

# Mentorship Program through AAPC

Tammy Allen, CPC, CPMA, CHONC, CRC, CDEO

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## Agenda

- Mentor/Mentee requirements
- Mentoring Statistics
- Current Participation
- Setting up your profile
- Resources
- Testimonials

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## Quotes

- "We make a living by what we get, but we make a life by what we give." —Winston Churchill
- The delicate balance of mentoring someone is not creating them in your own image but giving them the opportunity to create themselves." —*Steven Spielberg*
- "In learning you will teach, and in teaching you will learn." —*Phil Collins*
- "Show me a successful individual and I'll show you someone who had real positive influences in his or her life. I don't care what you do for a living—if you do it well I'm sure there was someone cheering you on or showing the way. A mentor." —*Denzel Washington*

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## What is the Mentorship Program

Mentoring is an active partnership between committed AAPC members to foster professional growth and career development. For participants to have an effective and successful relationship, both individuals must understand the expectations and considerations of the partnership. A successful mentoring program requires both the mentor and mentee to be active and committed participants.



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## Thinking about participating?

### MENTOR

- Are you ready to share your knowledge?
- Are you ready for a leadership role?

### MENTEE

- Are you ready for career advancement?
- Do you need advice in your current role?

Are you ready to help create a community for coders by coders?

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## Mentor Requirements

- Has at least 5 years of experience in the applicable field of expertise
- Learns about mentee, including career and personal goals, strengths and weaknesses, etc.
- Guides mentee to create clear goals and steps to achieve these goals
- Asks questions to help mentee devise their own solutions instead of telling mentee what to do
- Shares reliable, career-related resources
- Is NOT responsible for personal introductions, job placement/interviews, or training

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## Mentoring Statistics

- 75% of executives point to mentoring as playing a key role in their career. (ATD)
- Managerial productivity increased by 88% when mentoring was involved, versus only a 24% increase with training alone. (ATD)
- 59% of people who received development support were now, in turn, supporting others compared to 47% of those who hadn't received that this type of support. (Catalyst)

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## Mentee Expectations

- Takes lead on the relationship, driving their own development
- Clearly explains desired ultimate objectives to mentor to facilitate goal-setting
- Seeks feedback often, taking suggestions and constructive criticism with humility and appreciation
- Understands that mentorship is about meeting goals toward professional growth and does NOT fundamentally include personal introductions, job placement/interviews, or training

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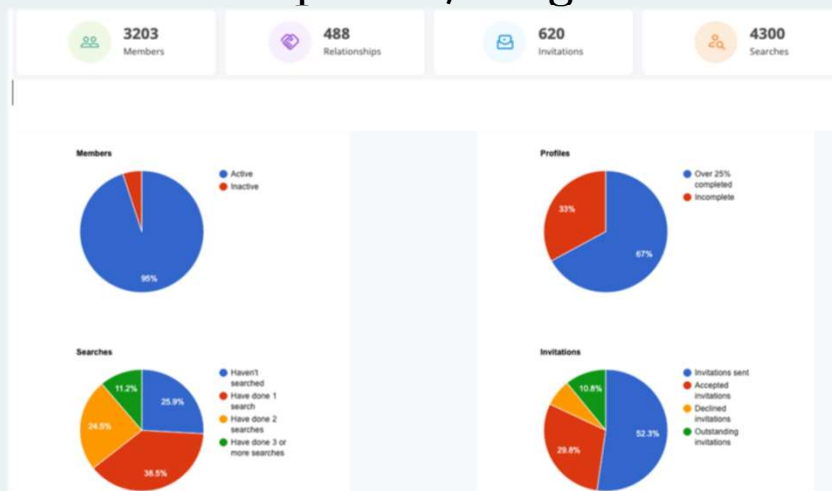
# CPC Apprentice

*Share your experience or thoughts...*

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## Current Participation / Program Potential

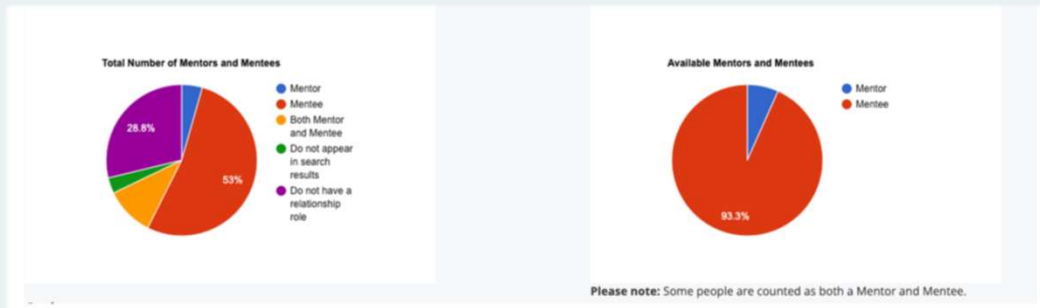


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Source: AAPC NAB

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## Current Participation / Program Potential



Source: AAPC NAB

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## Current Participation / Program Potential

Goals	
Percentage of mentees who have entered their mentoring goals in a relationship	12.01%
99 mentoring relationships out of the 824 mentoring relationships established	
Total number of goals entered	448
Total number of goals achieved	116
Mentoring Relationship	
Percentage of members who are currently in 1 or more mentoring relationships	30%
971 members out of the 3204 active members	
Percentage of members who currently have 1 or more mentors	19%
638 members out of the 3204 active members	
Percentage of members who currently have 1 or more Mentees	12%
395 members out of the 3204 active members	
Percentage of members who have calculated their mentoring hours	3%

Source: AAPC NAB

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# Profile

The screenshot shows the AAPC user profile for Tammy Allen. On the left is a dark green sidebar with navigation options: Dashboard, Connections, Groups, Mentors, Mentees, Events, Resources, Discussions, and Get The App. The main content area includes a profile picture, name 'Tammy Allen', location 'Hartselle, Alabama, United States', and an 'Edit Profile' button. Below this are sections for 'Career Goals', 'Brief Bio', 'Areas of Expertise', and 'Development Areas'. On the right, there are three summary cards: 'Your Mentoring Points' at 450, 'Your Mentoring Hours' at 05:00, and 'Your Profile Completeness' at 100%.

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# Dashboard

The screenshot shows the AAPC user dashboard for Tammy Allen. A notification banner at the top reads 'Hey Tammy Allen, your profile is 100% complete. Congratulations!'. The left sidebar is identical to the profile page. The main dashboard area features several widgets: 'Profile' (100% Complete), 'Schedule Meetings' (Upcoming 0 Meeting), 'Meetings Availability' (Mon Unavailable), 'Profile Availability as Mentor and Mentee', '400 Points', '4 Connections', '0 Courses', and '0 Groups'. At the bottom, there are quick links for 'Connections (4)', 'Upcoming Meetings (0)', 'Goals (2)', and a 'Relationship' dropdown menu.

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## How to structure meetings

✓ Establish rapport and provide progress updates

🗨️ Mentoring activity

💬 Summarize and discuss actionable items

📅 Schedule next meeting

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## Resources Detailed



### Don't Let Mentoring Burn Yo...

Mentoring can have tremendous positive impacts on the mentor, the...

[Read more >](#)



PROGRAM  
HOW-TO  
ENDING A  
MENTORING  
RELATIONSHIP

### Ending a Mentoring Relation...

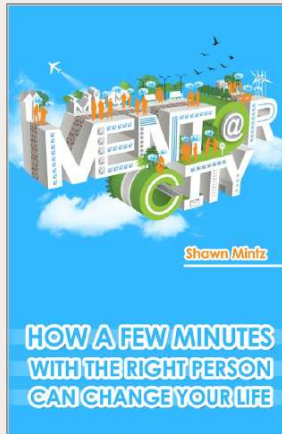
[Read more >](#)

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## MentorCity eBook



- Setting mentoring objectives
- Searching for mentors
- The initial 15-minute meeting
- Building rapport
- Keeping promises
- Wrapping up a conversation
- Integrating lessons learned

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## Topics

- Risk Adjustment Coding
- Obtaining a position w/out 2 yrs of coding experience
- Payer contracts
- Fee Schedules
- Surgical packages
- Certifications

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## Testimonial

"The mentorship program via mentor city is a helpful tool to those who are still in the infancy of their coding careers or are considering changing paths within the coding industry. The entire process can feel intimidating or even overwhelming, especially for someone like me who started alone and in my first position had no peers within my field in my occupation. Through the mentorship program, I was able to connect to real people with real experience that are blessed with the gift of relatability and understanding. After establishing a casual and informal connection with my mentors, they encouraged me to grow and were able to point out opportunities which I did not even know existed. I highly recommend anyone looking for guidance in the coding industry to connect with a mentor, so that they will find that coding isn't just numbers, but good people, too." - Aaron Barber

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*Do we have time for a poll?*



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## Links

<https://www.aapc.com/resources/mentorship-program>

<https://www.aapc.com/apprentice/applied-experience.aspx>

<https://jobs.aapc.com/jobs/>

<https://www.aapc.com/memberarea/chapters/scholarship-application.aspx>

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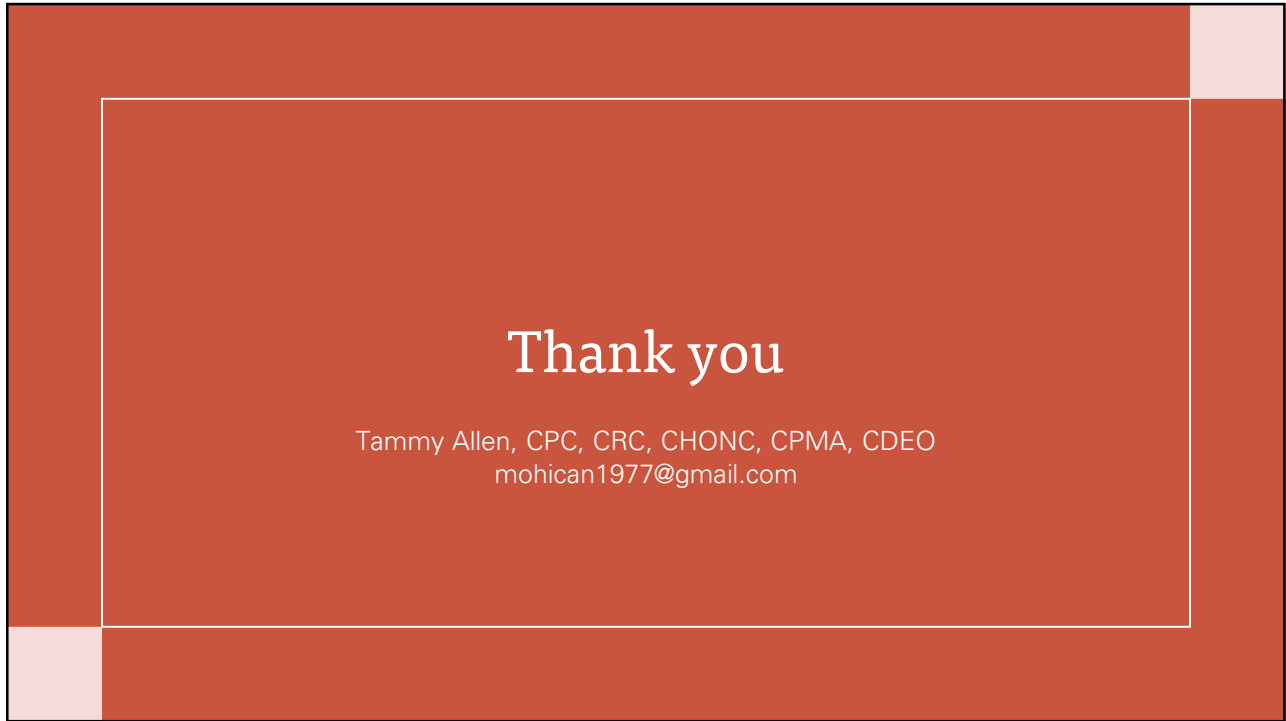
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## Conclusion/Questions



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