

Emerging Leaders 26-27

Information Session

3rd March 2026



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Vice President, Member Experience



AGENDA



Why this program

What is developmental mentoring

Benefits of the program

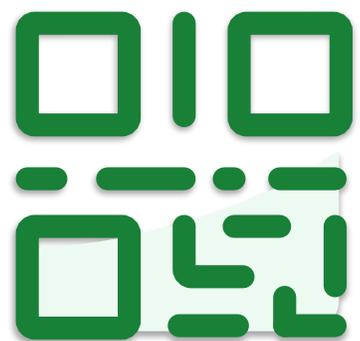
About the Program

Who can apply

Program commitment

What is involved

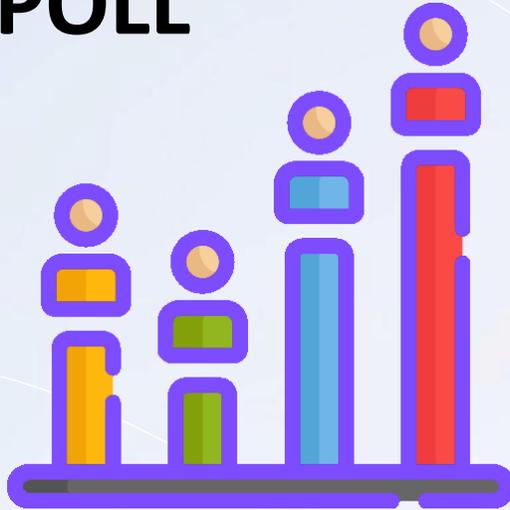
Next Steps



**Join at slido.com
#4061403**

WHAT IS YOUR MENTORING EXPERIENCE?

POLL



Previous involvement

Yes, as a Mentor | as a Mentee | I've been both

Structured or unstructured

- *Formal / Structured*
- *Informal / Unstructured*

Experience

Positive | Neutral | Negative



What is your Mentoring Experience?



WHY THIS PROGRAM?

The HFMA Emerging Leaders Mentoring Program aims to support current and aspiring managers and leaders in our industry, helping them build a network of inspired leadership professionals and attain satisfying professional careers, individual success, and business growth.

The mentor may help the mentee achieve or work toward personal or career goals, introduce the mentee to new ways of thinking, challenge a mentee's limiting assumptions, share valuable life lessons, and much more.



DEVELOPMENTAL MENTORING

“Mentoring is a helping relationship based on an exchange of knowledge, experience and goodwill.”

Mentors help someone less experienced gain confidence, clearer purpose, insight and wisdom.

In developmental mentoring, the mentor, too, is changed by the relationship.”

Professor David Clutterbuck

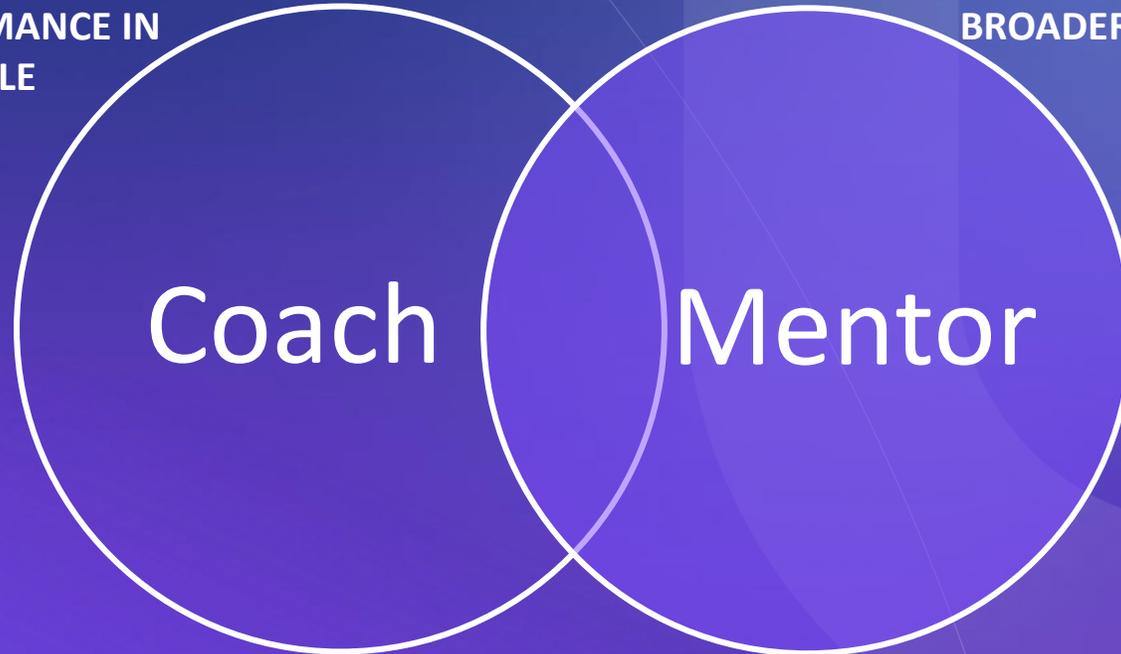
MENTORING IS NOT...



