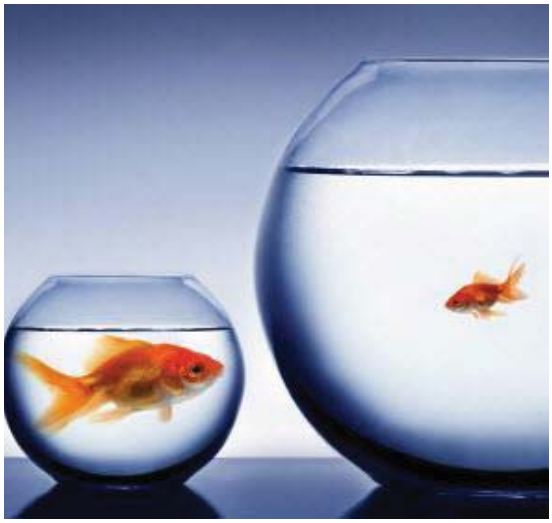
NURSING LEADERSHIP NETWORK OF ONTARIO

NLN.ON

NLN.ON's ROLE IN MENTORSHIP

Donna Rothwell, RN, BScN, MN
Judy Shearer, RN, BScN, MN, CHE
NLN.ON Conference
March, 2015



Imagine if someone had shared with you what you know now?

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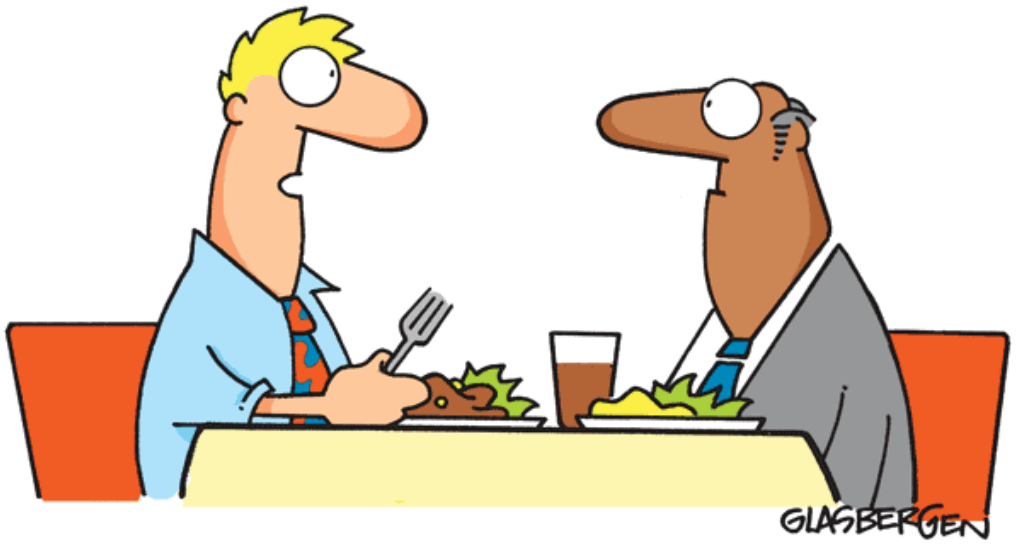

"I'm looking for a mentor who can show me how to get rich without boring me with a lot of advice."

NURSING LEADERSHIP NETWORK OF ONTARIO

Vision:

- Inspiring, supporting, and advocating today for nursing leadership tomorrow.

Mission:

- NLN.ON is an interest group of the RNAO that inspires, promotes, and influences nursing leaders and nursing leadership through innovation, integration and collaboration

NLN.ON BOARD OF DIRECTORS 2013-2014

- **Ken Allan, RN, BNSc, MPH: Past President, NLN.ON,** Director Health Protection & Chief Nursing Officer, Thunder Bay District Health Unit
- **Pamela Baxter, RN, BA, MSc, PhD: Director of Education & Research**, Assistant Professor McMaster University
- **Judy Shearer, RN, BScN, MN, CHE: Region 3 & 4 Rep,** Program Director, Inner City Health, St. Michael's Hospital
- **Mariëlle Heuvelmans, HBScN** : **Region 9 & 10 Rep,** Chief Nursing Officer & Vice President Clinical Programs, Hawkesbury & District General Hospital
- **Donna Rothwell, RN, BScN: President, NLN.ON,** Senior Manager, Healthtech Consultants
- **Liz Nemeth, RN, BScN, MN: Treasurer Region 6&7,** Associate Vice President, Healthtech Consultants

