



Sacred Heart  
UNIVERSITY

COLLEGE OF NURSING

# Mentoring: The Ultimate Form of Leadership

PENNIE SESSLER BRANDEN, PHD, CNM, RN, CNE, ASST. PROFESSOR  
SESSLERBRANDENP@SACREDHEART.EDU

**Pennie Sessler Branden, PHD, CNM, RN, CNE, Asst. Prof.  
Sacred Heart University, College of Nursing**

- The presenter has no known or perceived conflicts of interest or sponsorships in regard to this presentation.

# Session Objective and Goals

- **OBJECTIVE:** For the nurse to better understand the roles of mentor & mentee as they relate to the profession
- **GOALS:**
  - To identify three ways a mentor & mentee are chosen
  - To state the differences between mentoring, leadership and coaching
  - To state three positive outcomes of mentoring

# What is Mentoring?



- 1. teaching or giving help and advice to a less experienced and often younger person; 2. taking a mentee “under one’s wings” as a trusted counselor or guide
- Concerned with overall success of individual within the profession
- Characteristics: an individual, intimate process, intense face-to-face supporting, advising and educating

(Ledlow, GR & Coppola, MN (2014). *Leadership for Health Professionals*. Burlington, MA: Jones & Bartlett Publishers.)



# What is Leadership?

- 1.a position as a leader of a group, organization, etc.; 2. the power or ability to lead other people (Retrieved from <http://www.merriam-webster.com/dictionary/>)
- Leading involves goal directed behavior of followers toward a mission, vision, values & goals generally of an organization. (Ledlow, GR & Coppola, MN (2014). *Leadership for Health Professionals*. Burlington, MA: Jones & Bartlett Publishers.)
- Generally directs dozens to thousands of personnel
- Characteristics: honest, inspiring, forward-looking, competent (Kouzes & Posner, 2012).



# What is Coaching?



- To teach or train intensively
- Concerned with overall success of groups in the organization
- Characteristics: personal (NOT intimate), may not require direct contact & interaction

(Ledlow, GR & Coppola, MN (2014). *Leadership for Health Professionals*. Burlington, MA: Jones & Bartlett Publishers.)

# Why Mentor?

## (AKA what's in it for me?)

- Invest in nursing's future & oneself
- Self-satisfaction
- Having the opportunity to positively influence nurses & nurse leaders
- Knowing that you are bringing out the best in a mentee.
- Empowering oneself and the mentee

# Who should be mentored?

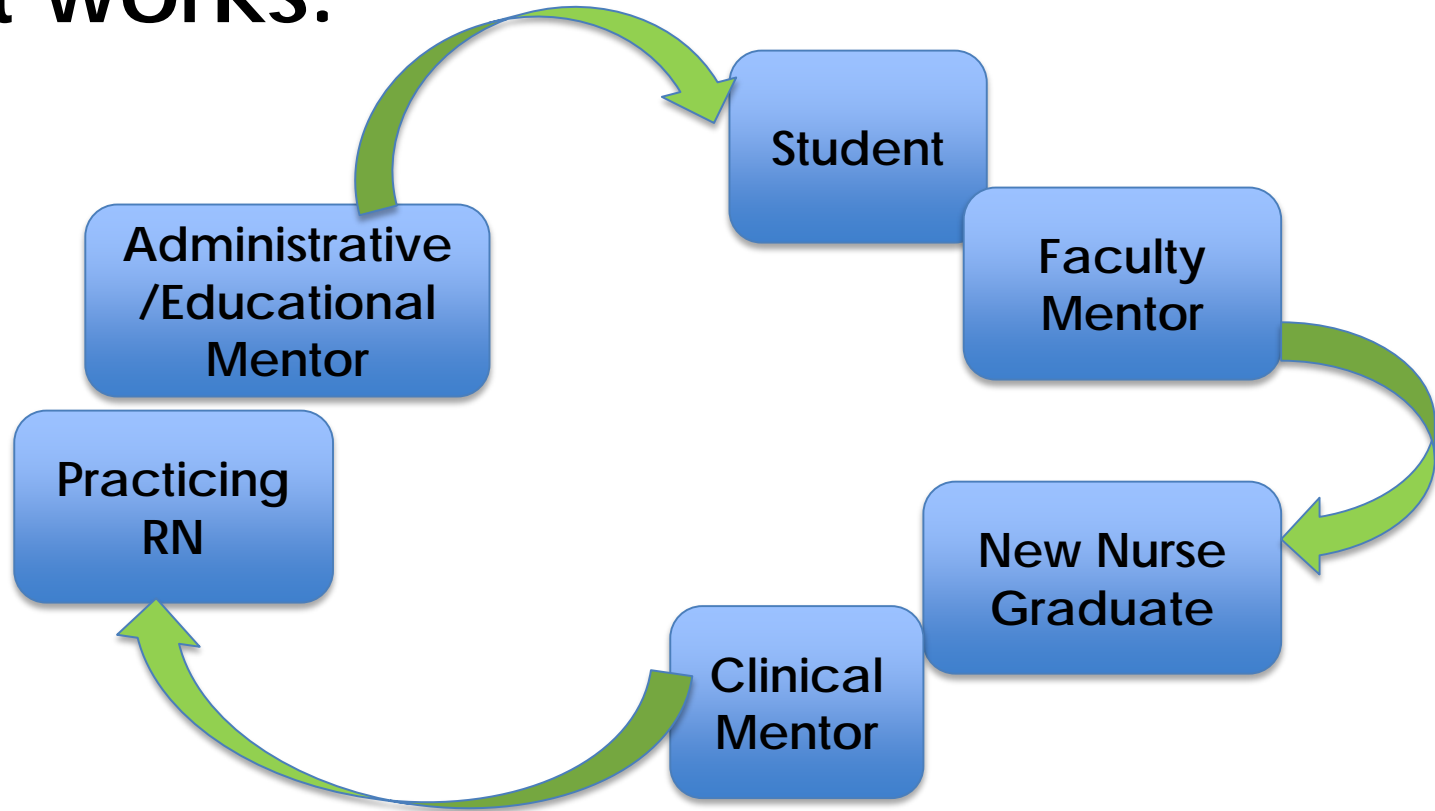
- Anyone who has a desire to work with a more experienced person in an area of interest.
- A mentor can also be a mentee
- A person can have more than one mentor.
- A person can have more than one mentee

