

2015

Creating Successful Mentoring Relationships

Mary Leyk

Colleen Porwoll

CentraCare Health, porwollc@centracare.com

Follow this and additional works at: https://digitalcommons.centracare.com/nursing_posters



Part of the [Other Nursing Commons](#)

Recommended Citation

Leyk, Mary and Porwoll, Colleen, "Creating Successful Mentoring Relationships" (2015). *Nursing Posters*. 35.
https://digitalcommons.centracare.com/nursing_posters/35

This Book is brought to you for free and open access by the Posters and Scholarly Works at DigitalCommons@CentraCare Health. It has been accepted for inclusion in Nursing Posters by an authorized administrator of DigitalCommons@CentraCare Health. For more information, please contact schlepers@centracare.com.



Creating Successful Mentoring Relationships



Mary Leyk MSN, RN-BC, ONC Colleen Porwoll BSN, RN, ONC
St. Cloud Hospital, St. Cloud, Minnesota

Plan

Literature suggests that a formal mentoring program increases nursing engagement and retention

Objective: Develop a nurse mentor program to enhance new nurse satisfaction and retention

Do

- Annual mentor training program
- One-hour meetings: 4 for RNs and their mentor, 3 for LPNs and their mentor
- Formal meetings can occur outside of the workplace
- Quarterly Mentor Support meetings

References

Andrews, M. & Wallis, M. (1999). Mentorship in nursing: a literature review. *Journal of Advanced Nursing*, 29(1), 201-207.

Biba, G. (2001). Clinical mentorship in nursing: passing the baton of nursing excellence to the next generation of health care professionals. *Advance Online Edition for Nurses*. Retrieved from <http://www.advancelineforurses.com/common/Editional/PrintFriendly.aspx?CC=9325>

Cottingham, S., DiBarolo, M., Battistoni, S., Brown, T. (2011, July). PARTNERS IN NURSING: A Mentoring Initiative to Enhance Nurse Retention. *Nursing Education Perspectives*, 32(4): 250-5.

Daloz, L.A. (1998). *Mentor: Guiding the journey of the adult learner*. 2nd Ed. San Francisco, CA: Jossey-Bass.

Desjardins, M.C. (2002). Nurturing tomorrow's nurses today. *The American Nurse*. Retrieved from <http://www.nursingworld.org/lan/julau02/nsna.htm>

Gauthier, R. & Gervais, R. (2006). The Ottawa Hospital Occupational Therapy orientation manual: A tool of convergence. *Occupational Therapy Now* 8 (1) 9-11.

Greene, M.T. & Puetzer, M. (2002). The value of mentoring: a strategic approach to retention and recruitment. *Journal of Nursing Care Quality*, 17 (1), 67-74.

Grossman, S.C. (2007). *Mentoring in nursing: A dynamic and collaborative process*. New York, NY: Springer.

Ferguson, L. (2011, March). From the Perspective of New Nurses: What do Effective Mentors Look Like in Practice? *Nurse Education in Practice*, 11 (2): 119-23.

Fox, K. (2010, July). Mentor Program Boosts New Nurses' Satisfaction and Lowers Turnover Rate. *Journal of Continuing Education in Nursing*, 41 (7): 311-6.

Grindel, C., Hagerstrom G., (2009, June). Nurses Nurturing Nurses: Outcomes and Lessons Learned. *MEDSURG Nursing*, 18 (3): 183-7, 194.

Jakubik, L., Eliades B., Gavriloff, C., Wessie, M. (2011, April). Nurse Mentoring Study Demonstrates a Magnetic Work Environment: Predictors of Mentoring Benefits Among Pediatric Nurses. *Journal of Pediatric Nursing (J PEDIATR NURS)*, 2011 Apr; 26 (2): 155-64.

Hayes, E. (2000). The preceptor/ student relationship: Implications for practicum evaluation. *Nurse Practitioner*, 25(5), 118-124.

