

Mentorship Program for Healthcare Professionals



**Develop Leadership
Skills That Can't Be
Taught in a Classroom**

Wisdom in Practice Mentorship Program

The Wisdom in Practice (WIP) Mentorship Program is designed for healthcare professionals ready to advance into administrative and C-suite roles. Traditional courses teach technical knowledge, but true leadership requires soft skills, strategic thinking, and real-world insights that only experience can provide.

How It Works

We pair emerging healthcare leaders with seasoned WHA C-suite executives (CEOs, CFOs, CNOs, VPs, etc.) from other member organizations for a personalized, one-on-one mentorship. Through direct guidance from leaders who've navigated rural healthcare's unique challenges, you'll develop the competencies needed to excel in executive roles.



Why Choose WIP?

WHA members have been supporting and learning from each other for over 35 years and are some of the most innovative and resilient leaders in healthcare. WIP channels that collective expertise into affordable, personalized mentorships rather than expensive executive education programs.

Real Leadership. Real Mentors. Real Results.



Program Structure:

- ▶ Duration: 12-month program beginning each March.
- ▶ Investment: Mentees pay **\$300**, no cost for mentors.
- ▶ Format: Flexible meetings via Zoom or phone tailored to your goals.
- ▶ Community Learning: "Chew and Chat" peer sessions to discuss leadership challenges with fellow participants.
- ▶ Personalized Growth: Success metrics determined by goals you set with your mentor.



Who Should Apply?

Healthcare professionals seeking to build leadership competencies, expand their professional network, and prepare for administrative or C-suite positions.

Mentee requirements include:

- ▶ Be a WHA member who seeks to develop into an administrative role.
- ▶ Execute a Memorandum of Understanding with WHA.
- ▶ Meet with mentor at least 30 minutes per month and do your best to avoid rescheduling.
- ▶ Be motivated and willing to learn.
- ▶ Attend "Chew and Chat" sessions facilitated by WHA CEO, Angelina Salazar.
- ▶ Submit evaluation for future WIP program development.
- ▶ Be respectful of mentor's time by preparing an agenda in advance.
- ▶ Keep up-to-date records and notes.



Ready to Advance Your Career? Apply today!
wha1.org/wip-application

"My experience with the WIP Mentor Program has been exceptional and has had a significant impact on my professional growth. I was fortunate to be paired with an outstanding mentor whose expertise, steadiness, and commitment to my development consistently exceeded expectations.

Throughout the process, she provided strategic guidance, facilitated well-structured mock interviews, and offered thoughtful, candid advice that strengthened my confidence and readiness for new leadership opportunities. Her support was not only instrumental in helping me navigate my career, but it also fostered a professional relationship built on trust, insight, and mutual respect.

This program has been invaluable in advancing my leadership journey, and I am deeply appreciative of the meaningful mentorship and partnership it has provided."

- Michelle Gelroth, Mentee
Chief Information Officer, Aspen Valley Health



WESTERN HEALTHCARE ALLIANCE

Collaborating to **Improve Rural Healthcare** | wha1.org

Have questions about the program?
Contact Angelina today!

Angelina Salazar
Chief Executive Officer
Western Healthcare Alliance
angelina.salazar@wha1.org
970.986.3653