DEVELOPING FUTURE LEADERS THROUGH ELECTRONIC MENTORING PROGRAM

Kappa Tau Chapter

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PURPOSE

• Retain new inductees

• Develop e-mentoring relationship

• Attrition of board members

• Re-energize board meetings
METHODS

• E-mentoring

  o Transcends geography, time and status (Noe, 1988, Sproull & Kiesler, 1991)

  o Based on a relationship between Protégé and Mentor

  o Use of electronic communication
METHODS

• All inductees sent personal e-mail
  o Welcoming them to Kappa Tau
  o Requesting they fill out online survey
  o Board members e-mailed link to similar survey
METHODS

• Matched Protégé with Mentor
• Training module
• Establish and clarify relationship
• Increase personal involvement
• Maximize benefits
• Engage participants
OUTCOMES

• Thirty-six new members inducted
• Thirteen completed the online survey
• Seven requested a mentor
OUTCOMES

• Protégés participated in events
• Increased retention rate of Protégés
• Re-energized board members
• Re-commitment to nursing profession
MENTOR PROGRAM 2010

• Twenty-one new members inducted

• Seven completed the online survey

• Seven requested a mentor

• Mentoring relationships were matched based on similar practice areas and/or recreational interests.
OUTCOME

• Newsletter Editor: Delaine Farnum
• Presented at Global Leadership Night: “A View Through A Different Lens: Health and Nursing in Bangladesh” Presented by UVM Nursing Students: Christi Burke, Cynthia McCormack, Meghan Madden in March
MENTOR PROGRAM 2010

• Three 2009 inductees still active members
• Three of seven 2010 protégés very active in chapter
• Four protégés attended new member Pizza Party
• Ten 2009 & 2010 protégés attended Heart of Leadership dinner
• Four protégés attended annual meeting
CONCLUSION

• The STTI Call to Action
• Low cost solution
• Retained new inductees
• Re-engaged board members
• Model for other chapters
EVALUATION

• More formal coaching
• Due dates for e-mailing mentors
• Due date for protégés to respond
• Questions for the mentors to ask
• Mentoring tea

