

Honor Society of Nursing, Sigma Theta Tau International

Leadership Forum

20 - 22 September 2012 • Indianapolis, Indiana, USA



Directing the Future: Chapter Mentoring Programs

Presented by:

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Objectives

- Discover the value of creating a chapter mentoring program and how to get started
- Learn the best-practices of chapters that have implemented a mentoring program

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men-tor [men-tawr, ter]

noun

1. a wise and trusted counselor or teacher.
2. an influential senior sponsor or supporter. (dictionary.com, 2012)

mentoring [men-tawr-ing]

verb

1. patterned behaviors or processes whereby one person acts as the mentor to another or one group acts as the model and facilitator to another (Nicholls, 2002).

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What is the value of a chapter mentorship program?

- Indicative of a healthy chapter
- Strengthens member loyalty
- Enhances leadership succession
- Is beneficial to the mentor, mentee, the chapter and the nursing community

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Mentee gains ...

- Career guidance
- Professional advice
- Connection to a network of more experienced members
- Trustworthy sounding board
- Learn about the chapter's culture and operations

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Mentor gains ...

- Connection to a network of newer members
- Knowledge about the chapter from a younger or different perspective
- Learn about new technology and how to use it for chapter purposes
- Satisfaction of watching the mentee grow

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Chapter gains...

- More connected members
- Increased member involvement
- Increased retention
- Stronger chapter leaders

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So, you've decided to develop a chapter mentorship program. Now, what?

- Determine the chapter's needs
- Identify a committee or task force
- Select a "mentoring champion"
- Create a mentoring program plan
- Design mentoring activities
- Plan mentor recognition
- Evaluate the mentoring program

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Constructing your mentorship program plan

- Define [purpose](#) of the mentoring program
- Determine the structure of the mentoring program
 - [formality](#)
 - [format](#)
 - [interactions](#)
 - [Duration](#)
- The scope of mentor-mentee relationships
 - [define mentors](#)
 - [define mentees](#)
 - [establish the mentoring relationship](#)
 - [manage the mentoring relationship](#)

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Resources

- Chapter Leadership and Mentoring Task Force
- All Chapter Officers Workgroup in The Circle
<http://thecircle.nursingsociety.org>
 - > In the “Groups” area of “My Profile”
- www.nursingsociety.com/chapters
 - > Tools & Resources
 - > Administration and Operations
 - > Mentoring

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Reference

- “Workplace Loyalties Change, but the Value of Mentoring Doesn't,” Knowledge@Wharton, 16 May 2007.
<http://knowledge.wharton.upenn.edu/article.cfm?articleid=1736>

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Panelist Presentations

- **Tau Omicron Chapter**
Kelly Cone, RN, MS, PhD, CNE
- **Xi Chi Chapter**
Cynthia Stermer, MS, RN-BC, ACNS-BC
- **Xi Theta Chapter**
Tiffany Montgomery, MSN, RNC-OB, C-EFM

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Tau Omicron Chapter Junior Leadership Program

Presented by:

Kelly Cone, RN, MS, PhD, CNE

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How the program started

The chapter wanted to assist BSN students who did not have the available funds to pay for their membership fees

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Edith Anderson Membership Subsidy

- Available through STTI
 - Subsidizes up to 75% of dues costs
- Chapter president interviews applicants
 - Completes paperwork for the scholarship

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Giving Back

- Recipients are asked to give back during projects like:
 - Assist the event chairs with the annual Tau Omicron Research Day
 - Become an active member on the Tau Omicron Board by attending meetings and bringing input to the board from students
 - Assist in the chapter's fundraisers

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Students Become More Active

- The students are mentored into the chapter and become more involved in STTI
- Often these students are then sent to conferences due to their work & commitment to the chapter
- This program encourages new members to pay back their scholarship by becoming more active

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Xi Chi Chapter Career Mentor Program

Presented by:
Cynthia Stermer, MS, RN-BC, ACNS-BC

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Xi Chi Program Initiation

- Linking Community Leaders
 - STTI Knowledge and Resources
 - Chapter Assimilation
 - Networking Opportunities
- Mentors for All New Inductees
 - Chapter Involvement
 - Committee Participation
 - Member Retention
 - Relationship Building

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Mentoring Transformation

- Career Mentoring
 - Nurse Executive
 - Nurse Practitioner
 - Clinical Nurse Specialist
 - Nursing Faculty
 - Clinical Practice Specialty
- Advancement of the Nursing Profession
 - Sharing Knowledge
 - Professional Experiences
 - Shadowing

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Xi Theta Chapter AIMS Mentoring Program

Presented by:

Tiffany Montgomery, MSN, RNC-OB, C-EFM

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Mentoring Program Purpose

- Establish effective mentor/mentee relationships
- Maintain an ongoing professional relationship during the students' time in high school
- Communicate no less than once each month to discuss academics, post-high school career plans, and/ or anything else the mentor deems necessary
- Springboard ushering students onto their chosen career paths in nursing

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Participation Requirements

- Mentees
 - 10th-12th grade students
 - Enrolled in AIMS Program
 - Interest in nursing
- Mentors
 - Xi Theta member

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Mentor Application

- Name
- Phone Number
- Email Address
- Years in Nursing
- Specialty
- Licenses, Certifications, Etc.
- Awards, Honors, Etc.
- Other Professional Nursing Organizations

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Confidentiality

Conversations between mentors and mentees will be kept confidential unless the information shared is detrimental to the welfare of the student.

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Questions?