



# Nurse Leader Mentoring to Fuel Co-Creation

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# Learning Objectives

- ▶ 1. Examine The Current Need For Mentoring Nurse Leaders
- ▶ 2. Illustrate How To Enhance Your Mentoring Role
- ▶ 3. Reflect On Ways Mentoring Can Fuel Co-creation!

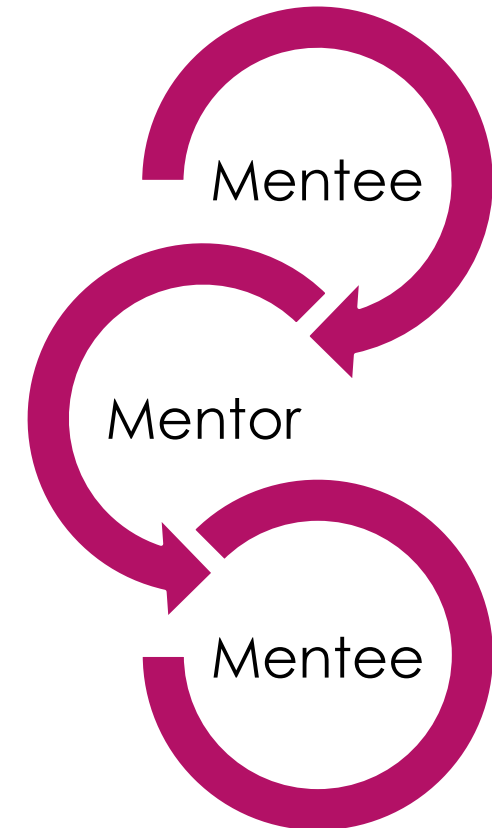


# Definitions: “Mentor”

- ▶ **Mentor** – *Long Term* – Relationship Based Learning To Enhance Personal/Professional Growth
- ▶ **Preceptor** – *Short Term* – Competency Based Learning
- ▶ **Coach** – *Job Specific With Narrow Focus* – Performance Based

**All Roles Will Nurture Supportive, Learning Connections!**

**Reflection:** *Create an Inventory or Timeline of Those Who Have Mentored You (INFLUENCED You) and How!*



# Nurse Leader – Mentoring Time Line

- ▶ **New RN → Novice Nurse Leader**
- ▶ **Informal Mentee/Mentor Relationships**
- ▶ **Mentors During My First Two Years Were:**
  - ▶ **Preceptor Charge Nurse On Med/Surg Unit**
  - ▶ **RN Catholic Nuns In Rio Grand Valley**
  - ▶ **Preceptor Neuro ICU Nurse**
- ▶ **Then The Mentee Becomes The Mentor**



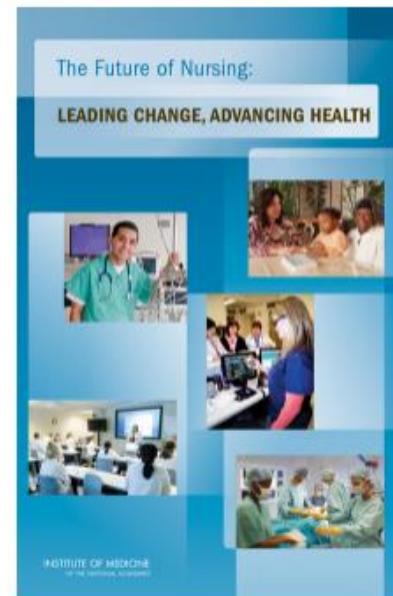
# Why is “Nurse Leader Mentoring” Needed? Personal Experience...

- ▶ **Transitions Where Mentoring Was Needed:**
  - ▶ **Moved to Relief Charge Nurse Neuro ICU**
  - ▶ **Director of Case Management**
  - ▶ **Chief Nursing Officer**

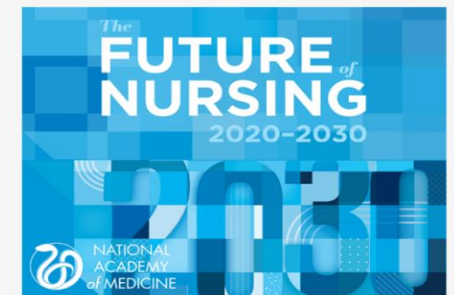


# Why is “Nurse Leader Mentoring” Needed? Evidence...

- ▶ **Research support Mentoring Leads To Accelerated Learning**
  - ▶ **Creates Culture Of Shared Learning, Professional Growth, & Retention**
- ▶ **IOM 2010 Future Of Nursing Report:**
  - ▶ **Recommendation #3 – Transitions In Practice**
  - ▶ **Recommendation #6 – Life Long Learning**
  - ▶ **Recommendation #8 – Prepare To Lead Change**



