

Mentoring: An Overview

Feeling burnt out? Stuck on how to approach a challenging patient case? Unable to meet with a senior level clinician in your clinic? Want to expand your knowledge about a specific clinical specialty? Trying to implement a new program in your clinic? Transitioning to a new leadership role? If you have ever felt any of these, MAVEN Project Mentoring may be for you!

MAVEN Project Mentoring matches a physician volunteer mentor with a provider mentee. MAVEN Project physician mentors connect one-on-one with clinic providers to enhance their clinical skills and support their career progression.

To thrive in a clinic environment, practitioners need a multitude of skills beyond the medical expertise they developed during their medical training. Mentoring can provide a safe venue for providers to share their struggles and address clinical and non-clinical topics to improve their practice. Investing in continued improvement and wellbeing is proven to increase care team satisfaction and reduce turnover.

Which Mentoring track is right for you?

Clinical Mentoring: Those seeking clinical mentorship are either early in their career paths needing clinical and/or non-clinical support or a seasoned practitioner seeking mid-career development.

Examples of discussion topics:

- Clinical skills and development with case reviews
- Expanding knowledge about a particular area of medicine (your mentor can request specialty focused sessions for you, e.g., EKG reading)
- Communication and team-building skills
- Time management skills
- Work-Life balance

Leadership Mentoring: Leadership mentees have access to a volunteer mentor with significant leadership experience to gain guidance and advice on managing a successful clinical practice, building a strong team, and managing their organization and its goals. Leadership mentoring helps to develop a pipeline of next-generation clinic leaders with the mindset and confidence to take on the challenges of an evolving health care system.

Examples of discussion topics:

- Career planning and professional development
- Organizational culture and team building
- Change management
- Health care landscape navigation
- Effective negotiation and conflict management
- Clinical practice management
- Strategic mission planning and execution



Frequently Asked Questions

Who can participate in mentoring?

Any MAVEN Project clinic partner provider can participate in mentoring. Those that are engaged and make mentoring a priority will have the most success. This is open to all clinic providers.

Who are the mentors?

Physician volunteers with decades of experience in their fields and want to share their expertise with practicing providers.

What is the time commitment?

Mentoring sessions occur on a regular basis (e.g., bi-weekly, monthly, etc.) for 45-60 minutes on our telehealth platform. We recommend a minimum of 8 sessions but encourage mentor pairings to continue as long as needed – some pairings continue for years! Frequency and duration are determined by the pairing.

What can be discussed? Is there a curriculum?

The program is designed to be flexible to meet mentee's individual needs and goals. You will work together to determine the mentees' goals and plan to achieve them.

Where do we meet?

MAVEN project has a confidential and HIPAA compliant online video platform, VSee.

When do we connect?

The schedule is based on your availability. MAVEN Project will coordinate your first session but leave the scheduling of future meetings to you and your mentor.

How do I fit this into my schedule?

If sessions are during clinic hours, we ask that mentees keep this time protected by discussing with manager and scheduler to block the time.

How am I matched?

Through a brief questionnaire, we ask about your experience, goals, and objectives. With that information we pair you with a volunteer that would be a good match.

If this does not appear to be a good match (for either party) please let us know as soon as possible at ktalbot@mavenproject.org.

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