

Call for Fellows 2023-2024

AHIP's Executive Leadership Programs

ELP | ELP-MD



Lead the Future of Health Care

For more than 30 years, the Executive Leadership Program (ELP) and Executive Leadership Program for Medical Directors (ELP-MD) have been a touchstone for seasoned health insurance professionals who are passionate about leading the future of health care.

Curriculum

Over the course of 12 months, Fellows get a 360-degree view of the system, work with people outside of their wheelhouse, and leave with an insider's view of health care through unique learning and networking experiences, including:

- **Two intensive academic sessions**
- **One special intensive academic session** at Northwestern University's prestigious Kellogg School of Management.
- **Guided mentoring** throughout the year and a one- or two-day site visit.
- **Case study development** on real-life issues specific to your organization.
- **Practical leadership assessments and leadership action plans** based on constructive feedback.



2023-2024 Class Calendar

First Quarter 2023

- Application deadline: **April 3, 2023**. Please email ELP@ahip.org with questions.

Second Quarter 2023

- Fellow Selection notification: **May 2023**
- Summer Academic Session (I): **June 12-13, 2023**
- AHIP 2023: **June 13-15, 2023 (Portland, OR)**

Third-Fourth Quarter 2023

- Fall Academic Session (II): Kellogg School of Management, Northwestern University
- Site Visit to Primary Mentor's Organization

First Quarter 2024

- Spring Academic Session (III): **Dates and location being finalized**
- AHIP 2024 Medicare, Medicaid, Duals & Commercial Markets Forum: **Dates being finalized (Washington, DC)**

Second Quarter 2024

- ELP/ELP-MD 2023-2024 Graduation and Reception: **June 10, 2024 (Wynn Las Vegas)**

Do You Have What It Takes?

ELP Fellows are leaders who are willing to ask the tough questions. They have an acute interest in leading our health care system through positive change. They have the passion to find solutions to complex challenges.



Do You Meet the Criteria? You must...

- Be in a senior-level or above position.*
- Be interested in elevating yourself to an executive-level, C-Suite position and demonstrate strong leadership and succession ability.
- Display an unwavering commitment to the health insurance provider community and your organization and have the desire to expand your career within them.
- Demonstrate a proven track record in health care and the potential to drive the industry forward.

The Benefits of Being an ELP Fellow Are Tremendous

- **Fellows are considered a valuable asset**, bringing insight to the conversation.
- **Fellows become part of a nationwide network** of like-minded peers.
- **Fellows are recognized** with the Certified Healthcare Insurance Executive (CHIE) designation.
- **Fellows are awarded** Certificates of Professional Achievement from Northwestern University's Kellogg School of Management.
- **Fellows are an inspiration** for others within their organization and help advance a culture of excellence.
- **Fellows who are physicians may receive CME credits.**

Building One-to-One Connections with Mentors

Mentors are an integral part of the success of the ELP, and the experience is invaluable.

- **Fellows are paired with a Primary Mentor** who can be a CEO, COO, CMO/Medical Director, Senior Vice President, or other top executive from a non-competing health insurance provider organization.
- **Fellows are also paired with a Secondary Mentor** of their own choosing from within their own organization.
- **Fellows and their Mentors have regular communications** throughout the year and meet up at least once during a hosted site visit at the mentor's organization.

* Please read ELP Criteria and Benefits at [AHIP.org/ELPFellowCriteriaAndBenefits](https://www.ahip.org/ELPFellowCriteriaAndBenefits) to see if you are eligible.

Invest in Your Leaders

ELP Fellows are well-poised for success. They are groomed to be catalysts within their organization and within the industry. They are primed to take on pivotal leadership roles. Your support is critical to a Fellow's success, and your entire organization will benefit. Encourage your rising stars to apply.

The Benefits of Supporting an ELP Fellow Are Far-Reaching

You're investing in someone who cares deeply about your organization's future and will help you take it there. Gain a Fellow with the laser-focused mindset of a true leader, as well as:

- **Expertise** in best practices and successful strategies.
- **Unique solutions, innovative ideas, and actionable takeaways** that can be applied immediately.
- **Real-world insights** and the latest tools to achieve excellence.
- **Plus, ELP Fellows serve as inspiration** for others within your organization and are influential role models to help advance a culture of excellence.

Sharing Expertise and Experience

Mentors are an integral part of the ELP, and the experience is invaluable for all. Support your Fellow by being their Secondary Mentor. Support the entire program by signing up to be a Primary Mentor for a Fellow.



“Mentoring gives you the extraordinary opportunity to facilitate a protégé’s personal and professional growth by sharing knowledge you learned through your years of experience. It is interesting and enlightening to challenge your mentee to think in new and different ways, and the mentee is not the only one who gains from the arrangement. It is definitely worth the time and investment!”

Maura McCaffrey, Former President and CEO, Health New England (Resigned Health New England, July 2018)

So Many Reasons to Become a Fellow



“In this program, you will meet and have meaningful interactions with health plan and health care colleagues from across the country you wouldn’t otherwise meet. It provides you with the opportunity to expand your knowledge of the industry through first-hand conversations with others facing similar challenges. It also provides unparalleled leadership development that spans the entire year unlike typical leadership development courses that span an 8-hour session. I have grown as a leader thanks to this program.”

Angela Eberhardt, CHIE, Vice President, Provider & Operational Excellence, Highmark Inc.

“The AHIP ELP was a tremendous help in building immediate acumen and executable ideas in my role as the VP of Talent Acquisition and Diversity & Inclusion. Through participation in the program...I’ve been able to deliver results quicker, build credibility and visibility for my company in the marketplace.”

Stephanie Browne, CHIE, Founder & CEO Talent Management Consulting Services, LLC; Former VP, Talent Acquisition, Diversity & Inclusion, Blue Cross Blue Shield of Massachusetts. Recognized as Boston’s 50 Most Influential People of Color in Healthcare and Life Sciences by *Get Konnected* September 2017.

“The personal connections you make with other fellows are priceless. The time spent with the presenters and the week at Kellogg taught me more than I have learned in any other professional development opportunity to date.”

Jerry E. Spicer, DNP, RN, NEA-BC, CHIE, FACHE, Regional Chief Nurse Executive and Vice President, Clinical Effectiveness, Kaiser Permanente Southern California

Take the Next Step in Your Leadership Evolution.

Apply Today! Send your completed and signed application, along with your \$200 non-refundable application fee by e-mail to ELP@ahip.org; Attention: Precious Elliott.

Application Checklist

- Completed Application Form with detailed Organizational Profile and Secondary Mentor Selection**
- Curriculum Vitae or Résumé**
- Letter of Recommendation**
- \$200 Non-Refundable Application Fee.** E-mail ELP@ahip.org to receive a secure online link to pay electronically.
- Essay 1 (one-page maximum), detailing:**
 - An outline of your expectations for the program;
 - A list of professional goals and objectives for your ELP or ELP-MD experience;
 - A list of three specific leadership/management competencies that you need to develop.
- Essay 2 (one-page maximum), addressing from your perspective:**
 - What do you think you bring to the ELP program?
 - What do you think are your strengths and weaknesses as a leader? How would your supervisor answer this question? How would your direct reports answer this question?
 - Think back to an instance of strong disagreement or conflict with a colleague or team member during a meeting. Explain how you handled the situation. Do you think it was the right way to handle it? Why or why not? If it were to happen again, would you handle it the same way? Why or why not?
 - What has been your biggest challenge as a leader in your organization? Why do you think this is the case? How did you overcome it? Or alternatively what do you think you need in order to overcome it?

Please email ELP@ahip.org if you have any questions.



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