# How to find a mentor.. (they may be right in front of you)

- Think about someone you admire
- Do they have skills that you would like to learn?
- Ask them to mentor you.
- Establish a mentor-mentee relationship.

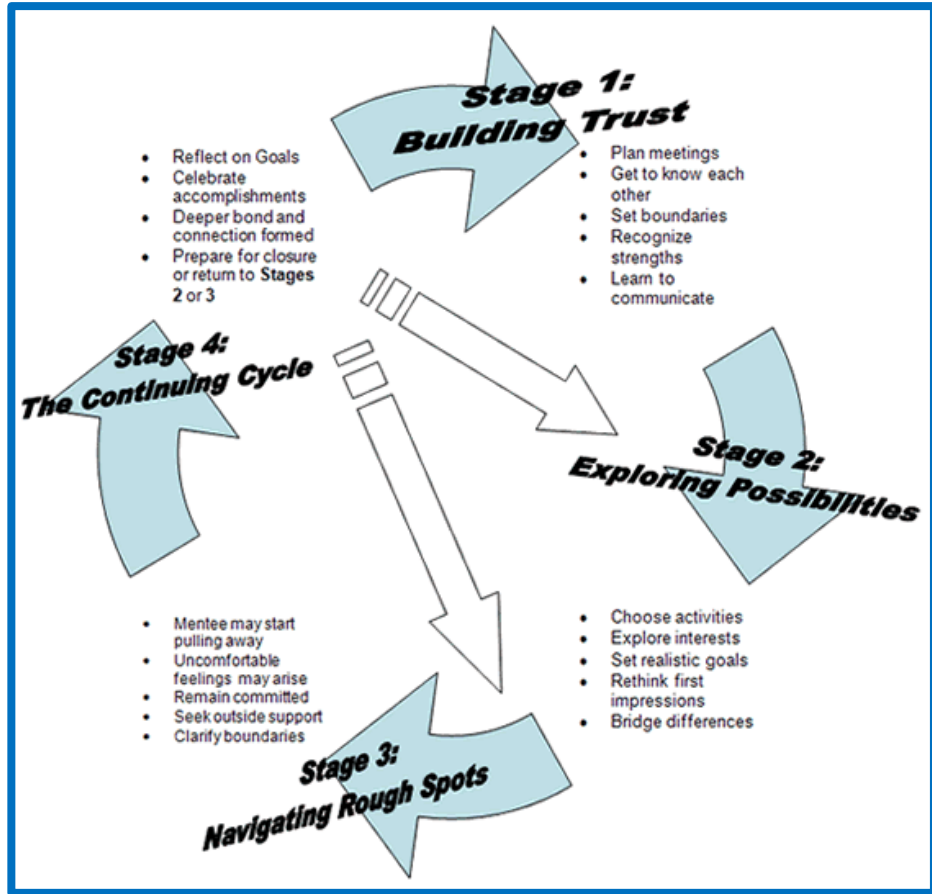


# How it works:



# Stages of Mentoring

(Retrieved from  
<http://www.healthiersf.org/MentoringForSuccess/Mentor/MatchSupport/resources-relCycle.php>)



# Benefits of Mentoring

- Decreases bullying/lateral violence (Frederick, 2014)
- Increases support of mentee and mentor
- Increases longevity → strengthening workforce
- Improves working environment
- Increases recruitment
- Promotes growth & development in personal & professional life
- Mentees become mentors

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