

# Nursing Mentorship: Clinical Coaching and Shared Leadership

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OBSTETRICS

## PURPOSE

Teamwork between nurses is essential for best practices. In order to facilitate novice nurses’ transition into the professional role, research supports the strategy of mentoring. The mentor-mentee relationship fosters an environment that reduces anxiety, promotes staff satisfaction, enhances clinical performance, and improves the quality of patient care.

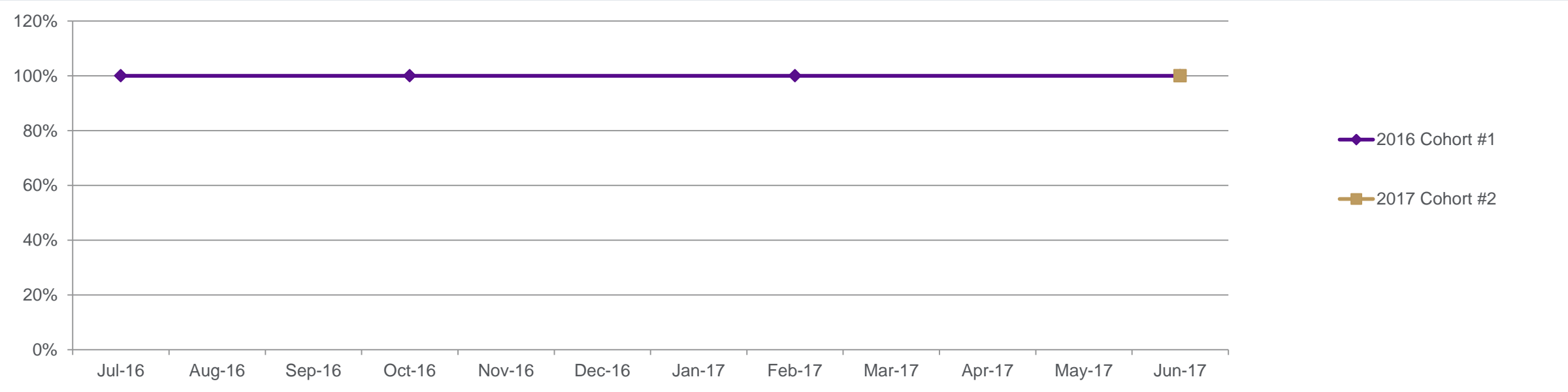
## IMPLEMENTATION

Conversations between 25 newly hired staff and more senior nurses suggested a need for clinical coaching. In 2016, the OB Nursing Mentorship Program was initiated to assist in the transition of newly hired staff into the RN role.

