

Title:

Global Leadership Mentoring Community: Introduction and Formation

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Session Title:

Global Leadership Mentoring Community: Online STTI Community of Interest for Mentoring Emerging Global Nurse Leaders

Slot:

D 15: Sunday, 29 October 2017: 2:45 PM-4:00 PM

Scheduled Time:

2:45 PM

Keywords:

Global Leadership, Mentoring and Online Community

References:

Buckner, E.B., Anderson, D.J., Garzon, N.A., Lai, C.K.Y., Hafsteinsdóttir, T.B., & Roshan, R. (2014). Perspectives on Global Nursing Leadership: International Experiences from the Field. *International Nursing Review*, 61, 463-471.

Huston, C. (2013). The Impact of Emerging Technology on Nursing Care: Warp Speed Ahead. *OJIN: The Online Journal of Issues in Nursing*, 18(2),1.

Murphy, L. (2012). Authentic Leadership: Becoming and Remaining an Authentic Nurse Leader. *Journal of Nursing Administration*, 42(11), 507–512.

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Abstract Summary:

The Global Leadership Mentoring Community was begun during the 2015-2017 Biennium as an STTI online community of interest. The purpose was to facilitate leadership development for global nursing. Twelve mentor-mentee pairs with every STTI Global Region represented met monthly and connected through The Circle. Outcomes are being evaluated.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Describe the process and components for establishing the online Global Leadership Mentoring Community.	Discuss the application process, recruitment, and procedures for establishing the community.
Identify barriers and ways to overcome these in establishing global mentoring relationships.	Example barriers to building global relationships (time, motivation, culture) and ways to overcome these (collaboration, coaching, learning).
Identify goals for the Global Leadership Mentoring Community and how to track and describe these.	Describe goals and measures to a) discuss leadership in their own context, b) describe their leadership values and activities, and c) contribute to leadership initiatives locally and internationally.

Abstract Text:

Purpose and aims: The Global Leadership Mentoring Community was established in 2015 as an online community of interest with STTI. The purpose was to facilitate leadership development for global nursing. The intent was to create a sustainable process of mentoring emerging leaders. We sought to prepare younger members for leadership in the organization and in global nursing. One goal was to build capacity for leadership across STTI Global Regions. A second goal was to engage emerging nurse leaders on topics of global health and nursing.

Methods: Mentors and mentees were matched from differing Global Regions. Mentors and mentees connected monthly using Skype or other technology. Participants interacted for one year via monthly calls to develop their leadership capacity and potential. Specific goals were that participants would be able to discuss leadership in their own context, describe their leadership activities, describe their leadership values, see the role of global leadership in building nursing science, describe the role of STTI in building leadership for nursing, and contribute to leadership initiatives locally and internationally. Resources in the online site on The Circle included articles and documents such as the UN Sustainable Development goals. Mentors were oriented prior to 2015 Biennial Convention and mentees recruited by mentors. Members of the community who were present met face-to-face at convention. Following the initiation of the community, there was an online orientation for mentees. Mentees had responsibilities to keep "Connection notes" and post these. Members completed surveys at the beginning of the year and will complete surveys at the end of the year.

Implementation: Mentees and mentors connected from January- December 2016. Mentoring relationships were adapted as needed to meet the needs and objectives of

the community. Barriers included large differences in time zones and general workload and responsibilities making scheduling difficult. Several pairs were able to connect regularly in spite of these barriers and these reported excellent experiences. Topics for discussion ranged from personal leadership development of the mentee to global leadership opportunities known to mentors. Group calls for both groups revealed the need to work to overcome barriers and distance. Several strategies were implemented to engage participants in group discussions including shared articles on leadership, presentation and questions for a global nursing leader, and online discussion topics.

Evaluation: Evaluation of the experiences and leadership development are being done through online surveys and review of notes. Outcomes have included statements of personal growth, contributions to their STTI chapter, and others.