



Nurses Organization of Veterans Affairs

 **EMPOWER** 

MENTORSHIP PROGRAM



Introduction

- Mentoring in nursing began with development of the nursing profession
- Florence Nightingale was referred to as mentor of matrons
- Mentoring is key element for
 - Development of nurses
 - Nursing Profession
- Nursing mentors assist less experienced nurses
 - Understand their profession
 - Advance their careers



Mentoring Programs

- Provide significant benefits to both mentors and mentees
- Specific benefits after participating in a mentoring relationship include:
 - Development of interactive listening skills by mentors
 - Development of analytical problem solving skills by mentees



Mentoring Program Goals

- To develop and maintain the NOVA Empower Mentorship Program that will provide assistance to members with proficiencies, resources, professional development, research/evidence based practice, education, and chapter activities
- To send out information about the mentoring program on a regular schedule to promote NOVA
- To provide and update information about the mentoring program on the NOVA website



Mentoring Program Goals

- To launch the mentoring program in 2016
- To establish Mentor/Mentee pairs
- To have at least 10 Mentor/Mentee pairs by 2017
- To develop a reporting schedule for each Mentor/Mentee pair

Plan

- Develop NOVA Mentor and Mentee Applications on the NOVA website
- Develop instructions for Mentors
- Develop Mentor/Mentee worksheet to initiate process
- Send email to NOVA members requesting members interested in serving as mentors
- Send email to NOVA members interested in obtaining a Mentor to complete NOVA Mentee application



Plan

- Put information about the mentoring program on NOVA website, Facebook, Twitter, and Linked-In
- Send information to NOVA Chapter Contacts encouraging them to share with chapter members
- Set up General Discussion Forum on NOVA website for mentoring program and encourage members to use it

Plan

- Develop marketing information for mentoring program
Provide information on NOVA mentoring program at 2016 NOVA Annual Meeting
- Review mentoring program monthly on the Education Committee conference call
- Develop process for obtaining updated information on Mentor/Mentee pairs
- Share updated mentor/mentee information with mentors and members of NOVA Education Committee



Do

- NOVA's Empower Mentorship Program was launched in 2016
- NOVA Education Committee worked with two Jonas Scholars
 - **Shanina Knighton and Natalie Meyers**
- 25 Mentor/Mentee pairs assigned during the past year
- 2 pairs have completed the mentoring process

Study

- 22 (88%) of the Mentor/Mentee pairs are progressing/have completed
- 3 (12%) of the Mentees did not respond to contact after completing the Mentee application
- 2 (0.9%) of the Mentor/Mentee pairs have completed mentoring process
- A survey was sent to Mentors and Mentees with a combined response rate of 38%



