

**FUTURE OF NURSING™**

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

**AARP** Foundation

Robert Wood Johnson Foundation



## Exemplars of Mentoring Programs

Virtual Workshop

February 11, 2021

Vernell P. DeWitty, PhD, MBA, RN

---

1. Mentoring Program Structure

---

2. Schedule: Start End

---

3. The Matching Process

---

4. Learner Participation

---

5. Mentor Participation

- Define mentoring as it relates for your organization.
- Understand the culture of your organization and how it will influence the needs for mentoring.
- Understand the **WHY**

Retention | Ineffective recruiting and onboarding  
Diversity and inclusion gaps | Academic success  
On-time completion | NCLEX Success

## Advantages

- Deep, authentic relationships
- Interpersonal Growth
- Requires available resources, i.e., mentors, dedicated program lead

## Disadvantages

- Few mentors available
- Potential mentors are not skilled and not engaged
- Limited staff time

# Mentor Led Group mentoring

(A small group led by a single mentor)

## Advantages

- Requires few mentors.
- Emphasize growth areas across a group of learners.
- Consistent messaging is vital.

## Disadvantages

- Avoid when leader is not able to reliably make meetings and set time aside.
- Mentors must be skilled in facilitating groups.
- Specific evaluation of performance is needed.

# Peer Led Mentoring: Mentoring Circles

(No assigned mentor, builds community)

## Advantages

- Supports a learning culture in the absence of mentors.
- Peers are driven to help each other develop.
- Allows individuals to develop leadership skills.

## When to Avoid

- Avoid when the content is complicated and requires someone with skills and experience to facilitate.
- Support is not available to help peer group develop process and rapport

# Matching Process

- Self-Selection
- Skill Match
- Role and Location
- Random