

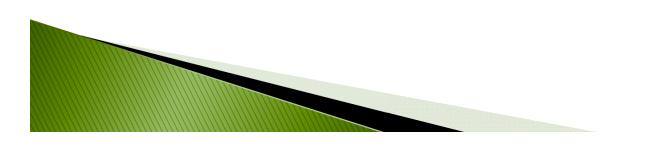
#### Mentoring: Looking Back, Moving Forward

A Web Conference with Dr. Lois Zachary

©Leadership Development Services, LLC

### Webinar Troubleshooting and Operational Issues

- The call-in number is 1-800-273-7043
- The attendee access code is 811509
- Your Attendee ID can be found at the "INFO" tab
- If you are still having trouble with the phone or online aspects of this webinar, please contact Christine Downing in the Q&A text box, or
- Email: cdowning @aacn.nche.edu
- Session being recorded
- Ask questions by typing into Q&A area on your screen
- If there is a problem, send a message through the Q&A area directed to a panelist
- If you experience any technical challenges during the web conference, call 1(866) 229-3239





# **Today's Topics**

- Identifying Phase-by-Phase Success Factors
- Overcoming Hurdles
- Coming to Closure
- Leveraging Lessons Learned









### **Preparing: Self & Relationship**







#### Negotiating: Establishing Agreements

Success Factors





#### **Enabling Growth: Facilitating Learning**





## **Overcoming the Hurdles**



## **The Five Big Hurdles**

1. Timing and scheduling of mentor/mentee meeting times due to the heavy course load of the students and the busy working day for mentors.

2. Limited face-to-face interaction. When there is an opportunity to speak, the "mentorship" often takes place over the phone or via e-mail.

3. Schools of nursing have limited experience in pairing mentees with outside mentors.

- 4. Dealing with mentors who have no experience in being a mentor.
- 5. Lack of resources







# Preparing mentoring partners to have a good closure experience.

- Reflecting on
  - Your Mentoring Relationship
    - Lessons Learned About Mentoring
      - What did I do to contribute to mentoring success?
      - What one thing could I have done or said to make my mentoring relationship better?
    - Lessons Learned From My Mentoring Partner
      - Courageous/Probing Questions
- Coming to Closure: The Conversation
- Looking Forward and Next Steps





### **Closure Conversation**

- Planning
- Learning conclusion
- Integrating learning
- Celebrating success
- Redefining the relationship



Moving on



#### Leveraging Lessons Learned Embedding Process Improvement





## **Important NCIN Dates**

- New Grantee/Liaison PIP Intro Webinar.....July 24, 2012
- PIP Letters of Agreement Due.....July 31, 2012
- Fall Award Distribution PIP Plans Due.....July 31, 2012
- PIP On-Line Supplement Webinar.....TBA August, 2012



