Study Purpose and Aims
Examine the use and perceptions of formal and informal mentors in the leadership development of nursing leaders
- Determine the perceived value and experience as a mentor and protégé by nursing leaders including nurse executive role
- Compare the descriptions of mentorship experiences between nursing directors and nurse executives
- Identify barriers to mentoring
- Identify awareness of formal mentoring programs (AONE, WONE, VHA)

Study Design
A cross sectional, survey research method emailed to the Wisconsin Organization of Nurse Executives and Wisconsin Center for Nursing leader resource list
Tool Design-Nurse Leader Mentoring Effectiveness Survey- 30 item survey designed by researcher with input from colleagues. Tool includes the modified mentorship profile questionnaire and mentorship effectiveness scale from the John Hopkins School of Nursing

Mentoring framework used in study

Results analyzed with descriptive statistics and thematic analysis for qualitative questions

Study Demographics
Response = 34% 109/325
CNOS/VPs = 34%
Directors = 29%
Managers = 14%
Average age = 52.8 years
Hospital and Healthcare setting = 78%

Conclusions and Implications for Practice
Mentoring is an effective strategy to increase leadership development
In this study the perceived effectiveness of mentoring was high
Nursing Leaders use of informal mentoring was more than formal
Only 24% of nursing leaders had a current mentor
Limited use of multiple mentors and mentors originating outside the field of nursing
Encourage the development of mentoring plans
Encourage use of multiple internal and external mentors at different career stages
Organizations and nursing leaders should support and role model a culture of mentoring

References

Acknowledgements
Wisconsin Organization of Nurse Executives
Wisconsin Center for Nursing
Roberta Pawlak PhD, RN, NEA-BC (Faculty Advisor)