

# Welcome to WHA's Wisdom in Practice (WIP) program!

WHA's mentor program is built for those who want to develop professionally and move into an administrative role/C-suite position. We know there are traditional courses you can take but might not get the soft skills needed to advance.

Our program matches seasoned WHA C-suite members (CEO, CFO, CNO, VP, etc.) with staff members from other organizations to help them advance their skill set.

WHA members have been supporting each other for over 30 years and are some of the most innovative and resilient people in healthcare. This program allows members to share their expertise and wisdom with those wanting to advance without paying huge sums of money.

**IMPROVE  
SUCCESS  
TRAINING  
MOTIVATE  
WORK  
INSPIRE**

The WIP program is a year-long program beginning in March each year. There is no fee for mentors to participate in the program. Mentees each pay \$200 per year to participate.

- ▶ Success is determined by goals set by mentee with mentor
- ▶ Chew and Chat sessions are held to discuss leadership challenges with fellow peers
- ▶ Meeting via Zoom is encouraged



WESTERN HEALTHCARE ALLIANCE

Collaborating to **Improve Rural Healthcare** | [wha1.org](http://wha1.org)

**Have questions about the program?  
Contact Angelina today!**

**Angelina Salazar**  
Chief Executive Officer  
Western Healthcare Alliance  
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"I really enjoy the teaching aspect and being able to give back to someone else. It was super fun for me; hope it was for them!"  
- **Andy Daniels, Mentor**  
Co-CEO, *Aspire Rural Health System*



### Mentor Requirements

- Be an Executive Leader
- Execute a Memorandum of Understanding with WHA
- Meet with mentee at least 30 minutes per month and do your best to avoid rescheduling
- Keep all conversations with mentee confidential
- Attend at least one Chew and Chat (six per year) facilitated by WHA CEO, Angelina Salazar
- Submit evaluation for future WIP development
- Use an active listening and coaching approach and provide clear feedback
- Keep up-to-date records and notes



### Mentee Requirements

- 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 (six per year) 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

"Participating in the WIP program was an invaluable experience, especially the opportunity to meet with Andy Daniels, a CEO with deep expertise in healthcare. Through his insightful assignments, I gained an extreme amount of knowledge about healthcare facilities, far beyond what I expected. His ability to share wisdom, experience, and practical guidance was truly inspiring. What stood out most for me was how generous with his time, his candid approach, and his great sense of humor, which made learning both engaging and enjoyable. I deeply appreciate the opportunity to have learned from him and highly recommend this program to anyone looking to expand their understanding of healthcare leadership."

- **Brenan Kramp, Mentee**  
*Director, Clinic West, Grand River Health*



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