Title:
SPECIAL SESSION: Development of a Formal Mentoring Program Model for Varied Professional Settings

Keywords:
mentorship model, mentorship program and nursing mentorship

Summary:
This presentation will discuss the development of a formal mentoring program for enhancing the professional development of nurses regardless of practice settings. Focus will be given to a description of the process to allow participants to be able to implement the model in varied employment arenas.
Abstract Text:

Final Number:
N 02

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Discuss the components of a formal mentoring program.	Development of a Formal mentoring program requires the identification of mentors, subject areas for mentorship, resources available, relationship building and scheduling parameters.
Identify four benefits of mentoring or mentor programs.	Benefits of mentorship programs include retention of staff, feelings of belonging, increase proficiency in work related tasks, increased mentorship of others as well as many others.
Describe the challenges of mentors and mentees in mentoring relationships.	The literature suggests and supports the premise that mentors and mentees each encounter different challenges and benefits when involved in mentoring relationships. This session will explore the shared and unique challenges of Clinical, academic and research role mentorships.