Founder's Message

By Dr. Louise D. Jakubik, PhD, RN-BC

Happy New Year! The new year is a time of reflection on the past and planning for the year to come. And 2014 promises to be an exciting year for the Nurse Mentoring Institute! It is with great excitement that I announce the launch of the NMI Nurse Mentoring Certificate Course: “The Mentoring Difference: An Evidence-Based Approach to Mentoring Nurses.” This is a unique opportunity to build mentoring culture through a deep-dive into evidence-based mentoring practices for nurses. It includes a 2-day immersion into evidence-based mentoring during a 2-day mentoring certificate course (May 15 & 16, 2014), baseline and post-program e-mentoring assessments, facilitated quarterly virtual site visits, and on-going coaching by a NMI mentoring facilitator. With the assistance of an NMI mentoring facilitator, the “mentoring champion dyad” will work together at the 2-day course and in their organization over the 1-year following the course to apply, embed, and evaluate the evidence-based mentoring practices.

Attendees will be selected through a competitive application process. Applicants are required to register and attend as a “mentoring champion dyad” (2). The ideal dyad would be an educator and an administrator. However, dyads representing education only or administration only are permitted to register. Mentoring dyads must obtain written support from nursing or hospital leadership for participation in the 1-year process. Organizations selected to participate agree to serve as sites for a 1-year mentoring intervention research study. The program curriculum and metrics are based on Jakubik’s mentoring research and aligned with the Magnet® Model Components (Jakubik, L.D., Eliades, A., Gavriloff, C., & Weese, M., 2011). Mentoring champion dyads are strongly encouraged to work with their nursing leadership to identify their strategic area of focus (unit, service-line, department, or organization) for this project. Sites will be acknowledged in presentations and publications.

Applications are now available at www.RNmentoringinstitute.com on the ‘mentoring certificate course’ webpage. This is a competitive application process with accommodation for only 15 organizations in this pilot launch if the program. Applications will be reviewed and invitations to participate will be sent out on a rolling basis with all decisions completed by March 3, 2014. We strongly encourage early submission of applications and required supporting materials.

For further details please read the ‘institute updates’ section of this email, go to www.RNmentoringinstitute.com or feel free to contact me with any questions at louise@nursebuilders.net. I hope to have your organization represented as part of this unique nurse mentoring education and process intervention research study to build mentoring culture among nurses.

Institute Updates

NMI Nurse Mentoring Certificate Course May 15 & 16, 2014


➤ **Target Audience:** mentoring program coordinators and those leading mentoring initiative for staff nurses
Content: information and concrete tools needed to start a mentoring program or improve an existing mentoring program for staff nurses

Applications: available at www.RNmentoringinstitute.com and go to the ‘mentoring certificate course’ webpage. Application deadline is February 14, 2014. This is a competitive application process with accommodation for only 15 organizations. Applications will be reviewed and invitations to participate will be sent out on a rolling basis with all decisions completed by March 3, 2014. We strongly encourage early submission of applications and required supporting materials.

Enrollment Includes:
- Live mentoring certificate course 5/15&16/14: course materials, breakfast and lunch (both days), networking reception
- 2 Nights Hotel Room at Golden Nugget Hotel (double bed room for Dyad to share)
- 4 $30-dinner coupons for hotel restaurants (2 for each dyad member) on 5/14&15/14
- Baseline e-mentoring assessment of the ‘mentoring champion dyad’s’ identified area of focus (unit, service-line, department, organization)
- Quarterly ‘virtual site visits’ facilitated by NMI mentoring facilitator to evaluate progress
- Quarterly phone and/or web-based mentoring support and education

Fees: $3000 for the ‘mentoring champion dyad’ to attend the required mentoring certificate program. This is a competitive application for a limited number of study sites. The live certificate course is an ‘all-inclusive’ event. However, travel costs for the dyad to attend the mentoring certificate course are the responsibility of the participating hospital. There is no fee to participate in the year-long research study. Once accepted, the dyad members and CNO will be asked to complete a site agreement and submit the fees payment to confirm participation in the project and registration of both dyad members at the live course.

NMI 2nd Annual Conference November 6 & 7, 2014

The 2nd Annual NMI Conference is scheduled for November 6 & 7, 2014 in Atlantic City, NJ at the Golden Nugget Hotel and Casino. Based on feedback from the 1st Annual Conference, we will be inviting participants to share their best practices in mentoring through e-poster and oral presentations.

‘Call for Oral Presentations’ available at www.RNmentoringinstitute.com
- Deadline for submissions must be received by February 14, 2014
- Notification of decisions will be received on or before March 14, 2014
- Commitment for presentation is required by April 14

‘Call for e-Poster Presentations’ available at www.RNmentoringinstitute.com
- Submissions must be received by August 1, 2014
- Notification of decisions will be received on or before September 1, 2014
- Commitment for presentation is required by October 1, 2014

What’s Happening in Mentoring?