Future of Nursing 2020-2030  
Report Delayed Until Spring 2021





# Why Mentoring Needed? To Support Diversity of Nursing Workforce

AHRQ – Six Domains of Healthcare Quality:

Safe, Efficient, Timely, Patient-Centered, Effective, and Equitable

## 1. Lean into Diversifying the Nursing Field

Ethnic or Gender Group	Registered Nurse Population	General Population
Caucasian	83%	77.7%
African American	6%	13.2%
Asian	6%	5.3%
Hispanic	3%	17.1%
American Indian/ Alaskan Native	1%	1.2%
Native Hawaiian/ Pacific Islander	1%	0.2%
Female	93%	51%
Male	7%	49%

Comparison of Nursing Diversity to General Population (NCSBN, 2013)

Damon A. Williams, PhD

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# Why is “Nurse Leader Mentoring” Needed? Current Environment...

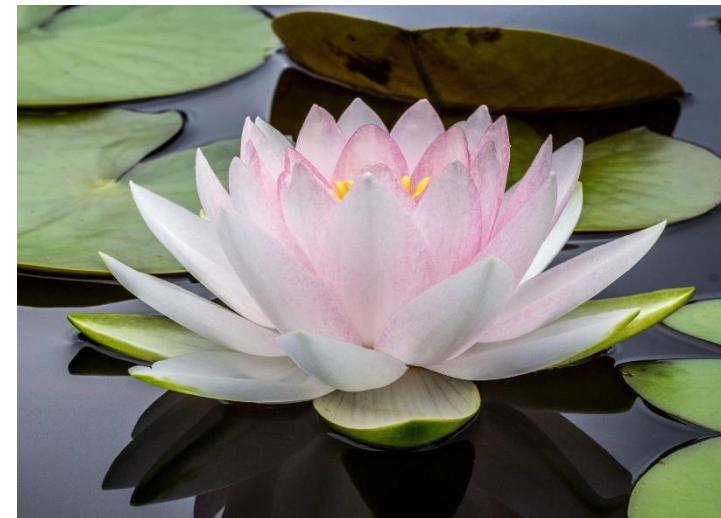
- ▶ **Pandemic: Rapid Cycle Change**
  - ▶ Patient-Family Dyad → Compassion Fatigue
  - ▶ Disproportionate Impact On Patient Populations → Moral Distress
  - ▶ Limitations with PPE → Risk and Mistrust
  - ▶ Labor Shortages → Physical Distress and Uncertainty
  - ▶ Physical Distancing → Social Isolation
- ▶ **Racial Discrimination**
- ▶ **Natural Disasters (Fires, Hurricanes, Floods, Etc.)**





# The Mentoring Role

- ▶ **Promote A *\*Transpersonal Caring Connection With The Mentee***  
*\*Watson = Human To Human Connection From The Other Person's Frame Of Reference*
- ▶ **Enhance Individualized Mentor-Mentee Relationships Through:**
  - ▶ **Mutually Agreed Goals – Allow Time For Reflection And The Unexpected!**
  - ▶ **Listen To Understand In A Safe Setting**
  - ▶ **Allowing A Unique Shared Journey To Unfold!**
  - ▶ **Setting Aside Egos – It's Not About You!**



