



Sigma Theta Tau International
Honor Society of Nursing®

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44TH BIENNIAL CONVENTION

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Global Leadership Mentoring Community: Mentors Experiences

Thóra B. Hafsteinsdóttir,
RN, PhD

*University Medical Center Utrecht, Utrecht University, and
University of Iceland, Netherlands and Iceland*

Elizabeth Anne Rosser,
DPhil, MN, DipRM, DipNEd, RN, RM
Bournemouth University, United Kingdom

Debra J. Anderson, PhD, MN, RN, BA, GDNS, *Australia*

Dorette Sugg Welk, PhD, MSN, BSN, RN, *USA*

Misae Ito, PhD, MSN, RN, RMW, *Japan*

Mary M. Hays, DSN, RN, COI, *USA*

Maria Elisa Moreno-Fergusson, DNS, BSN, *Colombia*
and other mentors present



Purposes of program

- To facilitate leadership development for global nursing through a sustainable process of mentoring emerging leaders.
- To build capacity for leadership across STTI Global Regions.
- To engage emerging nurse leaders on topics of global health and nursing leadership. mentoring through an online or virtual technology.



mentoring
mentor creative transformative
advice support trust
invaluable expert benefits
growth



Mentors

Debra Anderson PhD, RN, MN, GDNS, BA Brisbane, Queensland, University Australia

M. Peggy Hays, DSN, RN, COI, University Alabama in Huntsville, Huntsville, AL, USA.

Thóra B. Hafsteinsdóttir, RN, PhD, Utrecht University, the Netherlands and University of Iceland, Reykjavík, Iceland

Misae Ito, RN, NMW, PhD, Kawasaki University, Kurashiki, Okayama, Japan

Lyn Middleton, PhD, RN, RM, RPN, RCHN, RNE, ICAP Columbia University, University of KwaZulu-Natal, Durban, South Africa

María Elisa Moreno- Fergusson, DNS, Universidad de La Sabana, Colombia

Elizabeth Rosser DPhil, MN, Dip NEd, Dip RM, RN, RM, RNT, PFHEA, Bournemouth University, Bournemouth, England.

Pei-Shan Tsai, PhD, RN, Taipei Medical University, Taipei, Taiwan

Dorette “Dee” Welk, PhD, MSN, RN, Faculty Emeritus, Bloomsburg, PA, USA

Claudia Lai, PhD, RN, FAAN, The Hong Kong Polytechnic University, Hong Kong SAR, China

Ellen Buckner, PhD, RN, CNE, Ida Moffett School of Nursing, Samford University, Alabama, USA



Aims

To evaluate the Global Leadership Mentoring Program from the mentor perspective with a focus on positive experiences and challenges of global mentoring across regions.



Methods

- **Data collection:** 2 surveys (12, 18 months) – 2 Self developed questionnaires
 - Survey 1 (12 months) quantitative survey (23 questions),
 - Survey 2 (18 months) qualitative open questions: to explore mentors experiences (7 questions)

- **Sample:** Both questionnaires were sent to all mentors (N=11)

Response rate:

- Survey 1: 9 participants responded.
- Survey 2: 6 participants responded.



Results: Aim of mentor relationship?



- *Give more focus in her research*
- *Improve her planning*
- *More balanced life (i)*
- *Help her plan for development as a nurse scholar in the global arena (vii)*
- *Assist in developing leadership skills;*
- *Share expertise in developing presentations, getting manuscripts accepted*
- *Initiating research proposals (v)*

(9 responded)

Were mentor aims achieved in GLMC?



- Yes
- *To clarify their future career aims;*
- *To then articulate them into yearly and **five yearly goals** and,*
- *To identify **ways and support** (ii)*
- *An amazing experience (iii)*
- *All the aims that we set out to achieve have been successfully achieved.*
- *Mentee needs to identify a **clear agenda** and how she intends to address them.*
- *Having to plan ahead for the difficult and complex decisions (iv)*

(8 responded)



Have mentee's leadership activities changed since the GLM?



- *Stronger in her leadership,*
- *She has progressed.*
- *Now more focused and work seems more balanced (i)*
- *She began a PhD program (iv)*

- *Grown in confidence, she makes good decisions,- she leads her team well (v)*
- *She has grown in all areas.*
- *She is collaborating with interprofessional colleagues on policy and research... (vi)*

(8 responded)

Three most important successes of GLMC?

