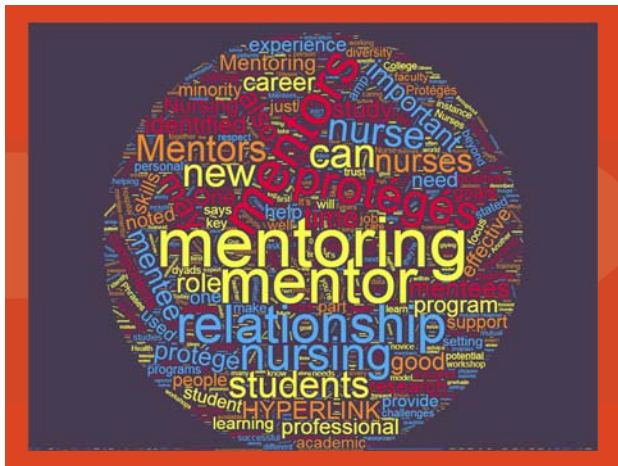


WNA Goal and Objective

Goal:
RN Profession-wide Engagement

Objective:
Increase number & engagement of nurses



Mentorship Descriptions

- Mentoring is a reciprocal and collaborative learning relationship between two individuals with mutual goals and shared accountability for the success of the relationship. Nowicki Hnatiuk, C. *Minority Nurse Magazine*, 2013.
- A reciprocal relationship with open communication; guidance and support in role transition; and planned mentoring activities. White A., Brannan J, Wilson CB. *Journal of Nursing Education*, 2010.
- Includes (1) open communication and accessibility; (2) goals and challenges; (3) passion and inspiration; (4) caring personal relationship; (5) mutual respect and trust; (6) exchange of knowledge; (7) independence and collaboration; and (8) role modeling. L. S. Eller, E. L. Lev, and A. Feurer. *Nurse Educ Today*, 2014.

Mentorship Descriptions

- Mentoring is essential for the career development and establishment of new nurses and the transfer of years of wisdom and expertise of mature, experienced nurses. Cusanza, SA, *Magnet®*, *American Nurses Association*, 2018.
- Is a reciprocal and collaborative learning relationship between two, sometimes more, individuals with mutual goals and shared accountability for the outcomes and success of the relationship. It is a process where the more experienced person assists in the learning and development of the less experienced individual. *Academy of Medical-Surgical Nurses*, 2012.
- Mentoring is an intervention to foster development and socialization of new registered nurses to an organization or unit. Jones, SJ. *Journal for Nurses in Professional Development*, 2017

Mentee

- Mentees learn to achieve a balance between their own independence and reliance on the mentor. Desired Outcomes include:
 - Increased self-confidence
 - Enhanced leadership skills
 - Accelerated acclimation to the culture of the unit/facility
 - Advancement opportunities
 - Enhanced communication skills, especially with the interdisciplinary team
 - Reduced stress
 - Improved networking ability
 - Political savvy
 - Legal and ethical insight

Need-to-Know Advice for Mentees

Nowicki Hnatiuk, C. Minority Nurse Magazine, Summer 2012

Assume responsibility for your own learning and growth.

Seek challenging assignments and responsibilities.

Be receptive to and ask for feedback. Also, give constructive feedback to your mentor.

Live up to promises and commitments.

Articulate your professional/learning needs to your mentor.

Ask questions. Share concerns.

Be prepared for meetings with your mentor.

Need-to-Know Advice for Mentees (cont.)

Nowicki Hnatiuk, C. Minority Nurse Magazine, Summer 2012

Discuss your long-range career planning with your mentor.

Ask for advice/feedback on handling difficult situations and behaviors.

Discuss clinical decisions that are made.

Progressively increase the independence in your role.

Honor the confidentiality of the relationship.

Agree to a no-fault termination of the relationship if it isn't working or when the time is right.

Mentor

- Views her/his investment of time bringing value to the nursing profession and patient care and outcomes.
- Provides a warm and accepting environment by demonstrating the attributes of being personable, approachable, reasonable, and competent.
- Is committed to helping mentees achieve the success of which they are capable.
- Assist mentees to gain competencies related to nursing practice, managing their political environment, understanding the culture of the team they work with and culture of the organization.
- Facilitate the professional growth and development of recently graduated nurses and other nurses transitioning to a new role.

Need-to-Know Advice for Mentors

Nowicki Hnatiuk, C. Minority Nurse Magazine, Summer

2012

Exhibit exemplary role model behavior.

