



North Eastman Health Association Mentoring New Nursing Grads

What is a Mentor?

A mentor provides support, guidance and encouragement to the mentee and is a trusted guide who provides wise counsel and assumes the role of a confidante. They assist the mentee in adjusting to their new role to make the transition from novice to expert.

What is a Mentee?

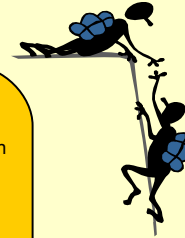
A mentee is a person who wishes to learn something or to engage in a process of "becoming" and does so through the facilitation of a mentor.

What is Mentorship?

Mentorship is the learning partnership that is dynamic and reciprocal, between a mentor and mentee in which the experienced mentor guides the mentee in the development and examination of their own ideas, learning and personal/professional development.

Background

In 2007 our RHA introduced a Tuition Assistance Program which offers funding to LPN/RN/RPN and BN students for up to two years in exchange for a Return of Service Agreement. The program has been very successful in drawing students from our Region, back to our Region to work following graduation, expanding from 2 BN students in 2007 to 3 BNs, 3 RNs and 1 LPN in 2009. We have long recognized the value of mentoring and this year formalized the Mentorship Program.



Preparing the Workplace

Generational Diversity Workshop presented by the Blue Cross EAP (Employee Assistance Plan) Counselor at each acute care site (2 hours).

Learning Objectives:

This workshop outlines the unique characteristics of the multi-generational workplace (Boomers, Xs, Ys) and addresses the challenges that this presents for working together.

From Staff Nurse to Mentor

An opportunity to explore roles and responsibilities as a mentor and to obtain required information and skills for a beneficial mentorship experience.

Learning Objectives:

- Concept of mentoring and the mentorship relationship
- Primary roles and responsibilities of a mentor
- Characteristics and qualities of an effective mentor
- Benefits and challenges as a mentor
- Teaching/learning tools to enhance the mentor/mentee learning relationship
- Establishing a successful learning environment in the mentor/mentee learning relationship
- Case scenario analysis to assist mentors in establishing their mentoring abilities

From Surviving to Thriving

An opportunity for mentees to debrief their experience and encourage self-care.

Learning Objectives:

- Concept of mentoring and the mentorship relationship
- Primary roles and responsibilities of a mentor/mentee
- Characteristics and qualities of an effective mentor
- Benefits and challenges as a mentee
- Transition Shock (3 stages)
- Teaching/learning tools and to enhance the mentor/mentee learning relationship
- Establishing a successful learning environment in the mentor/mentee learning relationship
- Case scenario analysis to allow mentees an opportunity to discuss possible problems, issues and concerns that may arise

Building Beyond the Basics

An opportunity for the mentor/mentee to meet and share their experiences, evaluate their mentorship relationships and to celebrate at the end of the three month Mentorship Program.

Objectives:

Information on self-care (shift work, worklife balance, stress management)

- Evaluation of Mentorship Program
- Celebrate and have fun!