



MENTORING PROGRAM FOR LEADERSHIP DEVELOPMENT AMONG NURSES

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Abstract:-

A nurse mentorship program promotes personal and professional development, job satisfaction, and retention through supportive relationships among experienced mentors and mentees. It support new staff members in understanding the organization's vision, mission, values and goals. It teaches Professional Identity the understanding of what it means to be a professional in the career. Promotes Career Development which help employees plan, develop, grow and manage their careers. Leadership development will be encouraged for the development of leadership competencies.

Key words: - mentorship program, mentors, mentees, leadership development

Introduction:-

Nursing Mentoring Program (NMP) will provide a systematic process for nursing to carry out its strategic goal of leadership development. The major function of the NMP is to promote the mentee's development in specific areas and to facilitate successful completion of the program. It will also serve as a planning tool aiming that the organization has the right kind and number of diverse leaders to achieve success.

Occurrence:-

According to Jerilyn Hoover, et al. (2019), they reviewed nurse mentoring research from six databases. Included 69 articles from 11 countries, published from 1995 to 2019. Programs were developed to strengthen clinical care (particularly maternal and neonatal care), promote evidence-based practice, promote retention, support new graduate nurses, and develop nurse leaders. The Conclusions was although the literature about in-service nurse mentoring comes mostly from small programs in high-income countries, the largest nurse mentoring programs in the world are in low- and middle-income countries.

An estimated 17.5% of nurses leave their first nursing jobs within a year, according to data published in Policy, Politics, & Nursing Practice (2020). Turnover rates result from "an increasing workload, a multigenerational and aging workforce, and a lack of belonging," according to An Evidence-Based Mentorship Program for Experienced Nurses.

The Journal of Nursing Regulation projects 1 million registered nurses (RNs) to retire by 2030. And a 2018 survey reports that over 50% of RNs are age 50 or older.

Roles and Responsibilities in Mentorship program

1. Mentoring program coordinator
 - Review and make consistent evaluations of the participants' progress
 - Provide support to guide and direct efforts of mentors and mentees to ensure successful program completion
2. Mentor
 - Work with the mentee in developing an individual development plan
 - Study key core competencies needed to sustain a strong leadership environment
 - Ensure mentee work projects have start and end dates, and do not distract from the mentee's official duties
 - Meets routinely with the mentee to discuss and monitor progress
 - Provide feedback and recommendations for program improvement
3. Mentee
 - Meet routinely with mentor
 - Actively participate in mentoring activities and goal accomplishment
 - Provide feedback and recommendations for program improvement

Benefits, Roles and Responsibilities of a mentoring relationship

Mentoring is a partnership between two people based on a commitment to the mentoring process, common goals and trust and respect. It can also include activities that allow for the transfer of knowledge and skills from one employee to others.

Benefits for the Mentor

- Renews enthusiasm for the role of expert
- Obtains greater understanding of the barriers experienced at low levels of nurses
- Enhances skills in coaching, counseling, listening and modeling
- Develops and practices a more personal style of leadership
- Demonstrates expertise and shares knowledge

Benefits for the Mentee:

- Gains focus on what is needed to grow professionally
- Furthers development as a professional
- Gains ability to translate values and strategies into actions, career development opportunities
- Gets assistance with ideas and feedback
- Increases career network
- Improves ability to express expectations, goals and concerns

The mentee's development depends on exploring career aspirations; strengths and weaknesses; collaborating; implementing strategies and evaluating. Learning from past experience of the mentor will produce great benefits.

Program documents and resources

- Confidentiality agreement – The mentoring program must be a safe environment for mentees and mentors to freely share information with one another. To help build trust, they must be able to establish clear boundaries on how the shared information is to be treated.
- Mentoring agreement – The mentoring agreement establishes the logistics of the mentoring program
- Mentee action plan – To determine activities that ensure mentoring goals are met; a mentee action plan will be completed with help from the mentor.
- Mentoring log – The mentee and mentor should record their meetings and activities to show progress achieved and assist with program feedback
- Evaluation – at the mid-point and again at the end, mentees and mentors will be asked to evaluate the program.

Matching techniques to consider

Ideally, a mentor should be able to:

- Be respected as an experienced and successful professional in the organization
- Support the nursing mission, vision and goals
- Stay accessible, committed and engaged during the length of the mentorship program
- Listen well
- Offer encouragement through positive reinforcement
- Be a positive role model
- Share “lessons learnt” from their own experiences
- Be a resource and a sounding board

Ideally, a mentee should be able to:

- Commit to self-development
- Assume responsibility for acquiring or improving skills and knowledge
- Discuss individual development planning with their mentor
- Be open and honest about his/her goals, expectations and concerns
- Actively listen and ask questions
- Seek advice, opinion and feedback from the mentor
- Be open to constructive criticism and ask for it
- Respect the mentor’s time and resources
- Stay accessible, committed and engaged during the length of the mentorship program
- Comfortably give feedback to the mentor on what is working or not working in the mentoring relationship

Conclusion:

A nurse mentorship program can help experienced nurses to transition into new roles. As health care organizations struggle to fill the gaps created by experienced nurses leaving their clinical roles, a nurse mentorship program can incentivize nurses to stay. Serving as mentors, they can develop new leadership skills, which can help to increase their job satisfaction. Mentorship can be a rewarding experience for both experienced nurses and their mentees.

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