



Peers, coaches, mentors and champions are four types of supporters who can fast-track your career or project goals.

**1. PEERS:**

**Who They Are:** Those who perform similar work within your department, within your organization, or in a different organization.

**How They Help:** Peer-to-peer learning enables you to build your skillset. You gain knowledge, apply knowledge, obtain feedback, and reflect on what you have learned.

**When to Find Them:** It's never too soon and never too late. Begin building trusted relationships now.

**How to Find Them:** Place your head into the next cubicle, sign up for a webinar, or attend a conference.

**2. COACHES:**

**Who They Are:** Experts who work one-on-one to address any of a variety of issues.

**How They Help:** A career coach helps you craft goals and objectives. A life coach smooths the way for personal fulfillment. A skills coach fills knowledge gaps.

**When to Find Them:** When you recognize a skill gap or need to overcome a personal or professional obstacle.

**How to Find Them:** Ask for referrals from those you know and trust, and tap into the expertise of those who have longevity in medical staff services.

**3. MENTORS:**

**Who They Are:** Mentors can be senior supervisors, department heads, medical staff leaders, or those in the C-suite.

**How They Help:** A mentor helps you manage your career by offering wisdom and advice. The relationship is an informal and long-term professional friendship.

**When to Find Them:** A mentor is helpful at any point in your career.

**How to Find Them:** Mentee relationships develop organically as a friendship might. Focus on finding the right fit and proactively stay in touch with the person.

**4. CHAMPIONS:**

**Who They Are:** Champions are those in positions of power who actively engage with you for a specific purpose across a relatively short period of time.

**How They Help:** Champions leverage their access and influence in order to advance your goal.

**When to Find Them:** You need a champion when you have an initiative that would create impactful change but don't yet have the authority to be a change-maker.

**How to Find Them:** A champion finds you when you prove yourself. They are willing to stake their reputation on yours because they know you're consistent, credible, and confident.

**Team Med Global is Your Cheerleader**

Team Med Global provides abundant resources to support your work and your career.

- 1. LIVE AND ON-DEMAND WEBINARS**  
Team Med Global's live and on-demand webinars cover a multitude of in-demand topics, from orienting and payer enrollment to negotiation and emotional dexterity.
- 2. ONE-ON-ONE COACHING**  
IMG University matches you with a right-fit coach who has 20+ years in the healthcare field.
- 3. TMG UNIVERSITY COURSES**  
IMG University delivers leading-edge online courses, credentialing pathways, boot camps, and certification preparation.
- 4. LEADERSHIP SUCCESS CLUB**  
Whether you're currently in a leadership role or aspire to one, Rick Brown & Richard Calkins cultivate leadership qualities, delivers peer support, and creates space for growth.
- 5. THE TMG ZONE**  
Team Med Global's Facebook and LinkedIn groups are the places to share resources, wisdom, and support to further your personal and professional development.