Perhaps we can hang out soon?
Mentoring and Networking across the Miles during Covid 19

Katie Schafer, DO, Bloom Pediatrics
Robin Warner, MD, Union Pediatrics
Finding someone to be a mentor can be like searching for a needle in a haystack.
It's a challenge, and can be frustrating at times.
Percentage of PCC clients based on number of Providers

Nearly 70% of clients have 5 or fewer providers, and nearly 30% have a solo provider.
PCC Client Presence by State

50% of states who have PCC clients have 3 or fewer clients in those states
When PCC Clients joined the EHR "family"

Nearly half of PCC EHR clients have been part of the "family" for six years.
This coincides with ~half of the EHR's age. The EHR debuted in 2009.
How long have current clients been here overall?

Over 1/3 of PCC clients have been part of the family for 10 years or more. Another 32% have been here for 5-10 years. Nearly 12% have joined the family this year.
Thanks to video meeting sites, it is easier than ever to network.

Thank you Covid 19 Pandemic
But, how do you find the right mentor, amongst a network of virtual friends?
Finding Common Ground

- travel
- photography
- cooking
- solo
- Gen X

- 2 sons

- control freak
- Legos
- creative

- the lake
- party planning
- yoga
- group practice
- Millennial (hardly)
Once you find the right "match," then what?
The Three C's of Mentorship

Role 1: Consultant
Role 2: Counselor
Role 3: Cheerleader

Michelle Wright; yecommunity.com
Mentoring Advice which resonated with Us

"Mentors need to be givers of energy, not takers."

"At its highest level, mentorship is about being 'good people' and having the right 'good people' around us-individuals committed to helping others become fuller versions of who they are. Which is why the organizations and leaders I've come to admire most are the ones devoted to bringing others along."
Mentoring a Millennial

Millennials want to learn: technical skills; self-management and personal productivity; leadership; industry or functional knowledge; creativity and innovation strategy.

Reverse mentoring: millennials are matched with more senior partners. The senior partner offers expertise in business management, while the junior partner offers expertise in areas like social media management.

Jeanne C. Meister and Karie Willyerd, hbr.org
Expectations

Frequency of meetings
When to meet
Time spent at each meeting
Content
How to "meet"
Formal vs. Informal
Our Initial Meeting

And the resulting first day

All because of a vaccine fridge question
In the meantime, the power of networking.
Top Networking Opportunities

SOAPM, the busiest listserv of the AAP, for better or worse. The place for providers and staff to go for everything practice-management related, and then some. The best $30 one can spend.
Top Networking Opportunities

A community for female pediatricians to connect, learn, and be inspired in an inclusive, safe, and empowering environment
And, the hosts for the Silent Disco party at the PMI in Miami!
Top Networking Opportunities

All pediatrics, all practice management. Make your reservation now for the next in-person meeting with the nation's premiere pediatric practice management advisors and physicians.
At what point in your career did you start making pediatrician friends across the country?
At what point in your career did you start having pediatrician friends across the country?

Well, now that I think about it... it wasn't until I became a PCC client.

Right?
That's what happened for me.
I have been reflecting on this.
It was PCC who introduced me to Christoph, Katrina, you...

I've been a SOAPM member since 2002, but

They don't realize the power they have in that regard.
It's like a mini AAP chapter.

I'm telling you this idea is continually evolving.
My shout out goes to

I'm telling you this idea is continually evolving.
My shout out goes to Lynne.
She was doing 6 am conference calls with me.
Like it's really profound.
I'm looking around.

And it was PCC (well, Chip) who has pushed me to step up and pursue national positions, as well as local ones.

I have been doing this for 10 years...
And only now do I have this crazy network.
After joining the PCC Family!

Nowhere else can one experience this level of networking and collegiality. It is like an extended family. It is a "culture." PCC empowers clients to do more.
NCE Pizza and Beer Party
THE "ORIGINAL" SOAPM PARTY

Long-time SOAPM supporter
- ENCOURAGING CLIENTS TO JOIN
- SPONSORING SOAPM EVENTS
- SPEAKING AT SOAPM EVENTS

Empowering Clients
MULTIPLE CLIENTS ACTIVE AT THE LOCAL, STATE AND NATIONAL LEVEL WITHIN THE AAP

Annual UC
THE PREMIERE NETWORKING OPPORTUNITY FOR ALL LEVELS OF STAFF
"Every human being has a basic instinct to help each other out. If a hiker gets lost in the mountains, people will coordinate a search. If a train crashes, people will line up to give blood. If an earthquake levels a city, people all over the world will send emergency supplies. This is so fundamentally human that it's found in every culture without exception."

Mark Watney, The Martian

Thank you, PCC, for always helping us weather the storm.
Links and References

https://community.pcc.com
https://collaborate.aap.org/SOAPM/Pages/FAQ-Series/FAQ-Home.aspx
https://www.pediatricsupport.com/orlando
https://www.womeninpeds.com
https://aapmentorship.chronus.com
http://yecommunity.com
http://hbr.org
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Where Good Health Grows

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