Advisor

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HBA GAP Advisor Description 2025.pdf @



HBA Global Ambassador Program (GAP) Advisors are HBA members who are experienced industry leaders in their careers, and HBAtrained volunteers, who are assigned to guide and support GAP cohorts. Each cohort is assigned two HBA Advisors, who meet regularly with each program's executive committee and attend cohort/group initiative meetings throughout the program's duration.

Time Commitment: ~2-3 hours/month

Reports to: HBA Central Staff

Purpose

Serve as an industry leader mentoring corporate Champions and Executive Committees on scenario-based leadership topics and project execution as companies self-direct their Global Ambassador Program within their team. This volunteer role will help the corporate leadership team organize and navigate complexity to effectively drive impactful group projects across a 30-person cohort.

Key Responsibilities

- Mentor a cohort's executive committee for up to 12 months, empowering them to self-direct and make decisions while providing external perspective and guidance as needed.
- Attend 1 cohort Executive Committee meetings and 1 Champion Team check-in call per month (~2-3 hours/month).
- Mentor on team structuring, stakeholder alignment, and conflict and matrix navigation.
- Support transformational change and leadership confidence in rising corporate leaders.
- Model leadership without directing or managing team outcomes.
- Serve as an HBA representative and connect the cohort to broader HBA engagement opportunities including encouraging utilization of membership benefits, collaboration with locations and regions, and platforms.
- Support the cohort's planning needs (such as end-of-program Graduation planning) using HBA resources and enhancing the cohort's brand.
- Respond promptly to HBA Central Staff check-ins, providing brief updates on progress. Proactively escalate challenges to collaborate and identify solutions.

Required Competencies (Very Skilled or Expert-Level)

- Leading Team Development: Proven ability to help leaders build and sustain collaborative, high-performing teams
- Transformational Change: Experience guiding change in complex or ambiguous environments
- · Interpersonal Conflict Navigation: Ability to model and coach through tensions or interpersonal breakdowns in a productive and psychologically safe way
- Large-scale Project Management: Experience supporting or leading cross-functional projects with multiple stakeholders
- Cultural Competency & Development: Understands how to work collaboratively with global, cross-cultural teams and

integrates fair principles

• Personal Development: Brings insight into adult learning and individual growth frameworks relevant to mid-to-senior level professionals

Role Requirements

- Current HBA Member
- Able to volunteer 2-3 hours/month (for up to 12 months) in a virtual global setting
- 10+ years in corporate innovation, leadership, or change management roles
- Comfortable mentoring individual, high-potential emerging leaders in the healthcare corporate space
- Very Skilled or Expert -level in required competencies
- Promotion, selling, or recruitment of consulting services is strictly prohibited

Return on Your Personal Investment

- The opportunity to influence high-impact leadership initiatives
- A meaningful way to develop your own executive presence and mentoring skills
- Deeper connections across HBA's global corporate network
- The personal fulfillment of investing in the next generation of healthcare leaders