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St. Cloud Hospital Nursing Director Orientation and Mentorship Program

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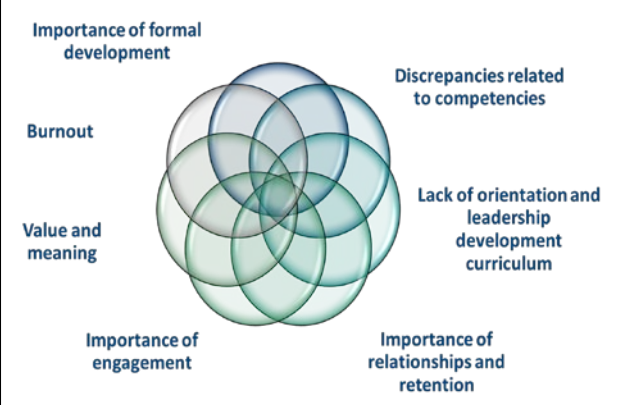# St. Cloud Hospital Nursing Director Orientation and Mentorship Program

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St. Cloud Hospital, St. Cloud, Minnesota

Purpose Statement

Develop and implement an evidence-based orientation and mentorship program for nursing directors using AONE's Nursing Executive Competencies along with a structure curriculum.

Literature Synopsis

- Importance of formal development
- Discrepancies related to competencies
- Burnout
- Lack of orientation and leadership development curriculum
- Value and meaning
- Importance of engagement
- Importance of relationships and retention

Team Members

Deb Eisenstadt MSN RN CNML
Director Inpatient Rehabilitation Services
Tiffany Omann-Bidinger BSN RN
Director Neuroscience/Spine Unit
Diane Pelant MSN RN CCRN-K
Director Neonatal Intensive Care and FBC Service line Telehealth/Integration
Jon Tufte
Facilitator-Organizational Development/Education and Training

Pre/Post Measures
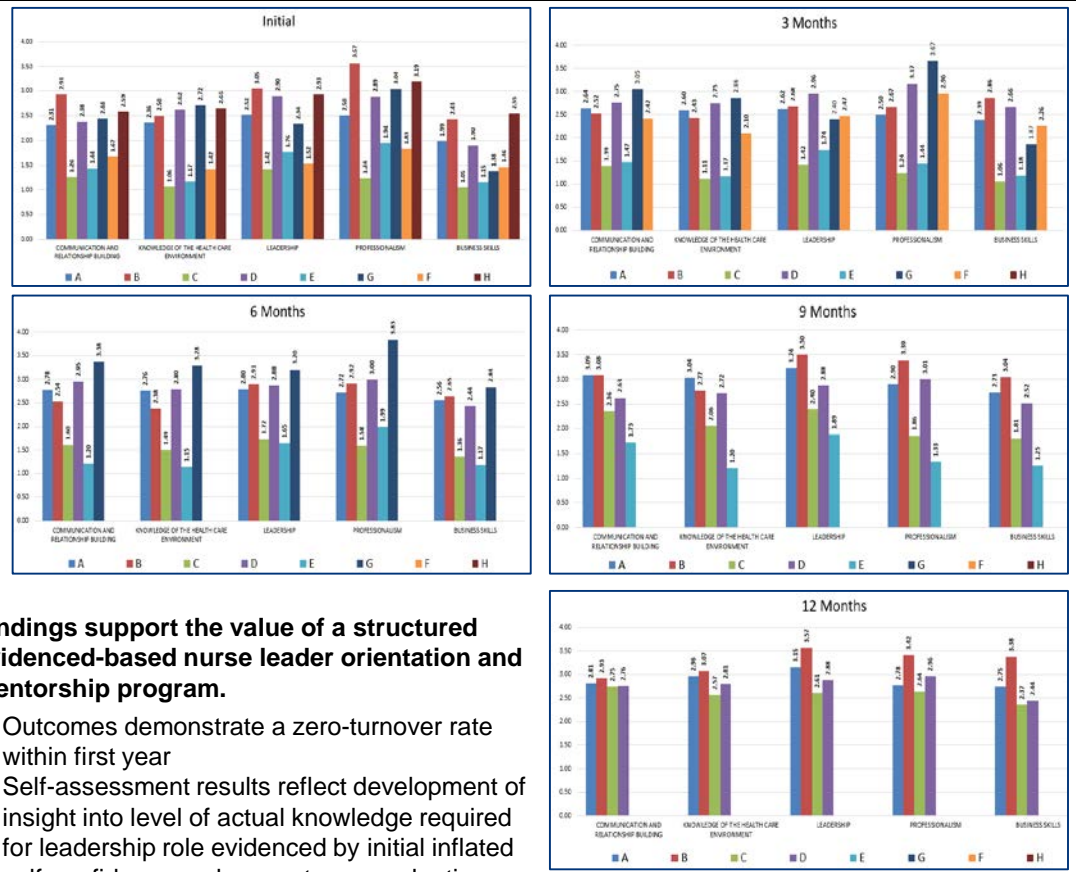
Findings support the value of a structured evidenced-based nurse leader orientation and mentorship program.

- Outcomes demonstrate a zero-turnover rate within first year
- Self-assessment results reflect development of insight into level of actual knowledge required for leadership role evidenced by initial inflated self-confidence and competency evaluation
- Following initial assessment, realistic self-analysis emerged and supported by mentoring process
- On-going evaluations demonstrated an evolving recognition of variability in competencies from high rating initial scores followed by a decrease in ratings with subsequent assessments ending with an overall increase in rating at 12 months
- Overall, new nurse directors identified awareness, increase in knowledge and formal leadership skills

Methods

- Process coordinated by facilitator of organizational development for CentraCare Health (CCH) in collaboration with nursing director orientation/mentorship committee and supervisor
- Current director completes the DiSC and Strength Finders Assessment through the CCH Leadership Development Program prior to the new directors start date to aide in appropriate pairing between the mentor and mentee
- New Nursing Directors to complete the Essentials of Nursing Management curriculum Association of Critical-Care Nurses (ACCN) 40 hour course
- New Nurse Directors and Mentors are matched from DiSC and Strength Finders Assessment®
- AONE Competency Assessment Tool: New director completes self-competency assessment initially, at 3 month, 6 month, 9 month and 12 months
- Subject Matter Experts (SME) Schedule: Subject matter expert meetings to establish relationship and understand role
- Structured Director/Mentor Consultations: set one on one meetings to review competencies, action plans, and build professional and interpersonal therapeutic relationships
- Structured Director/Mentor/Supervisor Meetings
- Leadership Development Program: Specific subset of leadership development classes

References

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