Survey of Mentors and Mentees

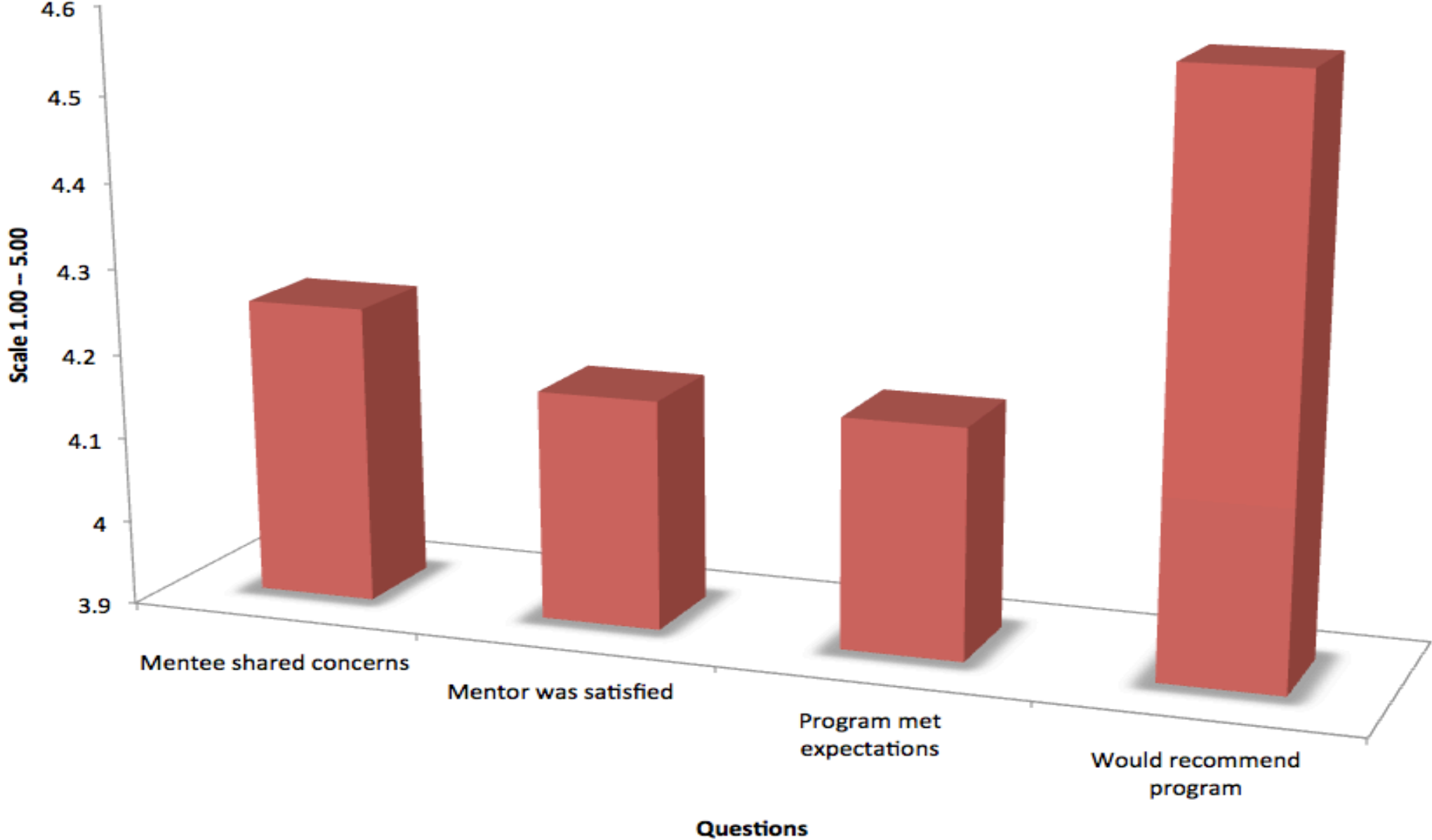
- For Mentors:
- What did you do to maintain the mentoring relationship?
- How often were you in contact with your mentee?
- What was the greatest benefit of being a mentor?
- What were the greatest challenges?



Survey of Mentors and Mentees

- For Mentors:
- Please answer using a scale of 1 (strongly disagree) to 5 (strongly agree):
- My mentee shared concerns and asked good questions
- I was satisfied with the mentoring program
- The mentoring program met my expectations
- I would recommend the mentoring program to others

Mentor Survey 2017





Benefits According to Mentors

- Helping mentee navigate VHA system
- Helping mentee deal with supervisor
- Feeling needed
- Feeling that mentor could really offer useful information
- Feeling that mentor could make a difference
- Hearing from other employees in different geographic regions with comparable skills and goals motivates mentor to think and react differently



Benefits According to Mentors

- Provided mentor with the opportunity to share knowledge outside facility and gain insight into practices at another facility
- Being a resource for someone else
- Greatest benefit was watching my mentee grow



