

Shadow a Leader Program — Shadow a Leader Roles & Responsibilities

Health Care Facilities Innovation Conference (HFIC)

Minneapolis, MN (2026)

Program Overview

The Shadow a Leader Program is a hybrid mentorship experience designed for emerging professionals in health care facility management. Participants (“Shadows”) are paired with experienced ASHE leaders (“mentors”) during the Health Care Facilities Innovation Conference (HFIC) to gain firsthand exposure to leadership decision-making, professional engagement, and ASHE opportunities for involvement.

Program Objectives

As a Shadow, you will:

- Gain direct exposure to leadership practices and real-world decision-making.
- Build meaningful relationships with established ASHE leaders.
- Develop clarity around your own leadership goals and career pathway.
- Explore ongoing leadership and volunteer opportunities within ASHE.

Shadow Roles & Responsibilities

Pre-Conference (June–July 2026)

Shadows are expected to:

- Attend a required **virtual orientation session** outlining expectations, timeline, and deliverables.
- Complete a **goal-setting worksheet** identifying professional interests, leadership goals, and skills to develop.
- Review pre-conference materials and prepare thoughtful questions for your mentor.
- Connect with your assigned mentor prior to HFIC.

During the Conference (HFIC 2026)

Shadows are expected to:

- Attend HFIC in person and fully participate in all Shadow program activities.
- Meet your mentor at the **Kickoff Meet & Greet**.
- Engage with your mentor throughout the conference by:
 - Attending selected educational sessions and workshops.

- Participating in networking events and roundtables.
- Observing mentor interactions in leadership and professional settings.
- Participate in **daily check-ins** with your mentor to ask questions and reflect on learning.
- Complete a **short reflection** capturing lessons learned, observations, and leadership insights.
- Engage professionally, respectfully, and proactively throughout the conference.

Post-Conference (August–December 2026)

Shadows are expected to:

- Complete a post-conference **program evaluation survey**.
- Participate in a **Leadership Pathway Conversation with ASHE staff** to:
 - Reflect on your Shadow experience.
 - Identify next-step leadership, volunteer, and engagement opportunities within ASHE.
- Participate in **post-conference mentorship check-ins** as scheduled.
- Remain open to continued involvement in ASHE leadership or volunteer pathways.

What Shadows Receive

Selected participants receive:

- **Certificate of Completion** recognizing successful participation.
- **Complimentary Full Registration to HFIC** (estimated value: \$1,210).
- **Hotel Accommodations during HFIC** (estimated value: \$900).
- **Dedicated ASHE Mentor** for guidance and leadership exposure.
- **Invitation to an Exclusive, Invite-Only HFIC Reception.**

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.