Introduction - By Dr. Louise D. Jakubik, PhD, RN-BC

Welcome to the NMI newsletter column “What’s Happening in Mentoring.” The purpose of this column is to share mentoring stories, initiatives, conference summaries, and book/article reports that are related to mentoring. I invite you to submit a short summary (1/2 page - 1page single-spaced) about what you are doing or observing in mentoring. This might include unique ways that you welcome protégés, support mentors, or match mentors and protégés. This might be an account of the ways in which your organization demonstrates mentoring culture. The purpose of the column is to keep our community
informed about the latest and greatest in mentoring and also to share best practices to assist one another in our mentoring individual and programmatic efforts. Please contact me at louise@nursebuilders.net if you are interested in submitting a column for a future newsletter.

**Feature Story - By Michael Grossman, DM, MSN, RN NEA-BC, CNML**

This week I spoke to two nurses who are the chairs of the quality council of their unit-based shared governance. They thanked me for sharing two hours of my time with them. Oddly enough I thanked them for being so honest, forth coming, and transparent in allowing me to share in their inner challenges with organizational change. To me it is an honor to serve as a mentor. There’s an old Buddhist saying that the teacher learns more than the student. That same phenomenon is true of mentoring. Indeed, the mentor often gets more out of the relationship than the protégé, because the mentor often has a greater appreciation for the gift of mentoring. I recall a mentor of mine telling me 40 years ago, “You’re going to be a director some day.” I asked, “How do you know that?” She replied, “I’ve been around a lot longer than you and I know what director material is like.” You see, my mentor had an eye for potential; for seeing in me what I could not see in myself at that moment in time. That is what good mentors do. They see the potential in their protégés and cultivate it, even before the protégé appreciates or understands it. For years I thought about that mentor and her comment and as I got older and became a leader and mentor to other nurses, I too learned to identify and cultivate young talent. My mentor did for me what I later learned to do as a mentor for others. I often wonder what our lives as leaders would be like without the gentle and wise forecasting and encouragement of our mentors. How have your mentors done this for you? How do you or could you do this for your protégés? We owe our success, in some part, to our mentors. As mentors, we hold a key to unlocking the potential of our protégés.

**Feature Article**

**The World ‘Tears Down’, Mentoring ‘Builds Up’ -- By Dr. Louise D.Jakubik, PhD, RN-BC**

When I think about the protégés I have mentored, I always have the same reflection: “They build me up.” The world tears us down at times, but being engaged in mentoring is a growth phenomenon. I believe that each of us is called to mentor and be mentored. The true essence of mentoring builds up those who engage in it: the protégé, the mentor, and the organization. We know that the object of mentoring is the development of the protégé. We learned from the sentinel research by Vance and Olson (1998 ) that nurse leaders, called Nurse Influentials, reported a high rate of being mentored and attributed mentoring as a key to their success. The benefits of mentoring as perceived by nurse protégés have been demonstrated in several national studies (Jakubik, 2008; Jakubik, Eliades, Gavriloff, & Weese, 2011; Weese, Jakubik, Huth, & Eliades, in Press 2014). Many mentors report that mentoring is as beneficial to them as to their protégés. This was a resounding theme among attendees at the 1st Annual NMI Conference. Mentoring builds organizations too. Organizations who have high rates of mentoring are ones who are able to succession plan by building future leaders. Studies show that those who are mentored will become mentors (Jakubik, 2008; Jakubik et al., 2011; Weese et al., in Press 2014). So simply by the act of mentoring, we promote more mentoring and a mentoring culture in our organizations.

When I think about some of my most memorable experiences being a mentor, I smile as I immediately think of how much each protégé has accomplished, how hard they worked, and how they often were surprised about how much they were able to achieve. But I also think about how proud I am to have had a tiny footprint in their success and how their success is my success. At the 1st Annual NMI Conference, I talked about having a ‘protégé portfolio’ which is simply a list of a mentor’s protégés and an account of
each protégé’s goals, progress and accomplishments. The ‘protégé portfolio’ can be used as a mentor accountability metric and also as an organizational succession planning forecasting tool. The ‘protégé portfolio does not have to be a written document, however, operationalizing it writing can be a very effective way for mentors and their organizations to strategically facilitate their protégés’ successes. We will introduce mentoring tools for success such as the ‘protégé portfolio’ at 2014 upcoming NMI events. We hope to see you in 2014!


**What’s Coming from NMI**

**Mentoring Support for Hospitals**
NMI will launch a variety of supports for hospital mentoring initiatives including:
- Programmatic Tools
- Mentoring Metrics
- Mentoring Consultative Services
- On-site Nurse Mentoring Certificate Program

**NMI Web-Based Community Forums**
NMI will provide a variety of web-based supports and forums designed to facilitate networking and information sharing including:
- An e-portal for e-networking and sharing of best practices to launch in 2014. Stay tuned!
- A quarterly e-newsletter (January, April, July, October)