The Preceptor to Mentor Program at Mercy Hospital St. Louis: A Fellowship Strategic Team Initiative

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Background

• One in three nurses under the age of thirty intends to leave their job within the first year of starting (Block et al, 2005).

• Mercy Hospital St. Louis identified an increase in nursing turnover between the one and two year mark of being hired.

• The literature supports new nurses needing to be guided as they transition into practice, which we identified as an opportunity to better serve our co-workers.
Methods

The team began with a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis
• Leader and co-worker SWOT analysis
• Showed leadership how many opportunities we had to grow our preceptors and new nurses.
Methods Continued

From our SWOT analysis the major goals were defined of our coming year including:

- Needed house wide approach to growing new nurses
- Needed to focus on preceptors and the tools to teach new nurses
- Needed opportunities for new nurses to collaborate and learn
- Needed to extend our reach as leaders with nursing follow up
Program Implementation

- House wide nursing preceptor to mentor program developed with all areas of nursing incorporated focusing on teaching methods, learning methods, communication styles, and transitioning into being a mentor.

- Standard post fellowship follow up at defined intervals throughout first year of nursing before transitioning into co-worker rounding and including transition into practice approach of preceptor following new grad post fellowship.

- Nursing Grand Rounds: an education offering every other month to all nurses of any discipline related to nursing. Topics including effective communication, CLABSI, caring for a dying patient, and self-care.
Results: Overall

Investment in one’s career throughout the first year of employment is crucial to retention in any field, especially nursing.
Results: Nursing Grand Rounds

- Overwhelming success for the new nurses, but experienced nurses have also found these classes very beneficial.
- One hour rounds on topics every new nurse faces
- Hands on, lecture, case studies
- This environment has brought together nurses throughout the hospital to share experiences in their area of expertise as well as form professional relationships.
Results: Preceptor to Mentor Workshop

Preceptor to Mentor Workshop Evaluations
% Strongly Agreed

- Objective Met
- Knowledge Increased
- Appropriate...
- Participation...
- Instructors...
- Would...

Data by Month:
- Jan-18
- May-18
- Aug-18
Conclusion

- Nurses need a strong preceptor
- Nurses need time to feel confident
- Transition into practice assists with critical thinking, confidence, and validation
- Structured follow up throughout first year
  - Supports clinical skills
  - Supports emotional aspects of nursing
  - Socializes nurses
- House-wide approach increases engagement and teamwork
Future Goals

• Continue Preceptor to Mentor Workshop
• Expand program to Mercy South-Medical/Surgical Service Line
• Service line based journal clubs with physician collaboration
• Advanced preceptor/mentor workshop
References


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