Survey of Mentors and Mentees

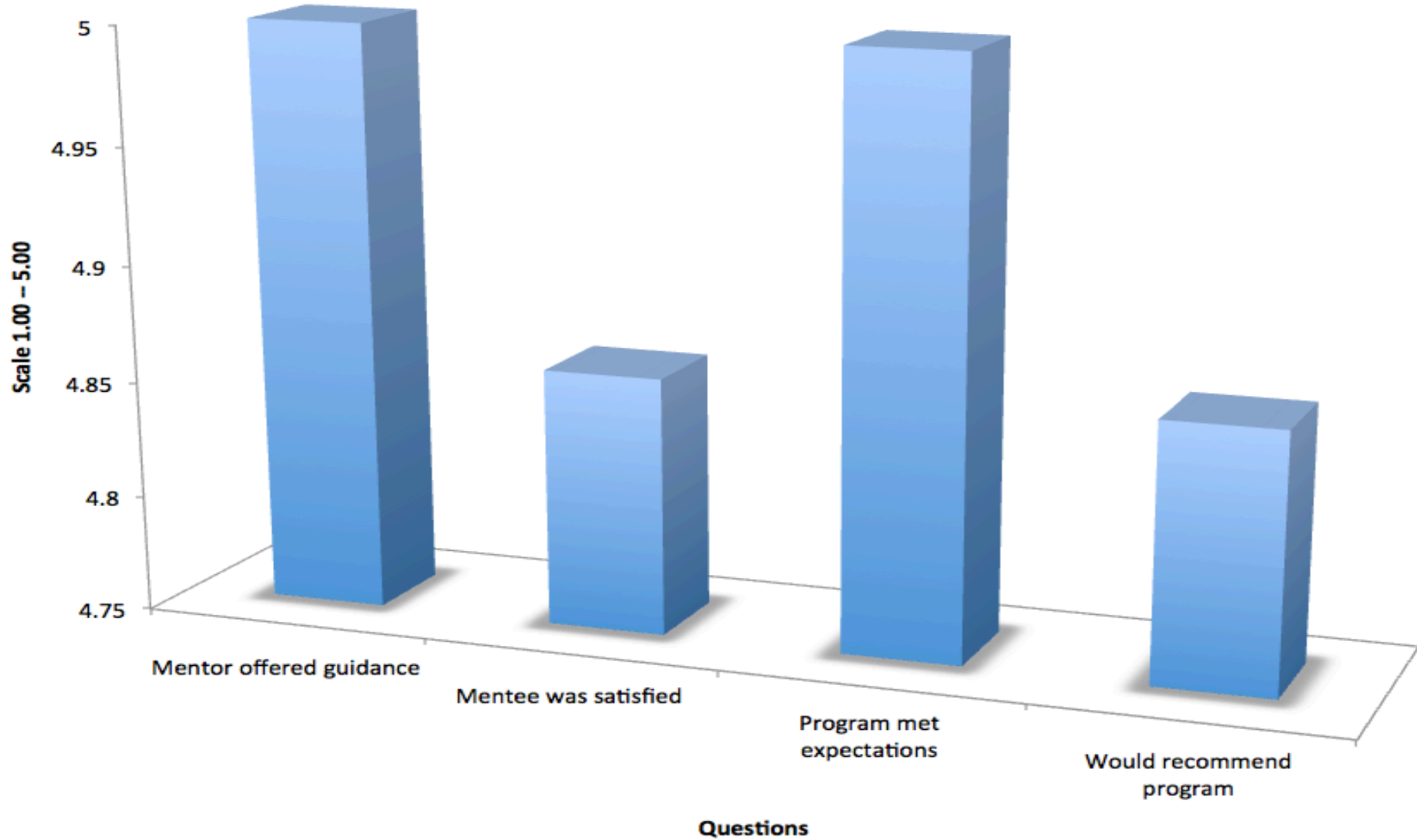
- For Mentees:
- Please answer using a scale of 1 (strongly disagree) to 5 (strongly agree):
- My mentor offered guidance and knowledge
- I was satisfied with the mentoring program
- The mentoring program met my expectations
- I would recommend the mentoring program to others



Survey of Mentors and Mentees

- For Mentees:
- Why did you request a mentor?
- How often were you in contact with your mentor?
- What was the greatest benefit of having a mentor?
- What were the greatest challenges?

Mentee Survey 2017





Benefits According to Mentees

- Having someone who listens
- Having someone who understands your educational and clinical goals
- Having someone who understands what you want to contribute to coworkers
- Increased awareness of the benefits and purposes of NOVA
- Speaking to someone who is non-judgmental



Benefits According to Mentees

- Speaking to someone who has experience in leadership direction
- Speaking to someone who has experience in improving performance
- Seeing that nurses at other VA's are also struggling with similar issues (getting promoted)
- Seeing other nurses dealing with the CHOICE program

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- Recommendations:
 - Develop mentor guidebook
 - Develop resources for mentors, including chapter development
 - Enhance website mentoring forum for members to subscribe to automatic email notification for mentoring discussions

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- Recommendations:
 - Revise Mentor/Mentee worksheet to
 - Identify contact is initiated by Mentee
 - Initial agreement to meet one goal
 - Agree on specific timeframe for communication (at least quarterly)
 - Develop agenda for next Mentor/Mentee contact



Should I Become a Mentor?

-
- Have you worked in the VA for a year or more?
 - Do you know things now that you wished somebody had told you when you first started in the VA?
 - Do you like helping people?
 - Do you want to enrich your time in VA?
 - Do you want to help people navigate the sometimes confusing routes to promotion and career development in the VA?



Should I Become a Mentor?

- Do you want to answer questions from VA nurses who would like help with a situation they're encountering at work?
- Do you want to help VA nurses start a NOVA chapter or make a NOVA chapter better?
- Do you want to make a difference?
- **Sign up to be a mentor!**



How do I Become a Mentor?

