



Sigma Theta Tau International
Honor Society of Nursing®

A blurred background image of the Indianapolis skyline, featuring several tall buildings under a cloudy sky. The image is partially obscured by a blue and purple striped banner at the bottom.

2017

44TH BIENNIAL CONVENTION

28 OCTOBER — 1 NOVEMBER | INDIANAPOLIS, INDIANA, USA

Developing Global Leaders: Perspectives of Mentees

October 29, 2017 STTI Biennial Convention

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

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Contributors Today

No Conflicts of Interest or Commercial Support

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Objectives

- Describe the benefits and challenges of sustaining relationships between STTI members that may facilitate leadership activities in the context of nursing
- Identify examples of personal growth and contributions made to chapters or other STTI-related initiatives as results of the mentoring experience.



Evaluation Process



- An evaluation form was developed by the GLMC Co-Facilitators and two mentees, Eline de Kok and Theresa Koleck. It related to overall experiences and specific mentee questions.
- 11/12 mentees completed the survey; all 12 were offered the opportunity to be part of the panel today.
- The average number of mentor-mentee contacts was 6, ranging from 1-12.
- The 8 Contributors attributed the qualitative survey responses for 9 questions as statements in support of the session objectives.
- Frequency counts were made to select the best examples of mentee responses for each question and are **presented in their own voices.**



Benefit: Exchanges Between Seasoned Leaders in Nursing and Emerging Leaders



- “The many opportunities we had to interact with each other as a group and guest speaker, Hester Klopper, was eye opening on the many roles that global nurse leaders undertake to advance the profession at the legislative and grassroots level.”
- “Over the course of the year there have been opportunities to engage with leaders and mentees from multiple countries. These conversations have exposed me to diverse global perspectives on health care that I have used to enhance my current role as an instructor and doctoral student.”



Benefit: Opportunity to Apply Suggestions and Coaching



- “My leadership activities grew ever since I joined this Community.” The mentee described teaching, research, and service activities.
- “My leadership activities have been planned and considered. The need to adjust to a continually changing small university has helped me to explore and implement different management and leadership styles. Mentorship has been an invaluable supportive mechanism that has enabled me to retain my dignity in challenging situations.”

Benefit: Opportunity to Participate in Professional Exchanges



- “I enjoyed the fact that the mentorship was open-ended to take on any form...Fortunately, the tangible product of this community will be presenting our collective experience at the 44th biennial convention. With us being the first group to ever do this, we have gained valuable experience that we can use to improve the experience of future groups.”
- “I was able to expand my network via Skype and meet new international colleagues.”

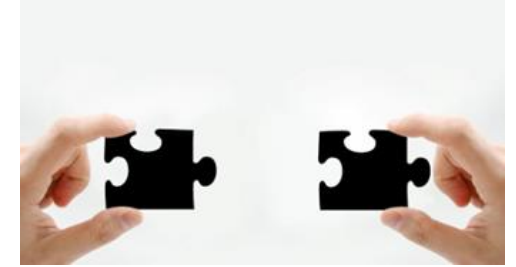
Challenge: Communication



- “One of the limitations is the language. It would be important that when the communication is verbal, the mentor should have minimal mastery of it.”
- “The on-line group meetings (discussions) were a weakness due to communication difficulties and sound quality. It is not a natural format and detracts from the ease of conversation. Yet, still useful to make contact.”



Challenge: Getting the “Right Fit”



- “I worked at making connections with my international mentor but we didn't have exchanges that informed growth. It seemed that the cultural divide was a barrier or we didn't have much commonality.”
- “The mentoring community was a lifeline, mainly to my mentor, but also knowing that there is a supportive community online. We have shared something over the year that is valued. We have a commitment to nursing and nursing in the global context which seems even more important in the current political climate the world over.”



Challenge: Scheduling Across Time Zones



- “I am privileged to join this Community with my mentor, although it didn’t come without a challenge, time zone difference, schedules and even the deliverables amidst the hectic schedules we both have.”
- “Scheduling became challenging, we missed a couple of meetings and tried to stay in touch through emails but that too became difficult.”



Challenge: Matching Expectations



- “Interactions within the global community... This area did meet my expectations and I was informed by interactions. I can say I experienced growth from this aspect.”
- “I found the group calls beneficial and enjoyed interacting with the other members of the group, especially the other mentees. However, I had very limited contact with my mentor. I do not believe that the expectations of the program were clearly defined when I started. I would have benefited from suggested topics for meetings.”



Challenge: Using the Community Site on *The Circle*



Observations – Not Mentee Quotations

- Initially, there were some articles posted and the Co-Facilitators tried to use the Circle to generate conversations but discussions were few.
- The Circle was used to post discussion summaries of mentor-mentee calls but not all mentees did so.
- No mentee comments on the survey mentioned The Circle specifically.



Examples of Personal Growth and Contributions to STTI and Nursing



- “The Community enabled me to develop my inherent skills in research and practice in such a way that it opened more perspectives available locally, regionally and even internationally. The motivation given by my mentor did a lot in terms of personal and professional growth.”
- “I'm more aware of my leadership activities and I have more insight in which leadership activities I can do.”



Contributions to Chapter Leadership



- “I am now the co-chair of our Chapter's Grant/Scholarship Review Committee.”
- “I will continue to be a member of the Leadership Succession Committee, to be able to direct the team since the other two members are new.”
- “Since joining the Community, I became more active as an STTI emerging leader. I began receiving invitations for task force committee meetings, abstract reviews for conferences and even as an emerging mentor.”



Contributions to STTI Initiatives

- “As a result of joining this Community, I will be presenting at the 44th STTI biennial convention along with other mentees. Attendance will provide networking opportunities and count as a scholarly activity to increase my competitiveness in the professional arena.”
- “...to have more contact with STTI members and to help organize activities.”



Summary of Benefits



- Growth in confidence
- Increased global awareness of nursing issues
- Participation in leadership and research activities
- Help with personal and professional goals
- Increase in recognizing one's capability to take on a new challenge or role
- Networking opportunities now and in the future
- Greater cultural appreciation

Summary of Challenges

- Time zone differences and schedules
- Varying technology and functionality, e.g., use of Skype for calls
- Differences in expectations, e.g., desire for a tangible product or need by mentee but not necessarily supported by mentor
- Language differences
- Initial understanding of roles and expectations



Summary of Personal Growth and Contribution Examples

- Able to increase or sustain a chapter leader role
- Able to complete activities in doctoral programs and publications
- Able to make deliberate choices or take on new challenges using leadership skills within current roles
- Able to learn from hearing of the mentor's career through discussions





Recommendations for the Future

- Select a project of mutual interest to implement during the term of mentorship
- Make the expectations more clear initially
- Make note-taking optional
- Consider a more structured approach with monthly topics to discuss on the calls
- Assure that both mentors and mentees are committed to the time and energy required in the relationship
- “Keep going...It all worked well and I’d recommend running it as it is!”