Mentoring Future Nurse Leaders: Collaboration between a Sigma Theta Tau Chapter and a Nursing Student Association

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Learner Objectives:

1. The learner will discuss how mentoring relationships impacts leadership development.
2. The learner will be able to develop a mentoring program.

There are no conflicts of interest with our employers Barry University and Florida Atlantic University.

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Leadership

- More than delegation, dictation or direction.
- Helping & empowering nurses.
- Increasing the capacity of nurses to advance health and lead change through a variety of educational and advocacy activities. (ANA, 2015).
- Preparing the nursing workforce to assume leadership positions. (IOM, 2010).
Mentoring

- Helps students and novice nurses.
- Increases nursing satisfaction.
- Reduces the feelings of being devalued, discriminated against, and disempowered (Bally, 2007).
- STTI support for mentoring.
Literature Review on Mentoring

- Feedback & experience (Huybrecht et al., 2011).
- E-mentoring (Bassell, 2010).
- Recoupling of education and practice (Driscoll, Alan & Smith, 2010).
Purpose of the Mentoring Program

- Achieving transformational change in nursing through early, active, and dynamic mentoring.
- Developing future leaders to benefit organizations and the nursing profession.
- Collaboration between expert and novice leaders of the Lambda Chi Chapter and Barry University Nursing Student Association (NSA).
- Introduce the NSA leaders to the Honor Society of Nursing Sigma Theta Tau International.
Barry University Nursing Students Association (NSA) is a constituent of the National Student Nurses' Association, Inc. and the Florida Nursing Students’ Association.

The Barry University NSA create networking opportunities for members at bi-monthly meetings, social and fund raising events, and by participation in meetings and activities at the state and national levels.

Total school enrollment with over 300 members.

The NSA Executive Board members conducts the business of the association.
Mentoring Program Framework

- Needs assessment conducted.
- Mentoring committee formed.
- Connection made with the NSA.
- Structured framework between the expert and novice leader developed.
- Connecting mentor with mentee based on positions of the respective leadership boards.
Implementation of the Mentoring program

- Participants - Ten Lambda Chi Chapter board members and 13 NSA leaders.

- Two formal group meetings.
  1. Initiation “meet-and greet” session.
  2. Separation and redefinition session.

- Interactions – face-to-face, email, telephone at least two times a month.

- Participation in the Lambda Chi Chapter events and activities.

- Duration of the program was one year.
Scope of the Mentor-Mentee Relationships

- Role Models
- Professional Socialization
- Leadership Development Roles
- Team Building
- Support and Guidance
Mentoring Activities

- Mentoring group sessions.
- Annual chapter membership business meeting and professional development program.
- Lambda Chi Chapter Research Conference.
- Florida Nurses Association South Region Symposium.
- Volunteering for community service.
Seven-item questionnaire was developed.

Based on characteristics of the mentor that contributes to success – respect, empathetic, successful in communication, availability, and professionalism.

Mentees completed the survey at the separation and redefinition session.

10 surveys distributed and nine were returned.
Availability of my mentor was convenient for my schedule.
5 4 3 2 1

I was able to connect with my mentor on a personal and professional level.
5 4 3 2 1

My mentor gave me valued pointers on developing my professional nursing career.
5 4 3 2 1

My mentor listened to my concerns and opinions in a non-judgmental manner.
5 4 3 2 1

The mentoring program was helpful in enhancing my leadership skills.
5 4 3 2 1

I now have a better understanding about Sigma Theta Tau International.
5 4 3 2 1

I would recommend this mentoring program for future student nurse leaders.
5 4 3 2 1
Results

- Unanimously positive.
- 100% of the participants indicated that the mentoring program was helpful in enhancing their leadership skills.
- All of the participants (100%) learnt more about Sigma Theta Tau International.
- All of the participants (100%) communicated that they would recommend the mentoring program for future student nurse leaders.
Feedback

- Personal growth.
- Increased satisfaction.
- Connected with their mentor.
- Professional development.
- Leadership skills.
- Support.
- Encouragement.
Implications

- Catalyst in the development of future nurse leaders.
- Impact on novice leadership development.
- Fosters optimal learning, caring, communication and development of leadership skills.
- Advancement in the quality of the nursing profession.
Conclusion

- A successful mentoring program was established between the Lambda Chi Chapter and the Barry University Nursing Student Association.
Questions?