

***HFMA WA/AK Chapter  
Fall Conference and Trade Fair***

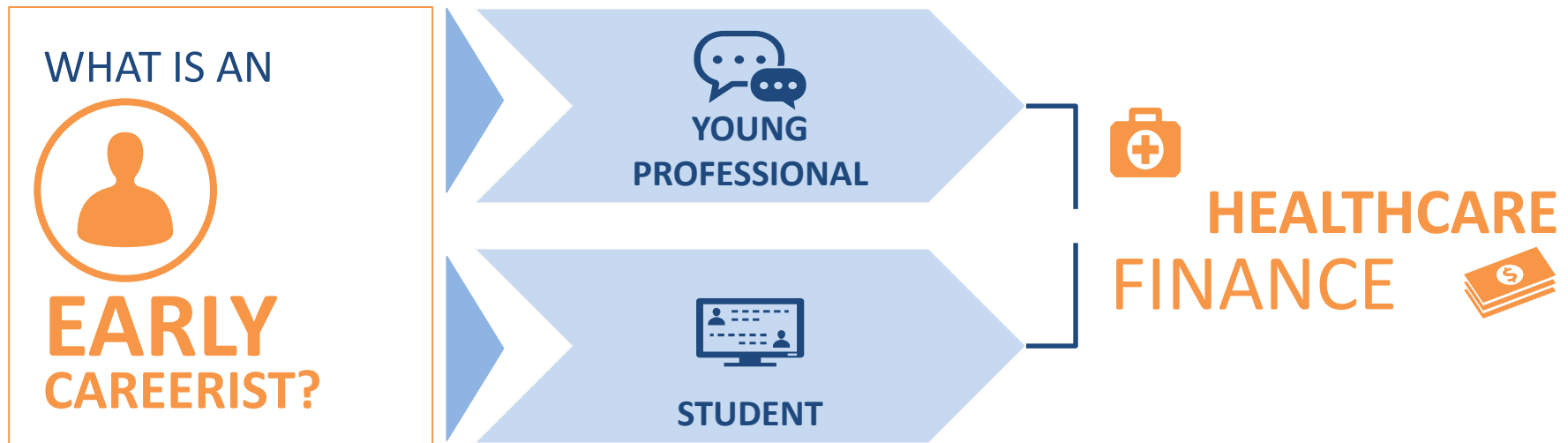
*October 2017*

**Early Careerist Session**

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# Introduction To The Early Careerist Initiative



To **support and develop** future leaders in healthcare finance



To **provide content and resources** that meet the needs of early careerists



To **design** strategies that engage young healthcare professionals in Washington and Alaska

## TX and FL Successes

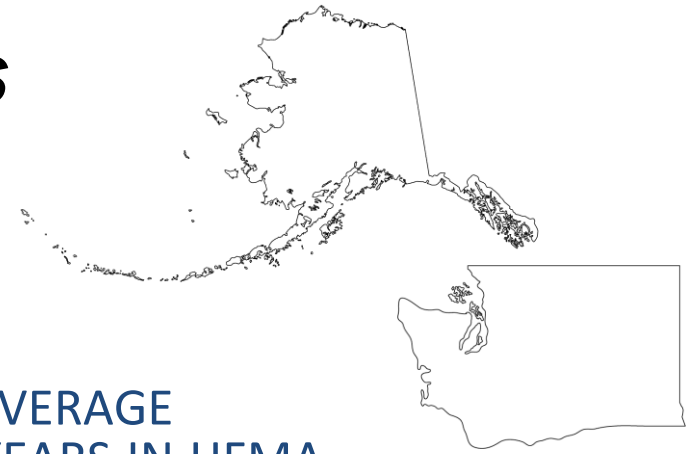


- Active STUDENT HFMA CHAPTER
  - VOLUNTEER OPPORTUNITIES for students at HFMA events
  - STUDENTS RAISE MONEY TO ATTEND EVENTS by working with local restaurants and businesses
  - BREAKOUT SESSIONS FOR EARLY CAREERISTS are offered at HFMA conferences
  - MENTORSHIP PROGRAM between students and HFMA professionals
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- CORE EARLY CAREERIST COMMITTEE of four, along with eight more who can be counted on and called upon
- PARTNERSHIP with University Relations person
- RESUME BOOK / student listserv developed of student resumes to provide to opportunities with healthcare
- “NETWORK DETERMINES YOUR NET WORTH” and encouraging students to begin building their network
- INNOVATION GRANT submitted and in revision with HFMA
- C-SUITE CONNECTIONS and CPE opportunities

# WA AK Chapter Demographics



**22** AVERAGE YEARS  
IN HEALTHCARE 

**11** AVERAGE  
YEARS IN HFMA

**20%** OF MEMBERS  
HAVE CHFP, FHFMA  
OR CPA DESIGNATIONS 

**52** AVERAGE AGE

**16%** OF MEMBERS ARE  
CFO/CONTROLLERS

**40%** OF MEMBERS ARE  
IN MANAGEMENT POSITIONS 

THE WA AK CHAPTER IS COMPOSED OF **EXPERIENCED PROFESSIONALS WITH DEEP INDUSTRY EXPERTISE AND ROBUST HEALTHCARE KNOWLEDGE.**

# BLHC Partnership



**ABOUT BLHC | Business Leaders in Healthcare (BLHC)** is a University of Washington student organization aimed at preparing tomorrow's healthcare leaders.