Recognize and encourage potential.

Monitor your mentee's progress and provide helpful feedback.

Introduce your mentee to coworkers, physicians, and other significant individuals.

Offer guidance in the customs/culture of your organization.

Build a relationship of trust.

Discuss the confidential basis of the relationship.

Live up to promises and commitments.

Need-to-Know Advice for Mentors (cont.)

Nowicki Hnatiuk, C. Minority Nurse Magazine, Summer 2012

Publicly praise your mentee's accomplishments and abilities.

Provide support in times of personal crises or problems.

Assist in making decisions through listening, support, and feedback. Ask "why?"

Share appropriate life experiences to personalize and enrich the mentoring experience.

Encourage your mentee to take risks and learn from mistakes.

Agree to a no-fault termination of the relationship if it isn't working or when the time is right.

Overview of WNA Mentor-Related Activities

Status of the 2010 WNA Reference *Mentoring Programs for Novice Nurses*

Recommendations: That the Wisconsin Nurses Association:

- 1. Reaffirm its support of initiatives to facilitate the successful integration of novice nurses into the work environment;**
 - Promoted Nurse Residency Programs, Safe nursing staffing standards, Competency based orientation
- 2. Partner with the ANA and other nursing organizations to support the development of mentoring program demonstration projects;**
 - *Initiated* Mentorship Program that matched Mentees to Mentors. Included orientation to the role and commitment.
 - *Outcome*, enthusiastic at first but time constraints and other priorities reduced the level of involvement despite WNA staff support.

Overview of WNA Mentor-Related Activities

2. Partner with the ANA and other nursing organizations to support the development of mentoring program demonstration projects (cont.)

- *Initiated* all day workshop *Surviving Your First Year (SYFY)**. Offered two times per year, available to senior level and new nursing grads.
 - *Outcome*, participation was sporadic. Attendee evaluation of the workshop was rated highly favorable and valuable. Costs to WNA, expenses exceeded revenue for all workshops.
- *Initiated* WNA *Future Nurse Leader Award**. Five awards are given out during the spring and fall semesters. The awardee is provided free WNA membership and opportunity to join any of WNA's councils or task force as a one year member.
 - *Outcome*, This program continues to be successful.

* ANA supported project

Overview of WNA Mentor-Related Activities

2. Partner with the ANA and other nursing organizations to support the development of mentoring program demonstration projects (cont.)

- *Initiated* Monthly Mentor Calls. WNA members volunteered to serve as the mentor/facilitator for the calls.
 - *Outcome*, Number Mentees joining the calls diminished. Reason lack of staff capacity to maintain visibility of service, keep the volunteers connected, Calls ceased.

Overview of WNA Mentor-Related Activities

Recommendations: That the Wisconsin Nurses Association

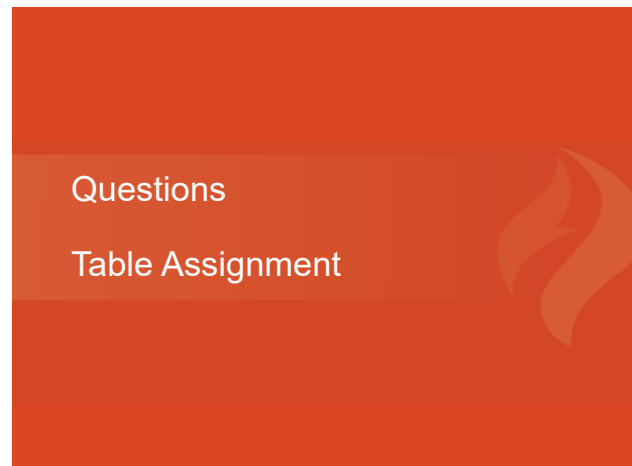
2. Partner with the ANA and other nursing organizations to support the development of mentoring program demonstration projects

- *Initiated* "Mentor Corner" article that appeared in the quarterly publication of *The Wisconsin Nurse*.
 - *Outcome*, submission of articles ceased and staff lacked capacity to continuously request for articles.

3. Disseminate the findings of mentoring program projects.

Outcomes. Very little data reported regarding the meaningfulness of all of the approaches. Except for: SYFY and Future Nurse Leader Award.

Barriers to maintaining the activities that were reported are, lack of staff capacity, costs, small base of volunteers interested, lack of a formal structure within WNA to measure success.



Questions

Table Assignment