Exemplars of Mentoring Programs

Virtual Workshop
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Design Decisions

1. Mentoring Program Structure
2. Schedule: Start End
3. The Matching Process
4. Learner Participation
5. Mentor Participation
Structure

• 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
Mentoring Design: One on One

**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.
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