

Leader as Mentor

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Five-Minute Mentor¹

STEP ONE: FIND A PARTNER

Decide who will be the mentor and who will be the partner. Allow five minutes for steps one through five.

STEP TWO - DEVELOP THE RELATIONSHIP

Mentor: *Send a welcoming message (verbal and non-verbal)*

Partner: *Send an appreciation message (verbal and non-verbal)*

STEP THREE - SET THE AGENDA

Mentor: *Establish an agenda ("Let's focus on...today's workshop session, other activity relevant to mentee")*

Partner: *Add to the agenda*

STEP FOUR - ENGAGE IN LEARNING CONVERSATION

Mentor: *"I'd like to know about your goals for today's workshop. What is the most important thing you want to take away from this workshop?"(activity)*

Partner: *(share learning goals)*

Mentor: *"What is it about your learning goal that makes it important to you?"*

Partner: *(share value)*

Mentor: *"How do you plan to achieve your goal?"*

Partner: *(share strategy or plan)*

Mentor: *"What, if anything, might interfere with your plan?"*

Partner: *(share possible blocks)*

Mentor: *"What methods do you use to prevent block(s) from occurring?"*

Partner: *(share methods)*

STEP FIVE - CLOSE THE SESSION

Mentor: *Summarize what you've learned and express appreciation for something you've observed*

Partner: *Summarize what you've learned and express appreciation for something you've observed.*

¹ Adapted from Rey Carr – Peer Resources Network <http://www.peer.ca> retrieved March 11, 2007

Five Phase Mentoring Relationship Model[®]

Phase One: Purpose

*Why do I want a mentor?
Why do I want to be a mentor?*

Phase Two: Engagement

*Finding and Being a Mentor
How do I begin?*

Phase Three: Planning

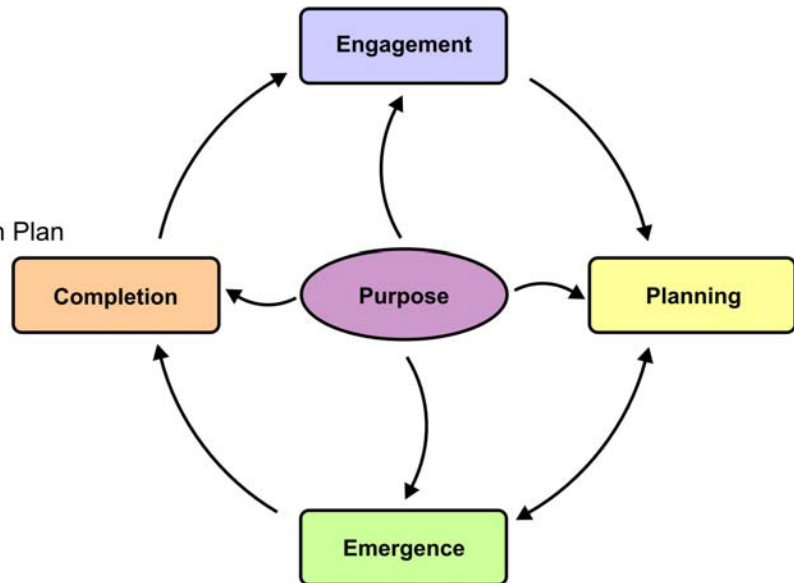
*Developing your Mentoring Action Plan
How can I achieve my goals?
How will we work together?*

Phase Four: Emergence

*Engaging in the Conversation
How am I doing?
What are we learning?*

Phase Five: Completion

*Celebrating Accomplishments
What are my next steps?*



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ACTIVITY

1. Is there anything you would do differently in your current mentoring relationships now that you have been introduced to a mentoring relationship model?
2. What are your next steps to help you build future mentoring relationships with new and emerging nurse leaders in your organization?

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