**BLHC MISSION |** BLHC strives to foster a connection between business and medicine. Devoted to creating an inspiring atmosphere for ambitious students to engage with peers, professionals, and organizations to bring a new wave of interdisciplinary healthcare thinking to the University of Washington Foster School of Business.

**BLHC DEMOGRAPHIC |** Pre-med, pre-dentistry, pharmaceutical, public health, biotech, and **BUSINESS (FINANCE, ACCOUNTING, management)**

**OPPORTUNITY |** A partnership with BLHC will spread HFMA awareness at the University of Washington. WA AK HFMA Chapter will sponsor student memberships and develop strategies to transition students to full time members after graduation.

## *Approach to Early Careerists*

- **SPONSOR HFMA STUDENT MEMBERSHIPS:** Student memberships are already free on HFMA's Website, however, packaging these memberships with BLHC memberships may increase the volume of early careerists in the chapter.
- **DEVELOP MENTORSHIP PROGRAM:** Create program to partner HFMA professionals with interested college students.
- **CREATE EARLY CAREERIST COMMITTEE:** Develop a committee within HFMA Membership Committee to organize early careerist efforts.
- **OFFER STUDENT LEADERSHIP OPPORTUNITIES:** Student leadership opportunities may include running registration tables at HFMA conferences, planning volunteer events, fundraising, etc.

## *Early Careerist Activities To Date*

<b>Activity</b>	<b>Result</b>
<b>HFMA and BLHC Kickoff Bowling Event</b> Spring 2017 at UW Student Union Building	8 interested students signed up for Early Careerist Involvement
<b>Resume Building Session</b> Spring 2017 at UW Foster School of Business	5 students received resume and interviewing skills advice & follow-up
<b>Healthcare Consulting Panel</b> Spring 2017 at UW Foster School of Business	10 students attended interested in Healthcare Consulting



## *Future Activities*

<b>Activity</b>	<b>Description</b>
<b>UW Student Club Fair October 2017</b>	BLHC will pass out HFMA Student Membership information to interested students.
<b>Mentorship Program Launch</b>	Mentorship Program will launch January 2018
<b>Healthcare Consulting Panel Spring 2018 at UW Foster School of Business</b>	Annual healthcare consulting panel presentation
<b>UW Student Organization Fair</b>	September 2017 and providing HFMA materials for BLHC booth
<b>Fun activities coming up likely on UW campus or nearby!</b>	TBD

## *Mentorship Program*

- **GOAL |** To create a mentorship program that connects HFMA members with college students and professionals seeking direction and insights moving forward.
- **PROGRAM |** Once mentors and mentees are assigned:
  - The mentor will reach out and introduce themselves to their mentee.
  - Once introduced, mentee and mentor will work together to determine how they would like to connect: email, phone, coffee outing, etc.
  - The program goal is to connect with your mentee at least 3 times over a one year mentorship cycle.
  - More to come to enrich this experience!
- **TIMING |** First year of program will launch January 2018
- **INTERESTED? |** FILL OUT THIS SURVEY: [HTTPS://TINYURL.COM/HFMAMEMBERSHIP](https://tinyurl.com/hfmamembership)

## *Mentorship Program*

- Mentoring is a highly effective, interpersonal process
- It offers those engaged a professional connection and a partnership for further career growth
- Individuals learn in an environment of trust
- Both the mentor and the mentee are challenged to stretch and grow in their experiences

# Coaching compared to Mentoring

## Coaching

- Coaches need not have first-hand experience of the coachee's line of work. The coach can be an independent professional with expertise in coaching.
- Coaches will ask 'powerful' questions and not offer or give advice. They will help the coachee develop their own plan for growth.
- Effective coaching is intended to help you to learn by discovery rather than by “teaching” you. By engaging with an experienced coach, the coachee will develop insights leading to enhanced effectiveness.
- **Most effective when** the coachee is seeking to discover answers about what is important to them and why, as well as to develop a plan to bring about change in their lives.



## Mentoring

- Mentoring is customarily a planned pairing of a more skilled or experienced person (usually in the same field of work) with a less experienced person.
- Mentors will often provide direction and advice and give assignments for application of what is being learned.
- Mentoring involves helping mentees to develop their career, skills and expertise often drawing upon the experiences of the mentor in the process. The mentor is more the ‘expert’.
- **Most effective when** seeking to grow and improve in a particular area of expertise or skill.



**THARSEO**  
*Conversations-Clarity-Courage*

# *Key Mentoring Actions*

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1. Establish goals for the future and develop a plan to achieve them
2. Identify an experienced partner who can help you find resources, individuals and organizations to support your career development
3. Learn the informal “rules” of the industry or organization so you can better navigate your path
4. Build a set of self-management skills, including the ability to overcome potential roadblocks

# Benefits

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## Mentees

- Gain valuable advice
- Develop knowledge & skills
- Improve communication skills
- Learn new perspectives
- Build your network
- Advance your career

## Mentors

- Build leadership skills
- Improve communication skills
- Learn new perspectives
- Advance your career
- Gain personal satisfaction
- Give back