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- **Kate Zimmerman, RN, BScN: Ex Officio & Conference Chair,** Clinical Team Manager, North York General Hospital
- **Pat Piaskowski, RN HBScN: CIC Region 11&12 Rep,** Network Coordinator for Northwestern Ontario, Infection Control Network
- **Karen Ellis-Scharfenberg, RN, BScN, MBA: Region 5 & 8 Rep,** Chief Nursing Officer, Simcoe Muskoka District Health Unit
- **Carol Timmings, RN, BNSc, M.Ed: Member at Large,** Chief Nursing Officer, Planning and Policy Director, Toronto Public Health
- **Lori Jennings, RN, BScN, MScN: Membership & Regions 1 & 2 Rep,** Manager Best Practice Interprofessional Practice, Bluewater Health

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STRATEGIC DIRECTIONS 2012-2015:

KNOWLEDGE EXCHANGE & RECOGNITION

- NLN.ON will enhance knowledge exchange and the recognition of nurse leaders

MEMBERSHIP

- NLN.ON will recruit and retain members through activities targeted at CNE's/CNO's and mid-career leaders

PARTNERING

- NLN.ON will collaborate with the RNAO on selected leadership initiatives

BOARD ADVOCACY

- NLN.ON will enhance Board capacity for the purpose to promote Board efficiency and effectiveness

BACKGROUND

- Recruitment strategy for NLN.ON;
- Alignment with NLN.ON strategic directions
- Member engagement

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ROLE MODELS & INFLUENCE

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WHY MENTORSHIP?

“The mentors in my life, inspired me to fulfill my highest potential.”
— Lailah Gifty Akita

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OUR MENTORSHIP JOURNEY

- Surveyed members (May 2013)
- On line session (Aug. 2013)
- Workgroup commenced (Jan. 2014)
- 3 year mentorship strategic plan developed
- members surveyed about matching system (Oct. 2014)

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MENTORSHIP SURVEY RESULTS

- 110 respondents
- Strong support for NLN to offer mentorship opportunities
- Mentor, mentee, or both
- Shared ideas about mentorship activities
- Interest in workgroup

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ON-LINE SESSION

- 17 members participated
- Creating a vision

"Imagine it is 5 years from now and NLN has successful mentorship strategies in place. What would you see, hear, say? "

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KEY ELEMENTS

- NLN a leader/hub in mentorship
- Access to tools, resources and tips
- Using technology to meet multigenerational needs
- An exemplary mentorship program with a framework that can be used world wide
- A pool of mentors from across the province

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- A repository of member interests and skills
- An easy matching system
- Opportunities to hear mentoring success stories and initiatives
- A full and robust data base
- Leaders in northern and southern Ontario connected
- Sharing of wisdom and experiences

NLN.ON'S MENTORSHIP VISION

VISION: NLN.ON mentorship workgroup is a community of practice; leading, connecting and supporting members as they develop leadership capacity through mentorship

This will be accomplished through;

- developing resources to support nurses and providing new learning related to leader mentorship for nurses
- creating awareness about the importance of mentorship in nursing and providing opportunities to engage in a mentorship relationship
- supporting the development of leader mentorship skills and competencies for all levels of nurse leaders

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MENTORSHIP WORKGROUP

- Judy Shearer, St. Michael's Hospital, Board Member NLN.ON
- Donna Rothwell, Healthtech, President NLN.ON
- Sandra Li- James, University Health Network
- Amy Hallaran, College of Nurses of Ontario
- Meredith Whitehead, McKenzie Health
- Regina Elliot, Durham Region Health Department
- Cheryl Lyons, West Lincoln Memorial Hospital
- Heather Preston, Responsive Management Inc.
- Sarah Flogen, University Health Network
- Andra Ashton, Region of Peel
- Kate Zimmerman, North York General Hospital

3 YEAR STRATEGIC PLAN - MENTORSHIP

YEAR 1:

- Commencement of a mentorship workgroup
- Regular column on mentorship in NLN.ON newsletter
- Add resources to the NLN.ON website
- Incorporate mentorship theme into 2015 NLN.ON conference (stream, booth, evening reception event)
- Explore matching systems
- Research mentorship toolkits

