Title:
Equipping for Leadership: A Key Mentoring Practice

Aris Eliades, PhD
Rebecca D. Considine Research Institute, Akron Children's Hospital, Akron, OH, USA
Meghan Weese, MSN
Nursing Professional Practice, Akron Children's Hospital, Akron, OH, USA
Louise D. Jakubik, PhD
Nurse Builders, Nurse Builders, Philadelphia, PA, USA
Jennifer Huth, BSN
Craniofacial Center and Plastic and Reconstructive Surgery Center, Akron Children's Hospital, Akron, OH, USA

Session Title:
Engaging Leadership Through Connections
Slot:
LC 03: Friday, September 26, 2014: 3:30 PM-4:45 PM
Scheduled Time:
3:50 PM

Keywords:
Leadership, Mentoring and Research

References:

Learning Activity:

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<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
<th>TIME ALLOTED</th>
<th>FACULTY/SPEAKER</th>
<th>TEACHING/LEARNING METHOD</th>
<th>EVALUATION/FEEDBACK</th>
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<tr>
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<tr>
<th>Selected Definition of the Term, &quot;Curriculum&quot;</th>
<th>Definitions of &quot;Curriculum&quot;</th>
<th>20 minutes</th>
<th>Name, Credentials</th>
<th>Lecture PowerPoint Presentation, Participant Feedback</th>
<th>Group Discussion: What does cultural training mean to you?</th>
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<tr>
<td>Critique</td>
<td>Course of study</td>
<td></td>
<td>Aris Eliades, PhD, RN, CNS, Meghan Weese, MSN, RN, CPN</td>
<td>Lecture, PowerPoint presentation, Participant feedback</td>
<td>Group discussion: How does your workplace equip staff for leadership?</td>
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<tr>
<td>Describe a research study that found the mentoring practice of 'equipping for leadership' predicted five mentoring benefits among pediatric nurse protégés.</td>
<td>Overview of research study: Background, Purpose, Design, Methods, Findings</td>
<td>10 min.</td>
<td>Aris Eliades, PhD, RN, CNS, Meghan Weese, MSN, RN, CPN</td>
<td>Lecture, PowerPoint presentation, Participant feedback</td>
<td>Group discussion: How are leadership opportunities</td>
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practice of 'equipping for leadership' and the five mentoring benefits it predicted.            Meghan Weese, MSN, RN, CPN  Participant feedback  facilitated in a supportive way in your workplace?

Abstract Text:

**Purpose:** Previous studies examining predictors of mentoring benefits among pediatric staff nurse protégés representing healthcare organizations across 26 states demonstrated that protégé perception of quality was the single best predictor of mentoring benefits. The ability to identify the mentoring practices that predict specific benefits for individual nurses provides a better understanding of how mentoring relationships can be leveraged within health care organizations to promote the mutual benefits of mentoring. The primary aim of the study was to determine if mentoring practices predict mentoring benefits. In addition, the researchers were interested in exploring the relationship between the subscales of mentoring practices and benefits.

**Methods:** This descriptive, correlational, non-experimental study of 186 nurses at a northeast Ohio, Magnet® recognized, free-standing pediatric hospital was conducted using survey methodology. The online survey contained demographic items, items on mentoring experiences, and two valid and reliable instruments, the Mentoring Practices Inventory (MPI) (Cronbach’s alpha = 0.98) and Mentoring Benefits Inventory (MBI) (Cronbach’s alpha = 0.98). The MPI measured the independent variable, mentoring practices, and the MBI measured the dependent variable, mentoring benefits.

**Results:** The research hypothesis that mentoring practices predict mentoring benefits was supported and the correlation between total mentoring practices and total mentoring benefits was .89 (p<0.01). The mentoring practice of equipping of leadership predicted five mentoring benefits: Belonging (adjusted $R^2=0.591$, $p=.049$), Career Optimism (adjusted $R^2=0.747$, $p=.003$), Professional Growth (adjusted $R^2=0.737$, $p=.000$), Security (adjusted $R^2=0.771$, $p=.000$), and Leadership Readiness (adjusted $R^2=0.567$, $p=.000$).

**Conclusion:** These findings suggest that mentoring initiatives should consider the strong role of the mentoring practice ‘equipping for leadership’ in predicting overall mentoring benefits. During a time in healthcare when nursing leaders are needed to transform care and care delivery, it is interesting and practically significant that this research study demonstrated that ‘equipping for leadership’ was the most prevalent mentoring practice promoting the benefits of mentoring. This finding suggests that there is a connection between the science of developing people through mentoring and the science of leadership development. Further research is needed to explore this finding.