



## A mentorship program to enhance leadership skills in early career nurses

Billy A. Caceres<sup>1,2</sup>, Fidelindo Lim<sup>1</sup>, Larry Slater<sup>1</sup>, Mary Brennan<sup>1</sup>, & Betty Boyle-Duke<sup>1,3</sup>

<sup>1</sup>NYU Rory Meyers College of Nursing <sup>2</sup>Columbia University School of Nursing <sup>3</sup>NYC Department of Health

### Introduction

- Mentorship is an important aspect of nursing
- Mentees obtain guidance with transition to professional practice, career-related questions, and professional misconceptions
- Mentors are coaches, advocates, teachers, supporters, and counselors
- Mentors gain valuable leadership skills through the mentor-mentee relationship
- Successful mentoring relationships are characterized by positive outcomes in career, attitudes, behavior, and motivation



### Purpose

The purpose of the NYU Upsilon Chapter's mentorship program was to enhance leadership skills in nursing students and early career nurses by:

- 1) pairing early career nurses with experienced nurses
- 2) organizing formal and informal activities to promote personal and professional development
- 3) exposing early career nurses to leadership and professional resources within and outside of nursing

### Program Planning

Several steps were taken prior to program launch:

- September 2014 Upsilon Chapter board decided to re-launch mentorship program with an emphasis on leadership
- Decision to keep mentorship program cohort to a maximum of 12 mentor-mentee dyads
- February 2015: 2-hour seminar on attributes of good mentor-mentee relationships led by expert in educational leadership
- Potential mentors and mentees for the mentorship program were identified

### Activities

#### Preparation

- September 2015: Notification sent to Upsilon Chapter members about launch of new mentorship program
- October 2015: Application period open for 3 weeks
- November 2015: After competitive process 11 mentors and 11 mentees notified of selection into program

#### Orientation

- December 2015: 2-hour mandatory orientation with distinct phases:
  1. Mentors and mentees separated into their respective groups to discuss their responsibilities and program expectations
  2. Speed networking: each mentee met with every potential mentor for 5 minutes to learn about each other
  3. Each person then ranked their top 3 partner choices

### Activities

#### Accountability

- After matching each pair was given 1 month to establish goals and guidelines for communication
- Quarterly progress reports completed by each participant
- Mentorship coordinator used progress reports to guide program initiatives and intervene if necessary

#### Social

- Two informal networking events held
- Participants were able to learn about activities from other pairs
- Rapport building

#### Leadership & Career Development

- November 2016: seminar on career mission statement and goals where mentors and mentees shared career successes and challenges
- Sample mentor-mentee activities:
  - Shadowing mentor at work
  - Attending conference with mentor
  - Participate in leadership activities

### Conclusion

- Program fostered a sense of community and allowed early career nurses to benefit from expertise of mentors
- Participants viewed the mentorship program as a positive experience that increased their understanding of STTI
- Second cohort launched in March 2017

### Acknowledgement

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