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### REBOOT: Resurrecting a Nursing Mentorship Program post COVID

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# REBOOT: Resurrecting a Nursing Mentorship Program post COVID

## Rationale

Our plan to initiate a formalized Nursing Mentorship Program was stalled due to COVID. As we prepared to REBOOT the program we realized that much had changed. We needed to examine current data and evidence in order to plan a program that could successfully impact our retention rates, Mentee self-efficacy and Mentor job satisfaction .

## Interventions

- Evaluate recruitment/retention data to identify target population.
- Literature review revealed key elements for program success which were incorporated into our implementation.

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## Implementation

- Mentee Preference Survey- review Mentor profiles and rate preferences to prevent pairing mismatch.
- Leadership support and financial commitment.
- Clinical Ladder / Portfolio points for Mentor participation.
- Paid hours for adequate training, dedicated meeting time
- Designed professional development worksheet to develop Mentor/Mentee relationship beyond only psychosocial support.
- Created electronic data collection framework to capture qualitative feedback in addition to post program debrief meeting.
- Established Mentorship Steering Committee for operations and engagement.

## Results

This program is in its infancy. First pairing in July with first meeting in August. Outcomes will tell if we were successful and guide program adjustments.

## Implications for Practice

Healthcare organizations can consider implementing similar programs informed by our lessons learned.

## Acknowledgments

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- Providence Nursing Institute / Clinical Academy
- Torrance Professional Advancement Council
- South Bay Mentorship Steering Committee

Initial Goal	Write your goal here. <b>EXAMPLE- Explore and become active in Shared Governance.</b>	
S Specific	Your goal should be well defined, detailed and clear. <b>Consider:</b> What committees are available at my Ministry. Which one is right for me?	
M Measurable	Is your goal measurable? You should be able to tell when you reach your goal. <b>Consider:</b> Measurement for success on this goal would be to join and be an active member (attend 80% of meetings) in a Shared Governance Committee.	
A Achievable	Can you reach the goal, taking into account your available time, skills, and financial status? <b>Consider:</b> What obstacles exist? Are there ways to overcome these?	
R Realistic	Is your goal realistically achievable within the given time frame and with the available resources? <b>Consider:</b> Do I need to adjust my goal to meet the project timeline? (e.g., joining a committee is absolutely achievable within timeline... but how soon?) <i>Ultimate goal is to do as much as you realistically can complete within the timeline.</i>	
T Timely	Set a start and finish date for your goal. <b>Start Date:</b> =date of 1 <sup>st</sup> mentor meeting <b>Finish Date:</b> = a realistic date before 4 <sup>th</sup> /final mentor meeting	
SMART Goal	Revise your goal based on the answers to the questions above. After assessing the above factors, write your own, personalized goal that is specific, measurable, achievable before end of mentorship program, realistic, and timely.	
Action Plan		
What steps do you need to take to get you to your goal?		
Potential Obstacles and Solutions		
Potential Obstacles	Potential Solutions	
Lack of knowledge about shared governance	Explore Providence homepage and Shared Governance sites, ask colleagues or mentor	
Do I qualify as a potential member based on my years in practice?	Check bylaws... ask chairperson	
Dates/times of meetings? Other?	Can my schedule conform to the committee meeting schedule?	
Action Items		
Expected Completion Date	Actual Completion Date	
<b>Be specific here.... What little steps need to be taken to reach the goal</b>		
Explore Shared Governance opportunities	Set realistic time targets	Document achievements
Identify a committee and join... attend 80% of meetings		
Address any identified obstacles here too		



Activity	Examples	Points	Documentation Requirements	Points-Applied	Points-Earned
<b>CLINICAL</b>					
Nurses as Mentors: Formal Mentorship Program	Completes training for Mentorship Program and assumes responsibility for proctoring mentee(s) through four 1-hour meetings per year.	-1 mentee = 2 points -2 mentees = 5 points -3 mentees = 8 points -4 mentees = 11 points -5 mentees = 15 points	<ul style="list-style-type: none"> <li>Proof of mentor training (Online module completion &amp; live class attendance)</li> <li>Signed attestation from the South Bay Mentorship Steering Committee validating active participation as evidenced by completion of RedCap Meeting Reports</li> </ul>		
				Max 15 points	