

Building Nurses' Leadership and Research Capacity through International Mentoring


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Background

- ▶ Nurses need to be actively involved in using research findings and in conducting collaborative, multi-disciplinary research because:
- ▶ Building nursing research and knowledge translation capacity and including nursing expertise in decision-making arenas, can potentially enrich health policy effectiveness and improve quality of care (WHO 2004).

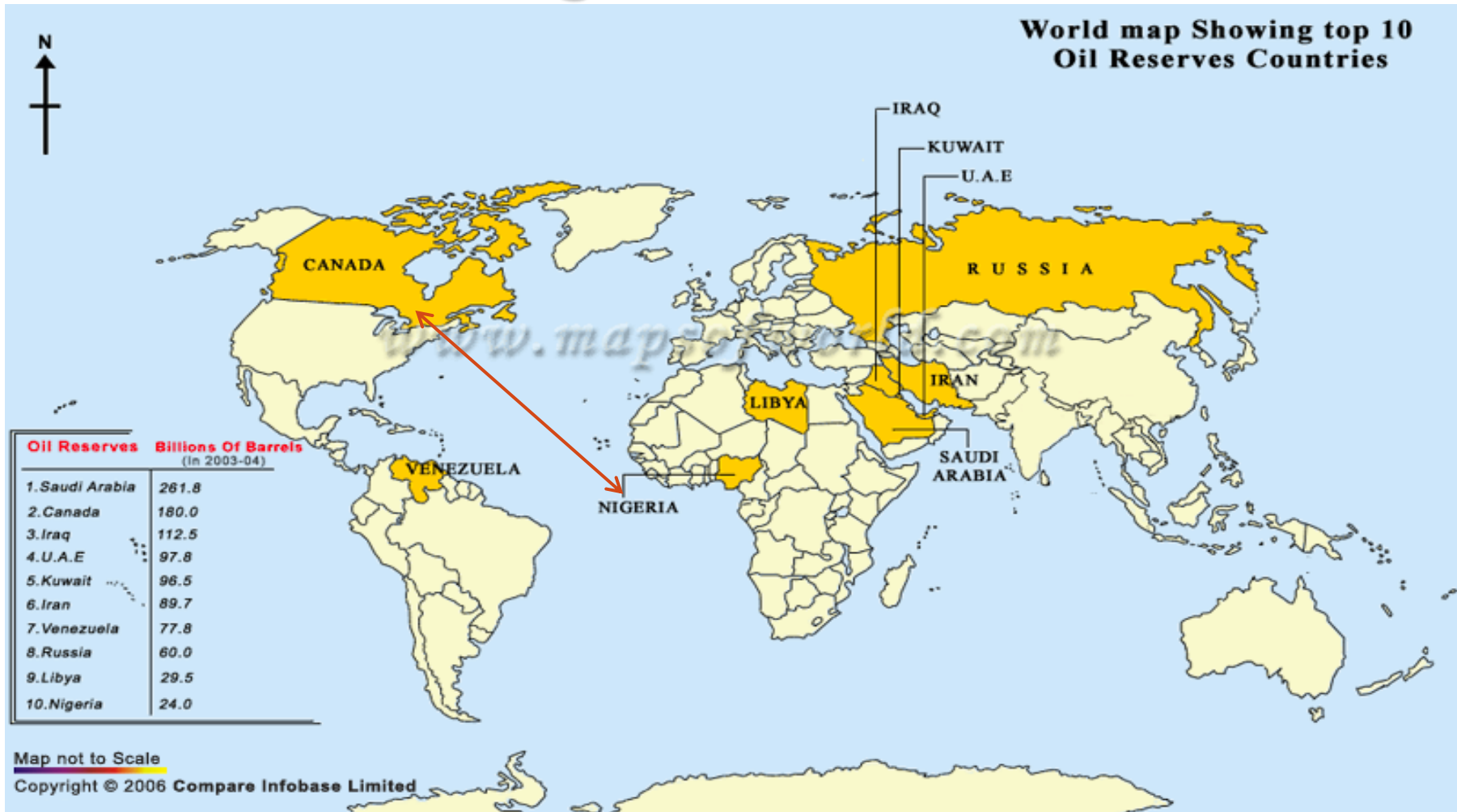
Background...²

- ▶ Nurses work across all sectors of the health system, and are thus well-positioned to identify and pursue highly pertinent health services and policy research questions.
 - ▶ As frontline providers who have a 24/7 presence with patients and families, nurses' work provides fertile ground for important clinical research questions.
 - ▶ Examining and adopting evidence-based approaches are highly relevant to nursing practice and patient outcomes, and to the quality and cost-effectiveness of health services
 - ▶ Active engagement of nurses in researching critical health services issues has the potential to foster more pragmatic and evidence-informed service delivery and policy recommendations.
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Background...³

