



Mentoring: Looking Back, Moving Forward

A Web Conference with Dr. Lois Zachary

Webinar Troubleshooting and Operational Issues

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Today's Topics

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







Preparing: Self & Relationship





Negotiating: Establishing Agreements





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





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