- A replacement for line management
- A guarantee of outcomes, e.g. promotion, new job
- The answer to all of your development needs or problems

COACHING vs. MENTORING

FOCUS ON PERFORMANCE IN
CURRENT ROLE

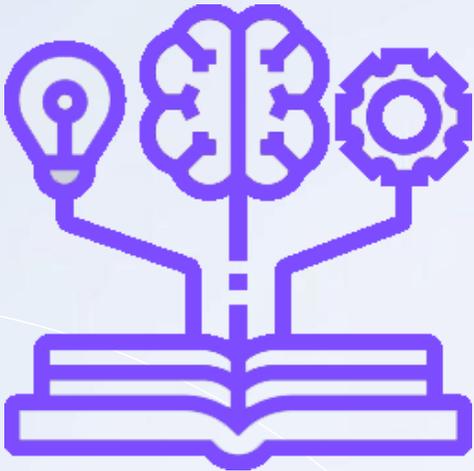


BROADER, FUTURE FOCUSED
CONTEXT



HOW DOES MENTORING DIFFER FROM TRAINING AND MANAGING?

DISCUSSION



- **Trainer/Teacher** – helps the student/trainee acquire knowledge, competence in a specific area
- **Manager** – guides employee to achieve agreed workplace related goals
- **Mentor** – focus is on the mentee and their career, needs and interests

BENEFITS FOR MENTEE



- Explore issues and concerns in a supportive relationship
- Experienced guidance and support
- Learn from the real-life experience of others
- Explore your career development plan
- Receive feedback and developmental guidance
- Network and to learn about effective networking

BENEFITS FOR MENTORS



- Contribute back to the profession
- Enrich mentoring and leadership skillset
- Gain intellectual challenge and new perspective
- Expand professional network

ABOUT THIS PROGRAM

- HFMA Emerging Leaders is a 6-month program that runs from April 2026 to October 2026
- Meetings are virtual unless face to face possible
- Mentees and first-time mentors must complete the online training to prepare for your mentoring relationship
- Mentoring pairs meet at least monthly, and set own agenda and pace
- Objective matching based on application responses
- For people open to self-reflection and developing a relationship

WHO CAN APPLY?

Mentee Criteria

- Eligibility criteria to apply as a mentee includes:
- Seeking to advance in career or advice to elevate career path
- Member of HFMA
- Program commitment, including length of program, regularly meeting with match, and participating in surveys and events.

Mentor Criteria

- Eligibility criteria to apply as a mentor includes:
- In a leadership position with at least 5 years of experience in our industry
- Member of HFMA
- Program commitment, including length of program, regularly meeting with match, and participating in surveys and events

PROGRAM COMMITMENT



Training, Reading & Workshops

½ to 1 Day Over Program

**Preparation, Time Spent in Mentoring
Conversations, & Follow-Ups**

***1 ½ – 2 Hours Per Month (Mentors)
2 ½ – 4 Hours Per Month (Mentees)***

Program Surveys

Up to 30 Minutes in Total

KEY PROGRAM DATES



Applications Close

March 27, 2026

Matches Notified

Week of April 6

Program Launch Webinar

April 14, 2026

Progress Review Workshop Mentor

July 14, 2026

Progress Review Workshop Mentee

July 16, 2026

Program Close Webinar

October 15, 2026

Note: For the most up-to-date information, please refer to the 'Key Dates' on your program landing page.

PROGRAM SUPPORT



- Dedicated program manager
- Online mentoring platform:
 - Online training for mentees and mentors
 - Library of support resources
- Regular communications
- Progress surveys

IN PLATFORM GOAL SETTING TOOL

Add New Goal [Close]

This goal and the added task will be visible to your mentor

Goal Title
Skills development for promotion

Purposes
Career Advancement

Choose one or more purposes for this goal that best describe what you want to achieve with this goal.

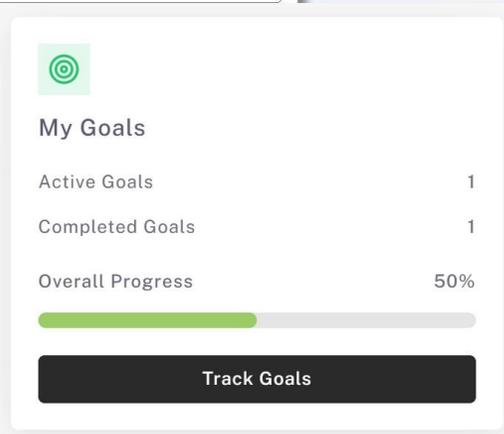
Tasks (1/5) [Add Task]

Break your goal into achievable tasks. At least one task is required to proceed. If you're not sure how to start, you can enter "To be discussed with Mentor" as your first task and update it later. All tasks can be edited after being added.

Get job description of new and current role

Goal Achievement Benchmark
Get role descriptions from HR and read

Due Date
09/09/2026



- Online, In-platform Goal Setting & Tracking app
- Located in your dashboard
- Easy to use
- Collaborative assigning of goals and tasks
- Create goals to align with your overall purpose
- Goals status tracking
- Assign and track progress of tasks to achieve your goals
- Goals can evolve, your progress tracked, and each milestone can be celebrated

WHAT IF I DON'T GET MATCHED?



- Thanks for your interest and patience! We plan to continue our mentoring program.
- You may be eligible to apply for the next cohort, so stay tuned!
- In the meantime, explore other great opportunities for growth.
- And remember, you're always welcome to engage in informal mentoring!

NEXT STEPS



- Visit the Mentoring Platform:
<https://hfma.aomapps.com/emerging-leaders-26-27>
- Download and Read the Information Pack
- Questions? Contact Your Program Manager
- Apply Online By: March 27, 2026
- Matches Notified By: week of April 6, 2026

Growth is the mindset.
Mentoring is the art.

Thank you