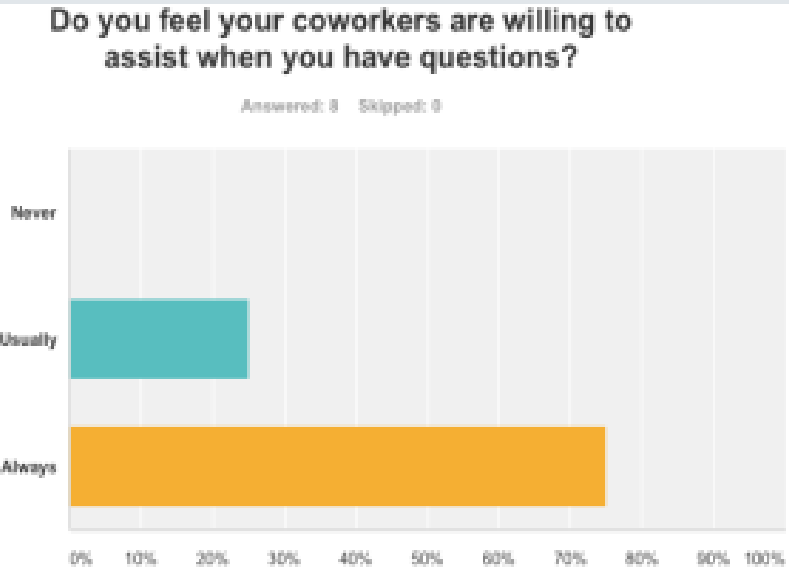
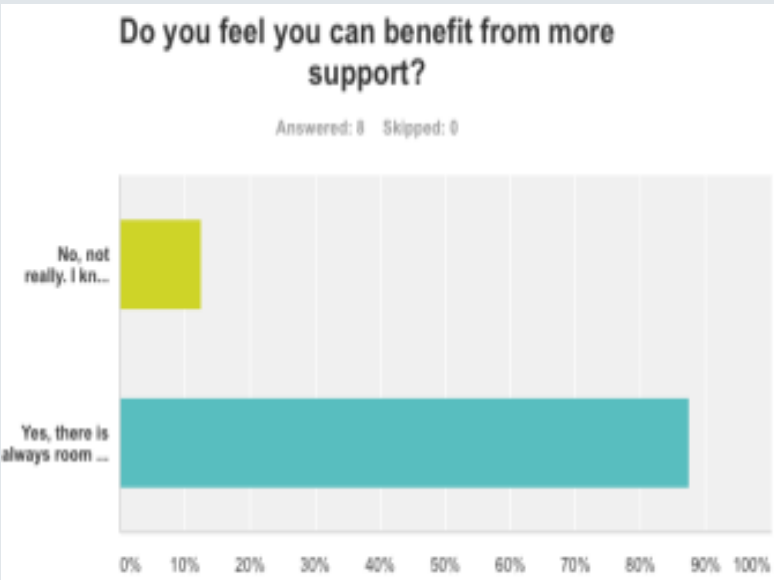
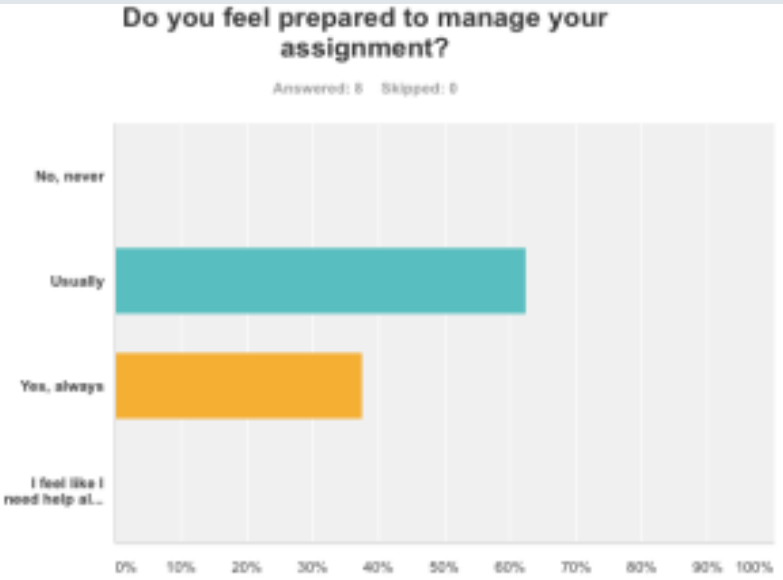
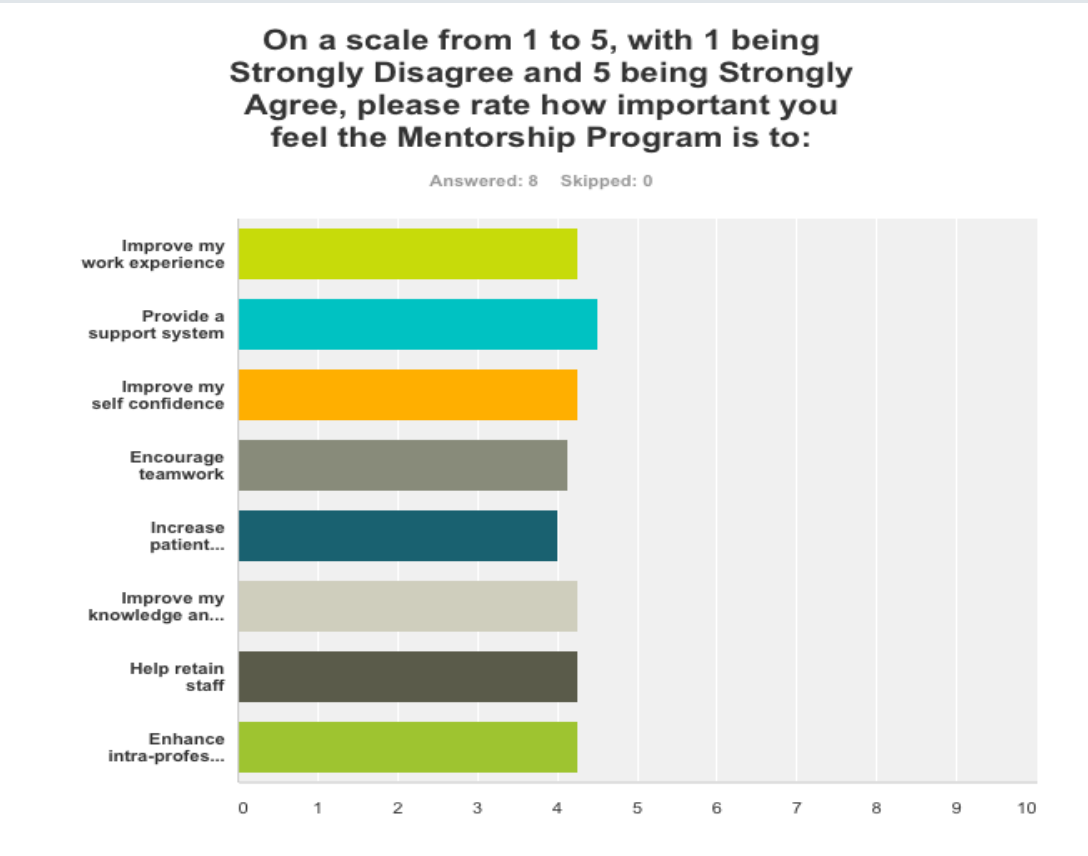
### Interventions:

- A Obstetric Mentorship committee was established and Mentorship Facilitators identified.
- A handbook was developed to assist in the framework of the program and guide the mentorship pairs.
- Staff nurses with four or more years of OB experience were encouraged to enlist as mentors.
- Mentees were given a list of mentors and asked to rank their top three choices, and then matched accordingly.
- Mentor-Mentee dyad interactions were promoted through professional formal and informal meetings.
- Events at the kick-off, three months and six months, were held to promote a team building environment.
- A survey was distributed at initiation and at six months.
- The mentored relationship formally concludes at one year of participation.

OB Mentee Staff Retention 2016-2017



## RESULTS



## OUTCOMES & EVALUATION

As per mentee feedback via a pre-survey and Likert scale, the program was agreed to be beneficial in the areas of: work experience, support system, self-confidence, teamwork, knowledge and skills, and intra-professional communication. A survey distributed at six-months indicated that staff feel they receive support on the unit and that coworkers are willing to assist clinically. Feedback indicates that there is a continued need for clinical coaching and desire to participate in activities that enhance professional development.

## IMPLICATIONS FOR NURSING PRACTICE

As of June 2017, 100% of mentees in the first cohort remain as staff within the Obstetric department. Data suggests that mentorship is mutually beneficial to the mentor and mentee, as well as unit culture. There is increasing interest to implement a formal Mentorship program across the institution. Mentored pairs are encouraged to maintain their relationship and continue participation in the Program as mentors for new cohorts.

In May 2017, a second cohort was initiated. We hope to promote partnerships as well as maintain goals that enhance team building, staff engagement, shared leadership, a healthy work environment and professional growth.