

Role Sheet: Champion

What is the HBA?

The Healthcare Businesswomen's Association (HBA) is a global organization comprised of individuals and organizations in healthcare committed to:

- **Achieving gender parity** in leadership positions
- **Providing equitable practices** that enable organizations to realize the full potential of women
- **Facilitating career and business connections** to accelerate advancement

The HBA accomplishes its mission through

- Strong business networks
- Education and leadership development
- Global recognition of outstanding individuals and companies.

Find out more at www.hbanet.org

What is the Global Ambassador Program?

The Global Ambassador Program (GAP) is the HBA's premier corporate program for leadership development. It is a 12-month self-directed leadership development program for 15-30 emerging leaders, embedded in the workday. Designed to accelerate advancement, the HBA will empower and guide the Ambassadors through the development and execution of:

- **Individual development goals** to prepare for the next step on the career ladder
- **Group initiatives** for the company, which empower the Ambassadors to explore their leadership potential in new ways *and* result in positive impacts and benefits across the organization

Find out more at

www.hbanet.org/ambassador-program

The Champion(s) are the key internal success drivers of the Ambassador Program who:

- Strategically and tactically plan the program's setup and launch
- Oversee cohort progress via collaboration with HBA Advisors and by leveraging situational leadership to motivate the group
- Serve as a conduit of communication to the Executive Sponsors

What is a Champion?

The HBA recommends each program have 1-2 Champions. Ideal candidates:

- Typically, are director / senior director level, with some visibility and influence within the organization. Lower-level candidates may also be considered if they are exceptionally motivated or have diverse professional backgrounds, such as cross-functional or global experience. All genders are eligible.
- Participate in or are deeply involved with diversity, equity, and inclusion (DE&I) initiatives or ERGs, believing them advantageous for personal, company, and broader community benefits.
- May have tried other leadership development programs to fill training gaps.
- Are motivated to inspire, mentor, and help cultivate the next generation of leaders

What's in it for the Champion?

- High-visibility opportunity to be seen as a leader
- Enhance and expand leadership skills
- Great addition to development plan and resume
- An exciting new challenge
- Expand network inside and outside company

Key Responsibilities

Prior to launch: set up the program for success

1. Recruit and select the Ambassadors
2. Schedules and plans the Program Launch event*
3. *Optional but recommended:* plan and moderate a Fireside Chat with Executive Sponsor(s), usually in conjunction with or prior to the launch

Post-launch: lead and motivate the cohort

4. Attend Executive Committee meetings to provide guidance, ensure progress is made, and ensure readiness for meetings with Sponsors
5. Create visibility and enhance program value to participants
6. Document and share program best practices, successes, etc. for continuous improvement

Time Commitment: 2-3 hours per *week* pre-launch; 2-4 hours per *month* post-launch