Creating Successful Mentoring Relationships

Mary Leyk
Colleen Porwoll

CentraCare Health, porwolle@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


Act

Scores for RNs are 95% of students successful in their program, which is greater than the national average of 85%.

Check

BENEFITS to Novice:
• A mentor...
• Provides career and professional plan

BENEFITS to Mentor:
• Develop professionally
• Role model

BENEFITS to Facility:
• Recruitment improvement

FLOOR RESULTS:
• 100% of mentors clinical ladder
• 100% of Mentors are engaged on the unit*
• 80% RN Mentors hold Orthopaedic National Certification (remaining 2...