

Shadow a Leader Program — Mentor Roles & Responsibilities

2026 Health Care Facilities Innovation Conference (HFIC)

Minneapolis, MN

Program Overview

ASHE's **Shadow a Leader Program** invites experienced members to serve as Mentors for emerging professionals during the 2026 HFIC. Mentors play a vital role in strengthening ASHE's leadership pipeline by offering real-world insight, professional guidance, and exposure to leadership in action.

Mentor Eligibility

Mentors must:

- Be an active ASHE member for at least five (5) years.
- Have attended at least two ASHE annual conferences.
- Be comfortable engaging with a Shadow in person throughout HFIC.
- Be willing to share experiences, answer questions, and provide leadership insight.
- Attend conference sessions as planned.

Mentor Roles & Responsibilities

Pre-Conference

Mentors are expected to:

- Complete the Mentor application.
- Attend a brief pre-conference orientation outlining expectations and timelines.
- Review your assigned Shadow's goals and background.
- Participate in a short introductory connection with your Shadow prior to HFIC.

During the Conference

Mentors are expected to:

- Attend the Kickoff Meet & Greet.
- Allow your Shadow to accompany you to selected:
 - Educational sessions
 - Networking events
- Hold daily check-ins (informal debriefs) to:

- Answer questions
- Share leadership insights
- Provide context for decisions, conversations, and meetings
- Model professional engagement, leadership presence, and ASHE involvement.
- Help your Shadow reflect on leadership behaviors and career pathways.

Post-Conference

Mentors are expected to:

- Participate in post-conference mentorship check-ins as scheduled.
- Offer guidance related to leadership development and ASHE involvement.
- Complete a program evaluation survey to help improve future cohorts.

Mentor Benefit

Mentors receive:

- Complimentary Full Conference Registration to HFIC
- Recognition for supporting leadership development within ASHE
- The opportunity to shape and influence the next generation of ASHE leaders

Mentor Commitment Summary

This role is designed to be:

- **High-impact, not high-burden**
- Focused on presence, conversation, and real-world leadership exposure
- Structured but flexible within your HFIC schedule

Any questions, please contact Erin Horng @ echorng@aha.org

Disclaimer

ASHE reserves the right to revise/modify the application process, eligibility requirements, criteria or any other rules associated with this award program without prior notice.