- ▶ Despite the above significance for engaging nurses in research there is very limited discussion on strengthen their research capacity especially in the low middle income countries.
- ▶ Without the requisite training or an enabling environment for research, nurses are unlikely to either demand research training opportunities or initiate research examining nursing practice and health system challenges.
- ▶ Nurses need both the financial and research knowledge support in order to effectively conduct and use nursing research findings in their practice.

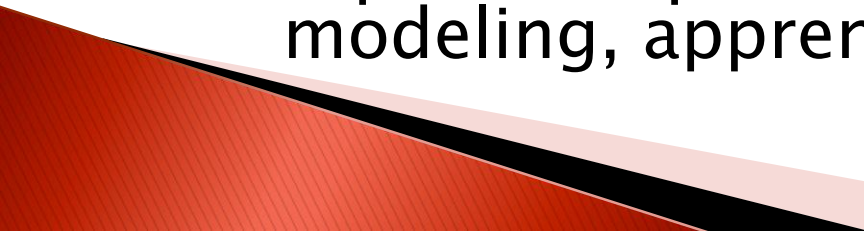
Canada-Nigeria Collaboration



Moving Forward

- ▶ Building leadership capacity is essential in the nursing profession
- ▶ Nursing organizations and relevant stakeholders need to invest some resources to build the capacity of nurses in the area of research and health policy through strategies such as **mentoring**:
 - Within countries
 - Within Regions
 - Across international boundaries

What is Mentorship?

- ▶ The guidance of a trusted and experienced person for the purpose of enhancing the development of a less experienced individual
 - ▶ A professional activity that goes beyond a peer conversation
 - ▶ A long term relationship which provides support, knowledge, and the impetus to facilitate success
 - ▶ A personal process that combines role modeling, apprenticeship and nurturing.
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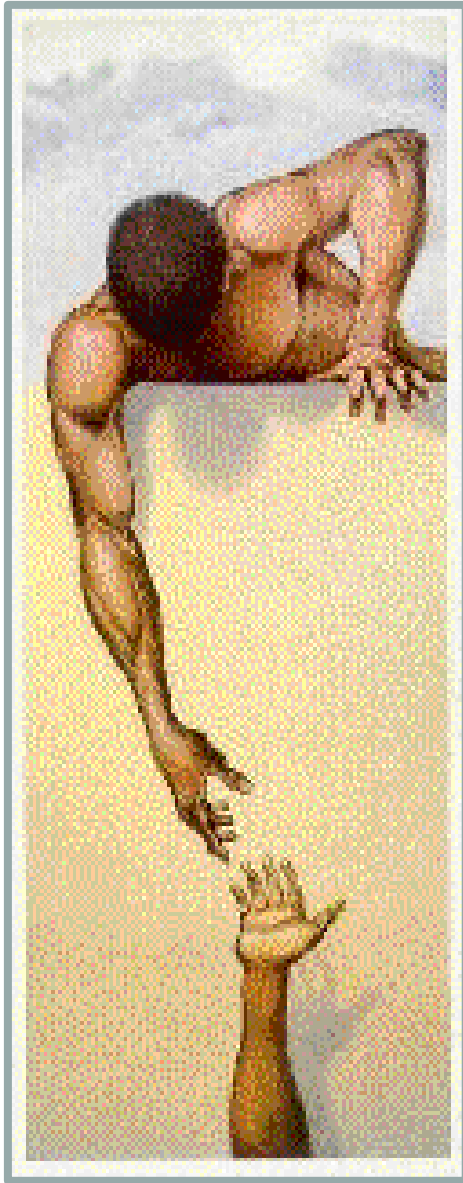
Benefits of Mentoring