- How do I become a mentor?
 - Login to the “Members Only” section of the NOVA website
 - Go to “Forums”
 - Select “Mentorship Program”
 - Click and complete and electronic NOVA Mentor/Resource Application
 - For more information, please send requests to nova@vanurse.org or call 703-444-5587



How to I Request a Mentor?

- How do I request a mentor?
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Discussion Forum

DASHBOARD

FORUMS

DOCUMENTS

VIDEOS

MY PROFILE

MY GROUPS

News From the Admin



Navigating this webpage



Request to Volunteer as VISN-8 NOVA Contact



Proficiency Mentoring

Forum/Doc Search

By keyword:

GO

By category:

Select A Category



GO

Recent Forum Activity

View All

Responses to My Topics



Proficiency Mentoring

My Topic: Proficiency Mentoring

by: luballtvinova

Documents

Upload

My Documents

Approved Type Document Name

Discussion Forum

DASHBOARD

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MY PROFILE

MY GROUPS



Forum

Forum Search



Choose a Message Forum



SUBSCRIBE
Email Notifications

General Discussion

Description: Here you may ask any questions about your NOVA membership, NOVA membership benefits, documents stored in the "members only" section of the NOVA website, share your suggestions and ideas.

3 topics

Last Post:
Navigating this webpage
By: ebeach
Tuesday, December 20th 2016



SUBSCRIBE
Email Notifications

Mentorship Program

Description: NOVA has developed a Mentorship Program to help you meet your professional goals. NOVA members can take advantage of this program to pursue their dreams related to professional advancement within the Department of Veterans Affairs. This Mentorship Program will help new NOVA members to connect with seasoned NOVA members to benefit from their expertise and experience. The Mentorship Program will provide mentees with specific assistance related to current needs, and it will help seasoned NOVA members not only serve as mentors, but also as resources which can help meet requirements for advancement related to proficiency, education, evidence based practice and research, as well as professional development. In addition, NOVA chapters can benefit from mentoring regarding chapters. The Mentorship Program provides additional support for NOVA members providing excellent care to veterans and family members.

6 topics

Last Post:
Professional Development Mentoring
By: nursebudd
Friday, March 24th 2017



Discussion Forum

If you would like to have a mentor, click on the title, Mentorship Program. Then you will see Mentee Application on the top right of the page. Click Mentee Application, fill it out and click submit.

If you would like to serve as a Mentor or serve as a resource, click on the title, Mentorship Program. Then you will see Mentor Application on the top right of the page. Click Mentor Application, fill it out, and click submit.

Discussion Forum

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Forum > Mentorship Program

Forum Search



+ Create New Topic

Mentee Application

Mentor Application

Forum: Mentorship Program

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Mentors and Mentees

◦ Mentors

- Bre Ann Adam
- Marsha Auguste
- Cathleen Baudy
- Diana Carlson
- Rachel Crossley
- Nancy Elliott
- Olivia Giles

◦ Mentees

- Debbie Lawson
- Grace Campos
- Ayesha Callaway
- Lynnetta Lester
- Linda Caissie
- Sharon Garloff
- Kathryn Potenzone



Mentors and Mentees

◦ Mentors

- Ruth Holmes
- Lucy Houghton
- Marjorie Jamison
- Shanina Knighton
- Kathleen Lehmann
- Ron Nardi
- Jennifer Peppiatt

◦ Mentees

- Michella Carter
- Jocelyn Turner
- Mary Shannon Craig
- Sharon Schippang
- Shaylene Boudreau
- Rebecca Purdy
- Marcia Louza



Mentors and Mentees

◦ Mentors

- Celeste Perez
- Connie Perry-Simon
- Jennifer Phillips
- Rebecca Purdy
- Marilyn Simpson
- Fayrene Tolbert
- Valerie Wright

◦ Mentees

- Susan Ruscheinsky
- Danika Clemmons
- Angela Grant
- Annie Duquette
- Laura Lee Olisewski
- Christina Neal
- Timothy Buchanan/
Nacosha Caviness



★ EMPOWER ★
MENTORSHIP PROGRAM

**Make connections
and foster growth.
Empower today!**

Whether you're a newly graduated nurse, new to the Department of Veterans Affairs, or you're an experienced nurse assuming or seeking a new position, the EMPOWER Mentorship program is for you.

Click [HERE](#) to learn more about the benefits of mentorship or become a mentor.



For more information visit

www.vanurse.org

Contact Nancy Claflin at nclaflin@cox.net

Thank You !