Multi-Dimensional Culture of Mentoring for Nurse Protégés

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Objectives

- Describe Collaborative Mentoring

- Discuss the role of the Nursing Education Specialist, Nursing Director and Clinical Nurse Educator in mentoring a new graduate nurse

- Describe the structured programs available to promote professional growth
What is Mentoring?

- Effective mentorship provides an environment in which a new graduate nurse is
  - empowered to implement best practices
  - collaborate inter-professionally
  - Participate in nursing research

All while driving for quality health care delivery
Magnet Recognition Program

- **Components**
  - Transformational Leadership
  - Structural Empowerment
  - Exemplary Professional Practice
  - New Knowledge and Innovation
  - Empirical Outcome
Collaborative Mentoring

- Career and Educational Goals
- Specialty Specific Education
- Promote Growth and Development
Institutional Support

- The institution provides an environment to make mentorship attainable
  - Core education/ in-services
  - Professional Advancement System
  - Chemotherapy Training
  - RN Residency
  - Seminars/conferences
  - OCN review courses
- Resources –
  - scholarships/grants
  - Library/Librarian
  - Tuition reimbursement
Annmarie – Nurse Protégé

- https://youtu.be/Mt5XPnLiNm8

- https://www.dropbox.com/s/cav7ip646pm0txs/AnnMarie_Crowley.mp4?dl=0
Annmarie’s Personal Experience

Mentorship benefits

- Meet expectations earlier
- Feel/enhance confidence
- Precept new hires
- Assume Charge RN role
- Present at local and national conferences
- Accepted into a DNP program
- Achieved Clinical Ladder III level status on Professional Advancement System
Outcome

- The unit has 40 registered nurses, with 10 new graduate nurses in two years.

- Professional Advancement System (PAS) participation has increased by 50% throughout the entire unit.

- Participation of new nurses on the PAS is 100%.

- RN Residency Participation is 80%, and enrollment into an advanced degree program is at 50% within one year of hire.
In Summary

- Developing a culture of mentorship is key to success of the new graduate nurse.

- Having a diverse team to assist in mentoring provides the greatest benefits to the new nurse.

- Collaboration between mentors provides the environment that allows for professional growth of the new nurse.
References

Thank you.