Mentee

- ▶ Personal growth
- ▶ Enhanced role transition
- ▶ Empowerment
- ▶ Political and strategic power development
- ▶ Increased job satisfaction
- ▶ Increased self esteem
- ▶ Improved knowledge base

Mentor

- ▶ Reciprocal learning
- ▶ Pride in observing others grow
- ▶ Sharing of knowledge
- ▶ Positively challenged and stimulated
- ▶ Increased job satisfaction
- ▶ Reflective practice and gaining new ideas
- ▶ Increased self-esteem



A Mentor is:

- ▶ An individual who has the experience and genuine interest to guide, teach, advise and support the professional and personal developmental of another individual with less experience
- ▶ The person
 - *who* asks how you are and then wait to hear the answer
 - Gives emotional and moral encouragement
 - Gives feedback on performance
 - May come into your life and may leave, however, she or he may leave footprints and memories in your heart forever

Qualities of an Effective Mentor

- ▶ **A desire to help**–Individuals who are interested in and willing to help others.
- ▶ **Have had positive experiences** –Individuals who have had positive formal or informal experiences with a mentor tend to be good mentors themselves.
- ▶ **Good reputation for developing others** –Experienced people who have a good reputation for helping others develop their skills.
- ▶ **Time and energy** –People who have the time and mental energy to devote to the relationship.
- ▶ **Up-to-date knowledge**– Individuals who have maintained current, up-to-date technological knowledge and/or skills.
- ▶ **Learning attitude** –Individuals who are still willing and able to learn and who see the potential benefits of a mentoring relationship.
- ▶ **Demonstrated effective managerial (mentoring) skills**– Individuals who have demonstrated effective coaching, counselling, facilitating and networking skills

Components of Mentoring

Components

- ▶ Continuing Education
 - Helping mentee to acquire and integrate new learning
 - ▶ Personal Support
 - Helping mentee to manage transitions
 - ▶ Professional Development
 - Helping mentee to maximize his or her potential to become an accomplished professional.
- ▶ It can also be formal
 - ▶ Informal
 - ▶ Characteristics
 - ▶ Teaching
 - ▶ Counselling
 - ▶ Coaching
 - ▶ Negotiating
 - ▶ Communication especially, listening


Reciprocity in Mentoring

Both mentors and mentee must work together to:

- ▶ discover the potentials within themselves that permit growth
- ▶ avoid over-dependency
- ▶ recognize relationship boundaries
- ▶ recognize when goals of relationship has been met



Project Specific Strategies

- Team composition
 - Research process
 - Data collection
 - Data analysis
 - Virtual meetings
 - Workshops
 - E-mentoring
 - GSEP-Student Exchange
 - Knowledge Translation Activities
 - Using qualitative and quantitative research for evidence-based policies
 - Evaluation
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Outcomes


Organizational:

- ▶ Improves retention of targeted people
- ▶ Improves productivity
- ▶ Creates a supportive study and work environment
- ▶ Integrated workforce who is able to promote organizational goals
- ▶ Effective mentoring
= Success for all

Individual

- ▶ Active involvement in research
- ▶ Completed Graduate (MSc.N) thesis in a timely manner
- ▶ Obtained admission in Canada for PhD work
- ▶ Developing a network of researchers for mutual mentoring

Evaluating Mentorship

- ▶ Degree and duration of relationship
 - ▶ Support of mentee interests
 - ▶ Support for mentee's new endeavors not suggested by the mentor
 - ▶ Teaching provided
 - ▶ Influence of mentor on mentee career choices or opportunities
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