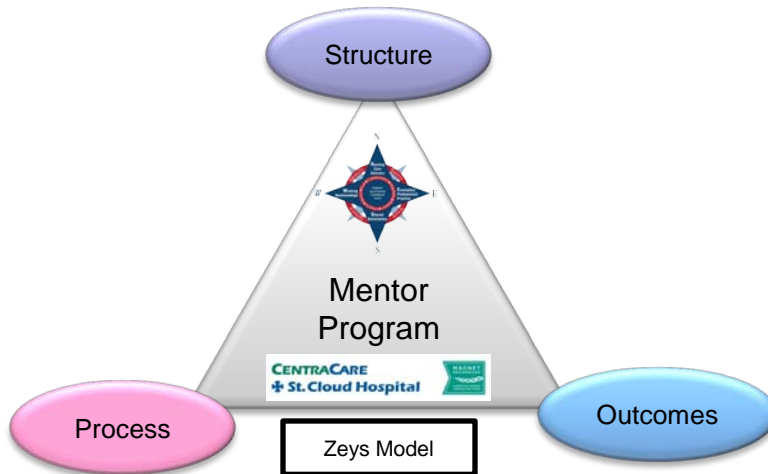
Howell, M. (2003). New mentorship program shares nursing expertise with nurses at critical retention point. *The Children's Hospital News*. Retrieved from http://www.tchdnews.org/subscriptions/2003/03/05_cfn

Latham, C., Hogan, M. & Ringl, K. (2008). Nurses Supporting Nurses. Creating a Mentoring Program for Staff Nurses to Improve the Workforce Environment. *Nursing Administration Quarterly (NURS ADM Q)*, 32 (1): 27-39.

New Hanover Health Network. (n.d.) *Nurse Mentors*. Retrieved from <http://www.nhnmc.org/189.cfm>

Owens, J.K. & Patton, J.G. (2003). Take a chance on nursing mentorships: enhance leadership with this win-win strategy. *Nursing Education Perspectives*, 24 (4), 198-204.

Sherrill, D.R., Lacey, L.M. & Myers, C.N. (2002). *North Carolina Hospital Recruitment and Retention Strategies: Findings from the 2000 Survey of North Carolina Nurse Employers*. North Carolina Center for Nursing. Retrieved from <http://www.nursesnc.org/about/docadobe/hospitalrtrstrategies.pdf>



The Zeys Triad Model aligns with the structure, process and outcome approach of the Magnet Recognition Program. The triad is the structure, mentoring activities are the processes and mentoring benefits are the outcomes that form the base upon which the Magnet environment is built

Results

FLOOR RESULTS:

- 100% of mentors clinical ladder
- 100% of Mentors are engaged on the unit*
- 80% RN Mentors hold Orthopaedic National Certification (remaining 2 studying for exam)
- 64% of all nursing staff engaged on unit
 - committee member, working on unit project, staff teaching
- Staff confidence in nursing skills increased
- Program has been shared with other departments

LeykM@centracare.com; PorwollC@centracare.com

Check

BENEFITS to Novice:

A mentor:

- Advises, teaches and guides
- Supports and encourages
- Inspires, motivates and empowers
- Provides recognition and builds confidence
- Offers honest criticism and constructive feedback
- Helps to establish and maintain professional relationships
- Promotes professional development
- Challenges the novice
- Assists with career mobility
- Develops trust
- Recognizes novice accomplishments
- Protects new nurse

BENEFITS to Mentor:

- Develop professionally
- Role model
- Personal satisfaction and growth
- Create a legacy
- Strengthens the profession
- Provides support for new nurses
- Builds confidence



BENEFITS to Facility:

- Retention and reduction of turnover – 50% turnover rate who did not have a mentor while only 10% turnover of staff with mentors
- Decreases the risk of lateral violence
- Greater commitment to the organization
- Job satisfaction
- Recruitment improvement
- Leadership development
- Improved quality of patient care
- Consistent with CCH-SCH Strategic Plan

Act

- RNs and LPNs are assigned a mentor at their 4-month new hire eval
- Novice nurses complete a confidence scale with Educator
- Novices identify strengths and weaknesses with mentor
- Formal meetings every 3-4 months away from work setting if able: up to 18 months for RNs and 12 months for LPNs
- Goals set at each meeting with support from mentor aimed for successful nursing practice
- 4-6 informal meetings including in person, text or email