FR4- Enhancing Leadership for Women in PA/LTC: The Magic of Mentorship

Friday, March 23
11:00 AM- 12:00 PM

Session Description

Building on feedback from attendees at the 2017 Annual Conference and recent literature, this session will focus on mentorship for those working with PA/LTC teams and administration. Effective mentorship is critical to the success of all health care professionals, but especially those in leadership positions. Mentorship is a two-way street. Being an effective, thoughtful mentor is challenging, and so is being a proactive, engaged mentee. This session will offer brief didactics on mentorship. Interactive and facilitated roundtables will help attendees develop skills for establishing and sustaining meaningful mentoring relationships. The session will also offer attendees opportunities to build their professional network.

Learning Objectives

Discuss the importance of mentoring relationships on professional development.

Create a personal action plan to engage mentors in their own institution or those mentors encountered on a national level.

Identify strategies to promote effective, successful mentoring relationships.

Presenter(s): Gwendolyn Buhr, MD, CMD; Suzanne Gillespie, MD, RD, CMD; Mary Evans, MD, CMD; Heidi White, MD, MHS, MEd, CMD

Presenter(s) Disclosures: Mary Evans, MD, CMD: as a financial disclosure: Save SeniorCare Administrative Services, LLC: Consultant; All other speakers have reported they have no relevant financial relationships to disclose.
Enhancing Leadership for Women in PALTC: The Magic of Mentorship

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Speaker Disclosures
• Dr. Suzanne Gillespie: No financial disclosures
• Dr. Mary Evans: No financial disclosures
• Dr. Heidi White: No financial disclosures
• Dr. Gwen Burr: No financial disclosures

Learning Objectives
By the end of the session, participants will be able to:
• Discuss the importance of mentoring relationships on professional development.
• Create a personal action plan to engage mentors in their own institution or those mentors encountered on a national level.
• Identify strategies to promote effective, successful mentoring relationships.

“A dynamic reciprocal relationship in a work environment between two individuals where, often but not always, one is an advanced career incumbent and the other is a less experienced person, & the relationship is aimed at fostering the development of the less experienced person”

Healy CC, Welchert AJ. Educ Res. 1990

Mentor
Mentoring in Medicine: Why?

- Mentored faculty feel more confident than peers
- More likely to have a productive career
- Feel greater support for their work
- Report higher career satisfaction
- And ___________________

Importance of Mentoring

- Defining career goals
- Appropriate job selection
- Time management
- Set goals and priorities
- Maintaining productivity
- Role modeling of balancing the time demands of a busy career
- Understanding requirements for promotion
- Choosing a research focus/scholarly interest

Characteristics of Prized Mentors

- Responsive/available
- Knowledgeable and well-respected in the field
- Values the mentoring relationship
- Motivator who has high standards /expectations
- Recognizes potential
- Supports/enables/advocates/protects

Mentor’s Roles

- Mentors provide constructive critical feedback on performance
- Facilitate introductions to key people
- Write letters of recommendation
- Submit names for awards and committees
- Help in grant and manuscript preparation
- Can advise on interpersonal issues/balancing home and career
- Promote professional development
- Serve as a role model

Advantages to Mentors

- Contribute to mentor’s research or educational agenda
- Spark new ideas
- Provide career satisfaction
Mentorship vs Sponsorship

**Mentorship**
- Need more than one
- Internal: facility, hospital or medical school
- External: build relationships with national/international leaders

**Sponsorship:**
- Investment
  - Dean
  - CMO
  - CEO

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Mentoring Models

- **Hierarchical One-on-One**
- **Peer Mentoring**
Team Mentoring

- Multiple mentors working together as a team
- Perspectives of multiple disciplines
- Individual meetings between the primary mentor and mentee
- Team meetings

Mentoring in Academic Settings
Heidi White, MD

Mentoring in Corporate & Private Practice PALTC Settings
Mary Evans, MD CMD

Roundtable

- Assessing Your Need(s):
- Making a Mentoring Plan
- Finding Good Mentors & Mentees

Keep Calm and Find a Mentor
Bibliography