In the early stages of being an administrator
 - AITs must be in the final 60 days of their internship to apply as a protege.
 - Not using the program as a job search aid
 - Complete the eLearning course and attend any sessions at convocation

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E-learning video course

E-learning [Mentoring course](#)

Provide a snapshot of the course

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Distinguished panel of leaders

Introductions

Jim Farley
 Mark Sanchez
 Michael Hotz
 Tzvi Barax
 Tina Richardson

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Questions for the panel

- Why is this a signature program of the college?
- What are some of the key features that you feel are critical?
- What have been your own experiences?
 - What has worked for you?
 - What hasn't worked for you?
- What do you see is important to consider in the future for this national distinctive program of the College?

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Conversation with the panel

- What additional questions do you have for....
 - Yourself
 - Your organization
 - ACHCA
- What additional information do you need?
- What other ideas or suggestions do you have?



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Personal involvement



- This is your ACHCA program
- How can you get involved?
 - Make your match work
 - Become a fellow
 - Recruit a protégé
 - Go through the training
 - Other
- Next steps and closing comments
- Contact info:
 - Elizabeth Lollis
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