3 YEAR STRATEGIC PLAN - MENTORSHIP

YEAR 2:

- Offer mentorship webinars/workshops
- Offer Nightingale Award for mentors “novice to expert”
- Explore opportunities with Master Students looking for placement
- Launch toolkit
- Begin implementation of matching process (if adopted)

3 YEAR STRATEGIC PLAN - MENTORSHIP

YEAR 3:

- Look for opportunities with universities related to mentorship
- Explore opportunity with RNAO to develop mentorship BPG
- Investigate possibility of creating an ACPF on leadership mentorship
- Finalize matching process (if adopted)
- Explore other opportunities to offer forums for sharing and job shadowing
- Evaluate effectiveness of mentorship program

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PRIORTIZATION OF ACTIVITIES SURVEY

- Online mentorship toolkit (42.9%)
- Webspace with best practices literature (21.4%)
- Self-matching system (15.5%)
- Regular educational forums (10.7%)
- Automated matching system (9.5%)

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PRIORTIZATION

- 61.6% support resources being spent on a matching system
- 66.7% prefer a self-matching system
- 68.2% want it limited to NLN.ON members
- 65.1% support a nominal fee ($50-$75)

“The mind is not a vessel to be filled, but a fire to be kindled.”

MENTORSHIP ROLE

- 18.6% mentor
- 11.6% mentee
- 27.9% both
- 41.9% not interested in either

"Tell me and I forget, teach me and I may remember, involve me and I learn."
— Benjamin Franklin

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ACCOMPLISHMENTS - YEAR 1

- Engaged with membership
- Commenced a mentorship workgroup
- Regular mentorship column in newsletter
- Addition of mentorship section on webpage
- Presented at the Nursing Executive Leadership Academy (NELA) March 2, 2015
- Mentorship theme at NLN.ON conference
- Researched toolkits, matching systems

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NEXT STEPS

- Year 1 complete
- Engage with our membership
- Profile mentorship for nurse leaders
- Evaluate our activities

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Enriching Your Career through Mentorship - Webinar

- **Tuesday May 26th**

  Why do I want a mentor? How can I find a mentor?

- **Tuesday June 9th**

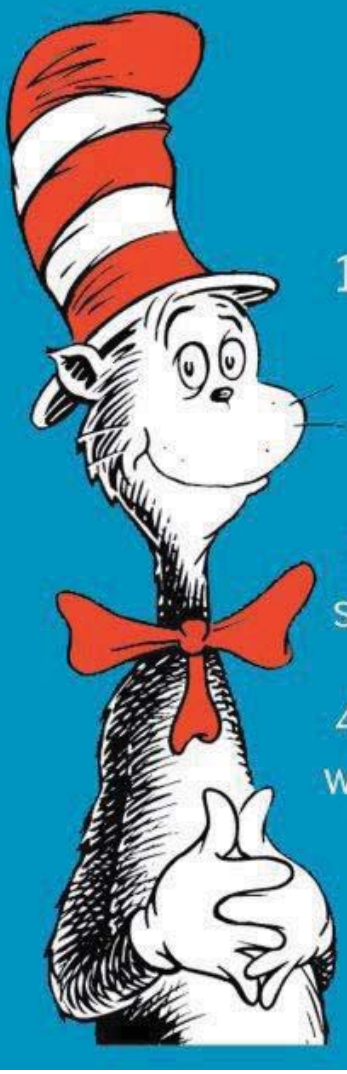
  How will we work together? How can I achieve my goals?

- **Tuesday June 23rd**

  How am I doing? What are we learning? What are my next steps?

Co-presented by Michelle Cooper RN, MScN, ACC and Mary Wheeler RN, MEd, PCC.

Contact: jessica@firststageinc.com



5 Lessons in Life from Dr. Seuss

1. Today you are You, that is truer than true. There is no one alive who is Youer than You.

2. 'Why fit in when you were born to stand out?

3. You have brains in your head. You have feet in your shoes. You can steer yourself any direction you choose.

4. Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind.

5. Today I shall behave, as if this is the day I will be remembered.

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Donna Rothwell, RN, BScN, MN
Senior Consultant, Healthtech
President NLN.ON
drothwell@healthtech.ca

Judy Shearer, RN, BScN, MN, CHE
Program Director, Inner City Health Program
St. Michael's Hospital
Mentorship Lead, NLN.ON Board
shearerj@smh.ca