

AHLA Mentoring Program Questions and Answers

1. How does the AHLA Mentoring Program work?

The Program is designed to match seasoned healthcare law practitioners (mentor advisors) with less-experienced healthcare lawyers (mentee learners) to permit the mentors to share with their mentees their professional values, help their mentees address practical concerns and problems in advancing their careers, and to promote greater involvement in AHLA and other professional associations.

2. What level of involvement is expected of the mentor and of the mentee?

We encourage each mentor-mentee team to talk at least quarterly, but you are free to talk more frequently (depending upon the dynamics of the relationship). When you make your initial contact, we suggest that you develop a communications schedule (e.g., talking the first Monday of each month) to ensure that despite your busy schedules you are committed to remain in contact.

3. Are the mentor and mentee permitted to meet in person?

Absolutely, and we encourage such face-to-face meetings (e.g., at AHLA programs). However, we recognize that given geographical differences such meetings might not be feasible. Because many of us work in companies or in law firms with offices across the country, we have become accustomed to working collaboratively with those whom we have not met in person, or whom we see infrequently. Thus, we do not think the lack of face-to-face contact will be an impediment to establishing a strong mentor-mentee relationship.

4. Are all AHLA Practice Groups represented in the Program?

Yes, it is anticipated that members from all Practice Groups will be represented in the AHLA Mentoring Program.

5. Does the fact that I have had limited involvement with AHLA to date preclude me from being a mentor or a mentee?

You are not precluded from serving as a mentor advisor or as a mentee learner because of your limited involvement to date in AHLA. Your willingness to participate in the Program is a clear indication of your interest in AHLA and we hope that the Program will help identify opportunities for greater AHLA participation.

6. Is there a formal or expected duration of the mentor-mentee relationship?

Mentor-mentee pairings are expected to last one year. We re-evaluate the Program itself and mentor/mentee assignments annually (and more often if circumstances warrant). However, if you believe that the assigned mentor/mentee relationship is not working for you (for whatever reason), please contact us at any time.

7. Will my information be shared with outside parties?

Absolutely not. Mentor Scout and AHLA takes all precautions to safeguard the confidentiality, security and integrity of any information provided by our members.

8. What if I am not satisfied with my mentor/mentee relationship?

If you have any questions or concerns about the established mentor/mentee relationship, please email mentoring@healthlawyers.org and you will be contacted by a member of AHLA's Mentoring Committee or a member of our staff.

9. For Mentors: What if I receive a request to be matched with a mentee and I want to decline?

You have the ability to customize an email that can be sent to the mentee in question, declining the match.

10. What is expected of me as a Mentor or Mentee?

After completing your profile, you will have access to several helpful resources, including brochures supplied by AHLA and published by NALP, the Association for Legal Career Professionals. Mentors will receive *"Being an Effective Mentor: 101 Practical Strategies for Success."* Mentees will receive *"Working with a Mentor: 50 Practical Strategies for Success."*

11. Why should I participate in AHLA's Mentoring Program?

Now more than ever, all of us – but particularly those new to the healthcare field – will benefit from receiving general support, a listening ear, and assistance in identifying ways to develop and grow as healthcare lawyers generally and specifically within AHLA. There is no better time for this focus. Working with other healthcare professionals to identify approaches to enhance your healthcare knowledge and skills, to address practical concerns and problems you might be facing in advancing your healthcare careers, and to develop professional relationships within the healthcare field and within AHLA will provide benefits both for those being mentored and to those mentoring.

Start your profile today!

www.healthlawyers.org/mentoring, or for more information, email mentoring@healthlawyers.org.