Title:
Multi-Dimensional Culture of Mentoring for Nurse Proteges

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Session Title:
Successful Strategies in Mentoring Nurse Leaders

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Abstract Summary:
Effective mentorships provide an environment in which a new graduate nurse can be empowered to implement best practices, collaborate interprofessionally, participate with dissemination of nursing research, all while driving for quality health care delivery.

Learning Activity:

<table>
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<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<td>The learner will be able to define the various methods of mentorship.</td>
<td>Describe the various definitions and methods of mentoring.</td>
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<tr>
<td>The learner will be able to discuss methods to put mentorship into practice that leads to successful nurse development.</td>
<td>Describe the methods used to achieve desired mentoring relationships.</td>
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Abstract Text:

Significance and Background

Engaging nurses from the first day of hire is possible when a culture of mentoring is provided. Effective mentorships provide an environment in which a new graduate nurse can be empowered to implement best practices, collaborate interprofessionally, participate with dissemination of nursing research, all while driving for quality health care delivery. Mentoring provides the framework to allow for the new nurse to provide exemplary work practices that improve patient and nursing outcomes.

Purpose

Empowering mentorships for new nurses creates future success. With a diverse leadership approach that is relational, collaborative and transparent a culture of mentoring is evidenced in the environment. Effective mentoring leads to increased retention and success of new nurses.
**Interventions**

Leadership mentors for new nurses consist of the unit director, unit clinical nurse educator and central education educator. The three work together in consistent collaboration assessing the strengths of each new nurse, and tailoring the mentorship to pave the way for attainment of career goals. While the formal mentorship roles are identified with job title there is an informal mentorship that develops as professional relationships are established. The unit director and educator focus on specialty growth while the central education educator focuses on career and educational goals. Individual strengths are identified and mentorships are tailored to meet the protégés desires. The institution provides an environment to make mentorship attainable. Structured programs are available for specialty growth: core education, in-services, and certification courses. Programs such as the RN Residency are highly supported; substantial amount of tuition reimbursement is available.

**Evaluation**

The unit has 40 registered nurses, with 10 new graduate nurses in two years. Professional Advancement System (PAS) participation has increased by 50%. Participation of new nurses on the PAS by is 100%, RN Residency Participation is 80%, and enrollment into an advanced degree program is at 50% within one year of hire.

**Discussion**

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 the professional growth of the new nurse.