Q8 (Survey 1):

- *For mentee to discuss future aspirations and current barriers*
- *Help her clearly articulate her future goals (ii)*
- *Less stressed; by focusing on those with a 'can do' approach to develop critical mass to lead more effectively (iii)*
- *Got to know and develop a relationship with my mentee. Worked with other global leaders (mentors and mentees) in establishing this community.*

(8 responded)

Q1 (Survey 2):

- *Developed a **trusting and valued relationship** with her. b) through **open and frank discussion** facilitated different ways of examining her approach to her situations.... c) **To see her grow and flourish**, think out of the box (A)*
- *We had **fun**! A delightful experience (C)*
- *Helping mentee **to explore what is meant by global leadership** and plan to move forward*
- *Helping mentee to **problem solve** – and move toward global leadership roles (F)*

(6 responded)



The most important challenges?



Q9 (Survey 1)

- **Time:** both busy schedules
- **Cultural differences:** different approaches - Trying to **understand her situation at work (i)**
- Helping mentee develop a plan
- need to have **better coordination among ourselves as mentors**

(8 responded)

Q2 (Survey 2)

- Communication **timing**; Not having clear **overall guiding objectives** (process); **on-line forum** not user-friendly.
- **Helping each other to understand** the meaning of what we say (F)
- Being **patient and accepting of others** albeit the way forward may not turn out as anticipated (C) .

(6 responded)



Did you use a particular leadership model?

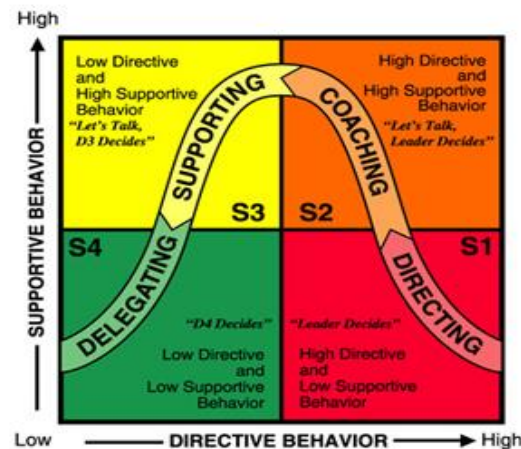
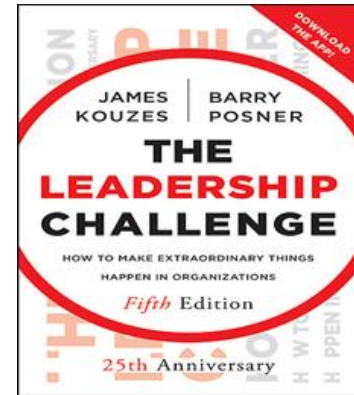
Survey 1 +2:

I: I have been using the **Leadership Challenge** developed by Kouzes and Posner and I find it very helpful (starting).

III: **Hersey and Blanchard's Situational Leadership Theory**

VI: **Benner-Novice to expert.** Kouzes and Posner posted the GLMC site.

E: **Self-Leadership** (Brown 2015)



Other important issues to consider?



Survey 1

II: A great concept that despite the difficulties was a great success.

VI: we need mentees who are committed, we need to have a schedule of meetings planned ahead of time,

VII: Continue doing it! Be sure we have commitment to meet monthly

(7 responded)

Survey 2

a) Commitment of mentors needed.

b) Commitment of mentees

c) Overall the opportunities for global connections were outstanding! Excellent conversations and truly global leadership mentoring.

d) Importance of ground rules

(6 responded)



Conclusions: Aims generally achieved

a) *mentees moved on in their leadership development*

b) *mentor-mentee relationships were built*

c) mentees were able to *discuss ambitions and challenges*

d) focus research

e) improved balance in work-home

f) step out of the comfort zone

g) opened up discussion with other global regions

f) work is continued

(publications/professional development).



Conclusions



Overall successful program

General recommendation:

Continue with

Global Leadership Mentoring Community!



So what is next? The next paper will address future perspectives.

Thank you!

Thóra B. Hafsteinsdóttir:

t.hafsteinsdottir@umcutrecht.nl

Elizabeth Rosser:

erosser@bournemouth.ac.uk

...and Mentor Panel

