

Title:

Global Leadership Mentoring Community: Future Perspectives

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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:

3:30 PM

Keywords:

Development strategies, Future Leaders and Global Leadership

References:

Huston, C. (2008). Preparing nurse leaders for 2020. *Journal of Nursing Management*, 16, 905-911.

MacPhee, M., Skelton-Green, J., Bouthillette, F., & Suryaprakash, N. (2012). An empowerment framework for nursing leadership development: supporting evidence. *Journal of Advanced Nursing*, 68(1), 159-169. doi:10.1111/j.1365-2648.2011.05746.x

Mancuso, L. (2016). Guest editorial: Building a foundation for global nursing leadership. *Journal of Nursing Management*, 24(8), 981-982. doi:10.1111/jonm.12433

Abstract Summary:

Benefits of this first experience with an online global leadership mentoring community have been realized by mentor-mentee pairs but along the way many lessons were learned. Future plans are to revise the model to address the challenges and opportunities. The potential for establishing global relationships in nursing is high!

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Participants will be able to identify transition process to complete one cycle of mentoring and to initiate a new cycle.	Discuss timeline for transition, processes, and challenges
Participants will be able to generate suggestions from the first years' experience that could be used in planning other global leadership mentoring experiences.	Panel members will give suggestions for modification and extension of the community activities
Participants will be able to describe use findings from surveys and reflections in developing the next community cycle.	Findings from end-of-year surveys and participant reflections will inform the development of a model for the community
Participants will identify challenges and opportunities for future development of this and other global leadership mentoring communities in nursing.	Discussion challenges addressed and how these may result in modifications. Create a model for this type of online community through STTI and recognize both the work required and the successes that are possible through it.

Abstract Text:

At the end of this first cycle of the Global Leadership Mentoring Community, the members are taking deliberate time to transition and reflect on experiences that will shape the future of the community. The heart of this community has been the mentors and mentees recruited from across all STTI Global Regions. Mentor-mentee pairs were assigned from different regions. As we look forward we want to consider the significance of the mentor-mentee relationship, the transition needed to the next cycle, and the challenges to current and future mentoring communities.

This panel presentation will include mentors and mentees perspectives on the future of the community. Several suggestions have been made for structural changes to encourage broadening relationships and building on regional opportunities in STTI. Paramount to the success of the Global Leadership Mentoring Community is the professional engagement of the mentor and the mentee. To strengthen the mentee

network, monthly and quarterly social group calls can be made among mentees. This could provide a platform that would increase group exchanges and foster harmony, camaraderie, teamwork, shared lives, and friendships among global mentees. Potentially an Internship or Exchange Program with the regional mentors is another avenue to consider to enhance interaction. This program aims to provide real life application and certification to theoretical foundations laid by the global mentor. Funding can be explored through the local chapter of the mentee, partly from STTI and from the mentee herself. This initiative could not only increase strong regional presence but provide hands on leadership experience for the mentees. Another strategy is to develop a formal culminating activity or shared output between the mentor and the mentee. This will build on the leadership journey and provide a tangible product of the work. Outputs such as research, volunteer work, or a published article would enhance mentor-mentee collaboration and confidence in the global arena. Another suggestion for sustainability is for mentors to continue to be being flexible. Moreover, planning for more collaboration and having mentors and mentees work either in writing a research proposal for publication in an area of interest or work on a project for the STTI could strengthen relationships.

Challenges to the development of the mentor-mentee relationships through the Global Leadership Mentoring Community have been partially addressed in the first year. Technical, cultural, and communication difficulties made the first year difficult. There was unexpected joy and accomplishment in learning about others and engaging across geographic distance with nursing colleagues who shared similar experiences and values. In developing the model for the future, we can build on what we have learned. One suggestion has been to have meetings scheduled in advance at a consistent time. New technology (Zoom, WebEx) may be used in addition to Skype. Improved orientation for both mentors and mentees will support all participants knowing the expectations of the community. As the model develops more clearly, those expectations can be shared with prospective participants. There are opportunities for members to become more knowledgeable about global health issues, professional nursing roles, and exemplary nurse leaders. However, with participants having busy professional lives there must be a balance. The future for global leadership mentoring must be intentional and based in a culture of learning. We look forward to what that future holds!