## Some Professional Organizations with Mentoring Programs



# NCEMNA

# Types of Reflective Mentoring

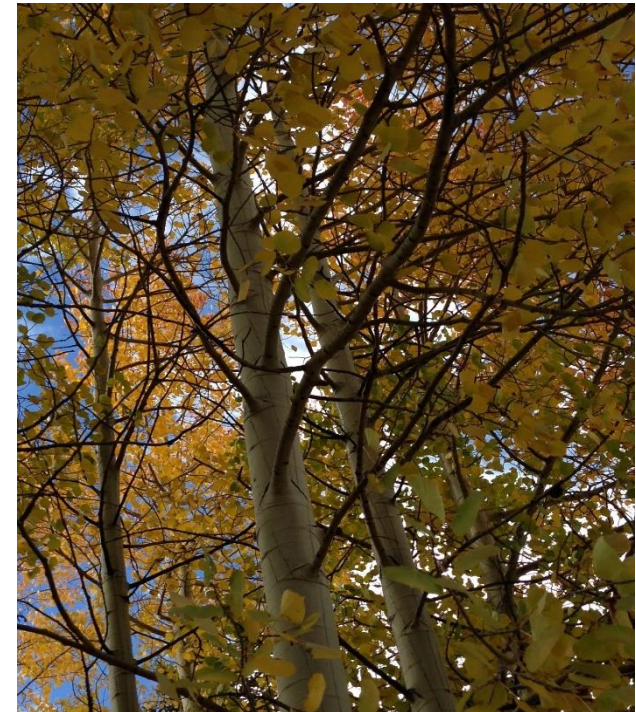
## ► Self Awareness and Being Human

*Watson Caritas Processes® (1,2,3)*

### Reflective Picture: A Tree!

- Self Care Practices
- Emotional Intelligence
- Resiliency and Coping skills

*Example: Practice Mindfulness & Gratitude*



# Types of Reflective Mentoring

- ▶ **Relationship Building (Teams And/Or Peers)**  
*Watson Caritas Processes® (4,5,6,7)*

## Reflective Picture: Bridge & Support Structures

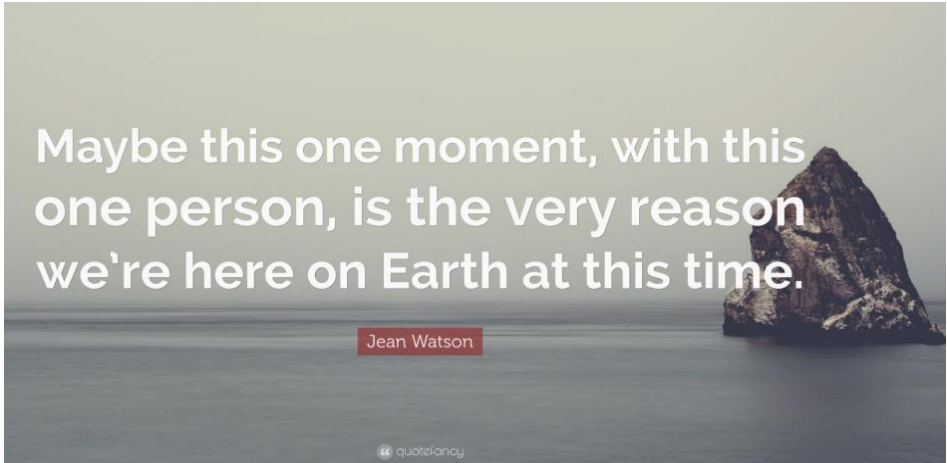
- Change Process
- Conflict Management
- Leadership Styles

*Example: Share Your Experiences  
& Lessons Learned*




# Mentoring Can Fuel Co-Creation

- ▶ **Co-create A Healing Environment Which Respects Human Dignity**  
*Watson Caritas Processes® (8)*
- ▶ **Mentor-Mentee Relationship**
  - ▶ Catalyzes A Healing And Caring Environment For Our Nursing Profession
  - ▶ Empowers
  - ▶ Moral Courage
- ▶ **Nurses Influence The ENVIRONMENT**

The background image for the quote is a photograph of a rocky coastline. A large, dark rock formation juts out into the sea on the right side. The water is calm and greyish-blue. The sky is overcast and grey. The quote is written in white, sans-serif font, centered on the left side of the image.

Maybe this one moment, with this one person, is the very reason we're here on Earth at this time.

Jean Watson

 quote fancy



# Mentoring Fuels Co-Creation

## ► RN Faculty:

**Situation** – A Wellness Self-Assessment Completed. Personal Self-Care Practices Were Lacking.

**Actions** – Mentored Caring Micro-Practices For Self-Care.

**Impacts** – Self-Care & Resiliency Practices Cascaded to Student Nurses!

## ► Novice RN Leader:

**Situation** – Stress Of Pandemic Caused Unhealthy Behaviors in Organization

**Actions** – Mentored Caring Leadership Styles & Communication Strategies Including Tough Conversations.

**Impacts** – Gained Confidence In Leadership & Communication Style Which Cascaded to Team.



# Key Takeaways

- ▶ Our Profession Needs Us To Form Mentor-Mentee Relationships
- ▶ Allow For Reflection When Mentoring
- ▶ We Are Guardians Of The Human Caring Profession:
  - ▶ Co-creating Healing, Caring And Learning Environments
  - ▶ Causing Positive Rippling Effects In The Organization As Well as In The Profession!

**Florence Nightingale:** *"Let Us Each And All, Realizing The Importance Of Our Influence On Others, Stand Shoulder To Shoulder, And Not Alone, In Good Cause"*



**Thank You!**  
**Mahalo!**  
**Muchas Gracias!**

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