

# **E-AHPBA MENTORSHIP PROGRAM 2023**

## **DEFINITION**

The E-AHPBA mentorship program (MP) is a new project launched by E-AHPBA Council, aimed to support young HPB professionals (surgeons, fellows, researchers, PhD students) within the E-AHPBA territories, to build their future career. Special attention will be given to soft skills development other than technical skills.

The program will be inclusive, regardless of gender, nationality or ethnicity.

## **AIMS**

Promote personal and professional growth in those who have a specific interest in HPB surgery by:

- Pursuing excellence in clinical surgery
- Helping to develop self-esteem and positive personal attitudes
- Defining goals and helping achievement thereof
- Developing an interest in academic HPB surgery

Different specific fields are identified as possible area of interest/application of mentorship (not exclusive, nor all necessary)

### 1- TRAINING EXPERIENCE

- a. goals of E-AHPBA HPB trainees range from highly specialized skills - robotics, living donor liver transplant- to general surgery – laparoscopic cholecystectomy and ERCP
- b. encourage a specific skill to be implemented

### 2- RESEARCH EXPERIENCE

- a. how to undertake a research project or audit
- b. how to write an abstract/paper
- c. encourage abstract presentation at national and E-AHPBA congress
- d. how to speak in public and highlight the results of your research

### 3- MENTORING ROLE

- a. probably the most difficult component however, a good mentor should be a coach rather than a direct 'supervisor'.
- b. it is an essential, not optional, requirement: a Mentor only interested in technical teaching is not a good candidate

### **DEFINING THE MENTOR**

Mentorship is free from personal and financial interests therefore no financial payments will be provided to Mentors. The Mentor should be in good standing with the association

First pilot project will be one-to-one

Essential requirements:

- Devoted to the mentorship project (it is not an obligation)
- Willing to provide mentorship for up to 3 mentees in the future version of the Program
- Availability of time
- Commitment for 3 years

E-AHPBA member willing to provide guidance for:

- specific surgical skills OR/AND
- academic career OR/AND
- personal and professional growth

### **DEFINING THE MENTEE**

Any E-AHPBA member (in good standing with E-AHPBA) <40 yo willing to:

- achieve excellence in a specific field of HPB surgery
- develop personal attitudes

A specific training will be provided by a Professional Company both for Mentors and Mentees that is essential requirement for participate to the Program.

## **GENERAL ASPECTS**

### **Matching**

Mentor-Mentee will be defined for each matching, depending on:

- Stage of career
- Sub-specialty surgical field of interest
- Research expertise
- Specific surgical techniques

### **Duration:** 2 years

One month is given after matching, to assess agreement/understanding/compatibility between M&M regarding goals, methods and feelings and report will be addressed to MP leader or Education Committee Chair or any other directly involved in the project.

Ad interim (6 months) and final evaluation from both parts will be requested

After the first year, the real need of continuing the mentorship will be investigated from both parts

Six online meetings between Mentor and Mentee are required within 12 months to adhere to the MP.

Depending on available fundings, a face to face meeting will be held at Biennial E-AHPBA Congress.

The MP sits under the responsibility of the E-AHPBA Education Committee, and it is run by

Isabella Frigerio (Chair of the Mentorship Program)

Ajith Siriwardena

Marc Besselink

Wojtek Polak (Chair of the Education Committee)

John Devar

Anita Balakrishnan

Bodil Andersson

Ambareen Kausar

Roeland De Wilde