HFMA Emerging Leaders 2027 Mentoring Program

Information Session

3rd November 2026

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TODAY'S AGENDA

PART 1

About this program

PART 2

What is mentoring?

PART 3

How the program works

PART 4

Support and the platform

PART 5

Next steps

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WHAT IS YOUR MENTORING EXPERIENCE?

Tell us about your experience with mentoring so far

Answer the poll:



Have you been in a mentoring relationship before?

Mentor | Mentee | Both | No



Was it formal or informal?

Formal / Structured | Informal / Unstructured



Was the experience positive?

Positive | Neutral | Negative

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PART 1



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.

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PART 2

WHAT IS MENTORING?

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hfma™



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

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

 Developmental mentoring

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MENTORING IS NOT…

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



A developmental relationship focused on the mentee

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COACHING vs. MENTORING

Coaching

Shorter term

- Focus on performance in the current role
- Specific skills, knowledge and behaviors
- Addresses immediate needs
- Structured, with specific goals and outcomes

Mentoring

Longer term

- Broader, future-focused context
- Overall personal and professional development
- Broadens perspectives and extends horizons
- Flexible, built on mutual trust and respect

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MENTORING vs. TRAINING AND MANAGING

Trainer / Teacher

- Helps the student or trainee acquire knowledge
- Builds competence in a specific area

Focus: knowledge and competence

Manager

- Guides the employee to achieve agreed workplace goals
- Goals agreed with the organization

Focus: workplace goals

Mentor

- Focus is on the mentee and their career
- Broader, future-focused context
- The mentee's needs and interests are central

Focus: the mentee's growth

MENTORING BENEFITS

For mentees

Explore issues in a supportive relationship

Experienced guidance and support

Learn from others' real-life experience

Explore your career development plan

Receive feedback and developmental guidance

Learn to network, and grow your network

For mentors

Contribute back to the profession

Enrich your mentoring and leadership skills

Gain intellectual challenge and new perspectives

Expand your professional network

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PART 3

HOW THE PROGRAM WORKS

ABOUT THIS PROGRAM

- 6-month program (virtual, or face-to-face where possible): From January 2027 to June 2027
- Pairs 100 mentees with 100 mentors
- Mentees and first-time mentors complete the online training to prepare
- Mentoring pairs meet at least monthly, and set their own agenda and pace

Matching and fit:

- Objective matching based on application responses
- For people open to self-reflection
- Keen to develop a relationship

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WHO CAN APPLY?

Mentee criteria

- Seeking to advance in career or seeking advice to elevate career path
- A Member of HFMA
- Fully committed to the program, including length of program, regularly meeting with match, and participating in surveys and events

Mentor criteria

- In a leadership position with at least 5 years of experience in our industry
- A Member of HFMA
- Fully committed to the program, including length of program, regularly meeting with match, and participating in surveys and events

PROGRAM COMMITMENT

01



Training, reading & workshops

½ to 1 day over the program

02



Mentoring meetings & prep

Mentors 1½–2 · Mentees 2½–4 hrs a month

03



Program surveys

Up to 30 minutes in total

Each meeting:



Runs for at least 60 minutes



Mentee prepares and shares the agenda

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KEY PROGRAM DATES

Phase	Activity	When
1 APPLY	Applications close	December 4, 2026
2 MATCH	Matches notified	Week of December 14, 2026
3 LAUNCH	Program Launch webinar	January 5, 2027 | 2:00PM CT
4 REVIEW	Progress Review Workshop – Mentor Progress Review Workshop – Mentee	April 5, 2027 | 2:00PM CT April 6, 2027 | 2:00PM CT
5 CLOSE	Program Close webinar	June 24, 2027 | 2:00PM CT

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

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PART 4

SUPPORT AND THE PLATFORM

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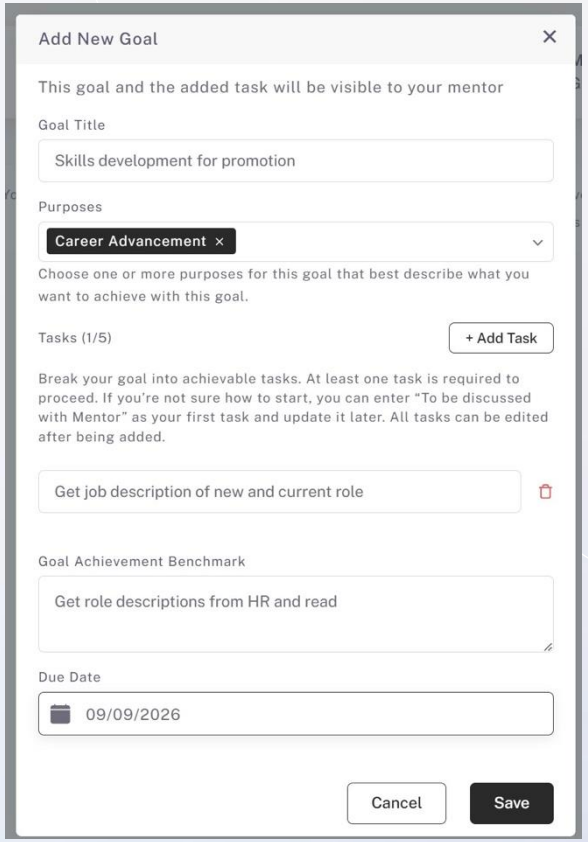
PROGRAM SUPPORT

- Dedicated Program Manager
- Online platform and training
- Library of support resources
- Regular communications and progress surveys

HERE TO HELP

IN-PLATFORM GOAL SETTING TOOL

- **In your dashboard:** easy to use
- **Linked to purpose:** goals set against your overall purpose
- **Collaborative:** assign goal tasks together
- **Status tracking:** track tasks and goal progress
- **Celebrate milestones:** goals can evolve as you grow



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PART 5

NEXT STEPS

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WHAT IF I DON'T GET MATCHED?

- Thanks for your interest and patience – we plan to continue the program
- You may be eligible for the next cohort, so stay tuned
- Explore other great opportunities for growth
- You're always welcome to engage in informal mentoring

keep
learning · growing · connecting



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NEXT STEPS

01 Visit the mentoring platform: https://hfma.aomapps.com/emerging-leaders-2027

02 Download and read the Information Pack

03 Apply online by: December 4, 2026

04 Matches notified by: Week of December 14, 2027



Questions? Contact your Program Manager

Growth is the mindset.
Mentoring is the art.

Thank you

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