

## Mentoring HealthTech

Our industry is at a pivotal moment. We need to use our resources, innovation and insights to support the NHS as it recovers from tackling the global pandemic. Alongside this, we are shaping the development of robust new supply chain and regulatory frameworks that ensure patients can continue to receive access to life saving medical devices post Brexit. It has, therefore, never been more important for our industry to share experiences and work together to ensure our success in this challenging environment.

We can learn from each other and highlight the work that we are all undertaking to ensure that the NHS is not only more efficient, but also embraces our innovations to help it to adapt to this new world. By sharing knowledge and collaborating, which are at the heart of the Mentoring HealthTech programme, we can ensure the UK Life Sciences Industry remains a true powerhouse and a global partner in healthcare.

Mentoring HealthTech is a collaborative programme designed in partnership between the ABHI and Johnson and Johnson, which, last year, delivered a pilot programme to provide SMEs with expert advice and create real-life action-based projects based on the needs of their growing companies, whilst affording the mentee organisation with an opportunity to hone its skills on strategic thinking, mentoring/coaching, collaboration, and business acumen.

In essence, it is a forum where organisations have the opportunity to:

- > ENGAGE across companies and functions.
- > UNITE by sharing business-minded experiences and develop new relationships.
- > UPSKILL in individually unique and limitless ways.

### How Does it Work?

- > The ABHI will consider all applications from the SME community and match to the Mentor organisation based on type of project, expertise within the organisation, and time required to deliver the project.
- > It is expected that the project will require the facilitation of multiple connections between organisations.
- > The programme is an interactive, application-based programme providing focussed on:
  - Personal leadership
  - Cross-sector/function collaboration
  - Exposure to Senior Leadership both internally and externally.
- > Both mentors and mentees will have the opportunity to:
  - Develop strategic, critical thinking
  - Develop a leadership mindset
  - Lead and collaborate across organisational, functional, internal and external boundaries
  - Explore innovative approaches to growth
  - Work directly with start-ups to assess venture challenges and opportunities
  - Engage in immersion meetings with the senior leaders and employ a diverse set of innovation tools.

### How Much Time Will It Take?

- > The SME will lead the project, but during the pilot we identified:
  - Kick off meeting – intensive daylong session outlining project and deliverables
  - Update meetings – weekly, bi-weekly or monthly one-hour long sessions
  - Workstream meetings – this may be expert sessions internal or external to the organisation
  - Ad hoc – as and when needed
  - Closing ceremony – report of findings and deliverable
  - May be up to one day per week for both SME and Corporate.





### **Example Types of Projects:**

- > HR Projects including, but not limited to:
  - Developing Culture
  - Hiring the Right Candidate
  - Onboarding Process.
- > Communications Strategy:
  - Developing internal and external communications plans
  - Developing Key Advocates
  - Media Training.
- > External Relations Strategy:
  - Key Stakeholder mapping
  - Message mapping
  - Engagement Plans.

### **The Mentoring Relationship:**

Both parties should commit to a successful relationship and be willing to invest time.

The relationship is based on open, honest, two-way communication.

It is a confidential non-competitive, non-commercial business relationship between partners.

Mentees are free to choose their own organisational development goals.