ACHE CHAPTER PANEL DISCUSSION TEMPLATE #2

For ACHE Face-to-Face Education Credits

Developing Mentoring and Coaching Skills

Length: 1.5 Hours

Target Audience: Early to mid-careerists with 0 to 10 years of experience

Description: Data has shown that mentoring programs are an effective way to offer guidance and support for healthcare executives who are entering the field or who are seeking career advancement. A mentoring relationship provides a safe environment in which those with less experience may learn from experienced executives. This panel will present a framework for the development of a mentoring program. The program will begin with a brief presentation by the moderator, followed by remarks from each of the panelists. The program will conclude with a 30-minute question-and-answer period.

Faculty: Moderator plus two to three panelists. We recommend that the moderator have a human resources background coupled with 10 years of practical experience in a large healthcare system. Panelists should include a senior-level executive who has served as a mentor and who has been mentored, and a mentor/protégé dyad to discuss the benefits of a professional mentoring relationship.

Topics for Discussion: 

Moderator
- Various frameworks of mentoring
  - What is a mentor?
  - How does the mentoring process work?
- Explains the differences between mentoring and coaching

Senior-Level Executive
- How to identify individuals within your organization to make the most of the mentor/protégé relationship
- The benefits of a mentoring program
- Mentoring internally and externally to your organization

Mentor/Protégé Dyad
- Best practices
- How to make the most of the professional relationship
  - What to expect from the mentor
  - What to expect from your protégé
Questions for Discussion:

1. In what ways does your organization acculturate new executives?
2. How could mentoring fit into your management framework?
3. How would you recruit potential mentors? What would be the criteria?
4. What methods might you use to match mentors with protégés?
5. How might you measure the effectiveness of your mentorship program?

Materials for Distribution:


Additional Resources:


