

December – Mentoring Program Promotions

AHLA Connections Magazine

- October *Connections* Magazine
 - In this Member Forum (*ATTACHED*), Kayla Tabela, a member of the Association’s Advisory Council on Diversity and with the firm SNR Denton writes about the importance of mentoring.
 - Page 22 (*ATTACHED*), highlights the ease of signing up to become a mentor.
 - Full page ad on back cover.
- November *Connections* Magazine
 - One page article “Mentors are People Too” (*ATTACHED*), covering the multiple benefits of becoming a mentor.
 - Full page ad on back cover.

Quick Connect

- Week of Oct. 18
 - **Fall Into Mentoring!**
Kick off autumn by becoming a Mentor in AHLA’s Mentoring Program. Visit www.healthlawyers.org/mentoring to create your profile and to learn more about the program! Questions? Email mentoring@healthlawyers.org.
- Week of Nov. 14
 - **Be Thankful for Your Past Mentors**
Sign up to become a Mentor for someone else today in AHLA’s Mentoring Program. Visit www.healthlawyers.org/mentoring to create your profile and to learn more about the program! Questions? Email mentoring@healthlawyers.org.
- Week of Dec. 5
 - Mentoring ad in sidebar.
- Week of Dec. 12
 - **Connect with Practice Groups through AHLA’s Mentoring Program**
One way for you to connect with a mentor or mentee who has shared goals is through our Practice Groups, which promote professional growth of members, cultivating future leaders in the health law field, and facilitating networking opportunities for those in specific fields of practice or practice settings within health law. Are you new to AHLA or new to a Practice Group? The Mentoring Program can help you find that connection with someone who has experience navigating the waters of Practice Groups, and who can help you make the most of your Practice Group enrollment.

PG Newsletters

- Mentoring ads were run in Health Information & Technology, In-House Counsel, PPMC, and RAP PG Newsletters.

Mentoring Kiosk at In-Person Programs

- *Fundamentals of Health Law (Chicago, IL) & PPMC (Chicago, IL)*: Table was set up at resource center throughout the program where attendees were encouraged to create profiles on site to receive a \$5 Starbucks gift card. There were signs advertising the promotion and multiple speakers announced it to their audience before their sessions. During the 3 day Fundamentals program AHLA signed up 43 individuals.

Mentoring

Mentor Sign-Up is as easy as A-B-C

More than 150 members have signed up thus far to participate in AHLA's new Mentoring Program.

We still need more mentors to fill out profiles, to allow for a large pool of possible matches when we launch the matching portion of the program in the coming months.


Over the last few months, this column in *AHLA Connections* has provided you with a variety of important reasons why becoming a mentor and participating in AHLA's Mentoring Program is a benefit for you (and for others). This month, we simply want to tell you how easy the signup process is: it's as easy as A-B-C.

A – Access the Mentoring web page at www.healthlawyers.org/mentoring to find the link to sign up. You will need to be logged in with your AHLA website username and password to see the signup link. If you have forgotten your username or password, contact mhc@healthlawyers.org or call (202) 833-1100, prompt #2.

B – Build your profile by answering the profile questions. There are about 30 questions, but most of them are as simple as selecting options from a drop-down menu. The whole process will only take about five to ten minutes.

After you choose answers to the profile fields, and hit “Submit Profile” at the bottom of the page, you will be prompted to enter your MentorScout Profile ID. This ID is sent to your email address. If for some reason you do not receive this email, please send a message to mentoring@healthlawyers.org.

C - Completed your mentor profile? Great! You can now enter your Profile ID number that was emailed to you and explore the mentoring database and its many features via the “Welcome” page. Don't worry about finding a match (mentor or mentee) yet, but feel free to look at the different features, such as:

- » Quick and Advanced Searches (will allow you to search for a mentor)
- » Lookup users (search by just First Name or Last Name)
- » Manage My Mentorships (Where you will see active, pending, requested or declined mentorships)
- » My Profile/Edit Profile (Where you can review your profile, or add/edit items)
- » Mentoring Documents (Provides helpful documents and FAQs) 



Member Forum

By Michaela 'Kayla' Tabela, SNR Denton US LLP,
Washington, DC

Mentoring. The U.S. Office of Personnel Management describes mentoring as a “formal or informal relationship between two people—a senior mentor (usually outside the protégé’s chain of supervision) and a junior protégé.”¹ But you may describe it as that awkward interaction over a cup of coffee ... or that meeting that you meant to put on your calendar, but haven’t ... or as an inspirational concept (see Tuesdays with Morrie²) that’s difficult to implement in real life.

Or maybe I’m just projecting. My own launches into formal mentoring programs have never quite gotten off the ground. But recently, I had a conversation with a good friend (let’s call her “J”) about her mentor. J works in finance and corporate strategy at a large biotech company. For years, J’s mentor was one of her direct supervisors. J’s mentor would keep her in mind for new projects, even if the tasks were not directly related to J’s work. Sometimes the opportunities were at J’s level, but more often than not they were slightly above it. This gave J a chance to hone new skills in new areas, and at the same time increased her visibility within the company. Behind closed doors, J’s mentor provided feedback, fostered skill building, and helped her better understand the political landscape of the company. Today, J and her mentor work at different companies, but their relationship has continued to evolve. J’s mentor now fills the role of a sounding board for new ideas and provides advice on situations. She’s also the first person to whom J would turn if she were to look for a new job.

In thinking about the AHLA’s new membership-wide Mentoring Program, I realized that many aspects of J’s successful mentor-mentee relationship easily translate to AHLA, despite the fact that mentors and mentees likely will not work for the same employer. AHLA presents innumerable opportunities for growth, and an AHLA mentor — like J’s — may be able to identify paths for development within AHLA as well as within the healthcare field. More than 100 people have already signed up to be mentors, including many Practice Group leaders, board members, and industry leaders. More importantly, AHLA has put considerable time into building the infrastructure for a system that will work for healthcare



lawyers. Mentors and mentees will be matched by an outside vendor, MentorScout, based on their answers to a short survey. This means that your interests and priorities will be better aligned (it’s like the difference between being set up on a blind date by your best friend, instead of by your well meaning, but absent minded aunt). AHLA has even has created an easy out — an email to the committee — for pairs that just don’t click. (No system is perfect.) Perhaps next year, I will be boasting about my own mentor to J.

Kayla Tabela is an attorney with SNR Denton in Washington, DC. She represents a wide range of healthcare clients with their regulatory and operational needs. Ms. Tabela served on the inaugural Young Professionals Council last year for the American Health Lawyers Association and is a member of AHLA’s Advisory Council on Diversity this year.

¹ <http://www.opm.gov/hrd/lead/mentoring.asp>

² Tuesdays with Morrie, a non-fictional novel by Mitch Albom (also made into a TV movie of the same name)

Mentoring

Mentors are people too....

In the last few issues of *AHLA Connections*, we have outlined the goals and plan for the **AHLA Mentoring Program, providing a step-by-step guide and encouraging mentor signups**. We've given you all sorts of reasons why mentoring helps the mentee, but we bet you are wondering, "What do I get from being a mentor?"

At some point during your career, you may have considered becoming a mentor but dismissed the idea, thinking it would not be worth the time and energy you put into it, but here are some reasons why you should participate in AHLA's Mentoring Program:

Gain a better understanding of diverse colleagues and their backgrounds

As the workplace (and the health law profession) grows more diverse, your ability to understand and collaborate with colleagues different from you is a valuable skill. Mentoring allows you to strengthen your coaching and leadership skills and get to know individuals from different backgrounds and experiences.

Educate future hires

Mentors are needed to help lawyers and other health law professionals in new positions to cope with the many professional challenges that may not be thoroughly covered in law school. You know the importance of developing and retaining good employees, and this is your chance to share the "unwritten" tips to success. The September issue of *AHLA Connections* covered the findings of a survey that looked at what firms are looking for when hiring health lawyers. These inside tips are incredibly valuable for the mentee, but can help you inform and educate your own future employees (*AHLA Connections*, Vol. 15, No. 9, pp. 30-34, available at www.healthlawyers.org/connections).

Bridge the generation gap


How many times have you thought "I don't know how to communicate with this new generation of lawyers"? This is your opportunity to get first-person knowledge of the varying workplace styles and values of other generations like Millennials and GenXers.

Enhance your professional growth

The experience you gain by mentoring someone can facilitate your own professional growth, making you more of an asset to your firm, company, or organization. As you build your mentoring relationship, the feedback you receive from your mentee can give you a fresh perspective on your own performance, including communications skills and leadership potential.

Gain a partner in building the future of AHLA

A core element of AHLA's mission is to provide a collegial forum for interaction and information exchange, and as a result, guide the next generation of health lawyers. By participating in AHLA's Mentoring Program as a mentor, you are helping the Association develop and retain talent and ensure the future success of this organization as well as the health law bar.

The sooner you complete your mentor profile, the sooner you can benefit from the mentoring relationship. Sign up today at www.healthlawyers.org/mentoring. 



Mentoring

Taking the Next Steps...Mentoring and Practice Groups

Thank you to the more than 250 members who have signed up to participate in AHLA's Mentoring Program so far this fall! We are pleased that so many members have signed up as mentors and as potential mentees. We had a successful sign-up drive at the recent Fundamentals of Health Law program, where we offered a \$5 Starbucks Gift Card to individual members signing up on-site. We will continue to offer this incentive at upcoming in-person programs, but why wait? Sign up today at www.healthlawyers.org/mentoring and take that next step in your career by volunteering to be a mentor or finding a mentor.

One way for you to connect with a mentor or mentee who has shared goals is through our Practice Groups. The Mentoring Program and Practice Groups share similar goals including professional growth of members, cultivating future leaders in the health law field, and facilitating networking opportunities for those in specific fields of practice or practice settings within health law.

Are you new to AHLA or new to a Practice Group? The Mentoring Program can help you find that connection with someone who has experience navigating the waters of Practice Groups, and who can help you make the most of your Practice Group enrollment.

Thinking of attending an upcoming Practice Group luncheon? We know that so many of you use the luncheons as an opportunity to meet like-minded colleagues. Why not get a head start by finding a mentor today and then meet them at the PG luncheon in person?

If you would like to know more about the ways that mentoring can enhance your participation in AHLA's Practice Groups or your AHLA membership, contact any of the Practice Group Vice Chairs of Membership:

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