

Title:

CENE WORKSHOP: A Professional Model for Career Development: Mentoring and Circle of Advisors

Type:

Oral

Presenter:

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Keywords:

circle of advisors, mentorship and professional career development model

Summary:

The purpose of this educational activity is to provide a professional model for career development ensuring the learner identifies, appreciates, and creates successful pathways to selecting ideal mentors and advisors.

Abstract Text:

Today, there is a deep appreciation that professional nurses require a personalized career development model to sustain their scholarly productivity, performance, and leadership progression. Mentoring can be used to build scholarship and leadership competence in nursing across a variety of professional and geographic landscapes. While there may be no consensus around the definition what constitutes good mentorship. There is no doubt that successful mentorship is vital to career success and satisfaction for both mentors and mentees. Yet challenges continue to inhibit many nurses from either experiencing or receiving effective mentorship. Given the importance of mentorship on professional development, this presentation will address how mentoring relationship may enhance nurses career, assess how different approaches impact mentoring relationships and how to evaluate strategies for a successful relationship. However, over a lifetime of career development and growth, a traditional mentor(s) may not be sufficient. Thus, there is a need to develop a circle of advisors as no single person can provide all the information, constructive criticism, emotional support and challenge all that is needed in order to have the best chance of reaching professional goals. A multiple, mosaic, or composite mentoring is a better approach as it may be more effective and efficient to seeking specific courses of actions for various problems.

Many organizations are encouraging nurse academics, researchers, and clinicians to participate in team science and interprofessional education and training opportunities to increase their scholarly competence. Also, many nurses have recognized that professional success and goal attainment has included social and intellectual support from family, friends, colleagues, and other thought leaders. These advisors can provide both professional and personal assistance. Thus, a circle of advisors is a new dimension of a successful professional career model that demonstrate how mentors are vital but it takes a village to promote the next generation of nurse leaders.

Final Number:

CENE 04

Slot:

CENE 04: Friday, 27 October 2017: 3:00 PM-4:00 PM

References:

Lee, A., Dennis, C., & Campbell. (2007). Nature's guide for mentors. *Nature*, 447(14), 791-797.

Niakosari Hadidi, N., Lindquist, R., & Buckwalter. Lighting the Fire With Mentoring Relationships. (2013). *Nurse Educator*, 38(4), 157-163.

Norwell, L., Norris, J. M., Mrklas, K., & White, D.E., (2017). Mixed methods systematic review exploring mentorship outcomes in nursing academia. *Journal of Advanced Nursing*, 73(3), 527-544. doi: 10.1111/jan.13152.

Norwell, L., White, D.E., Mrklas, K., & Norris, J. M. (2015). Mentorship in nursing academia: a systematic review protocol. *Systemic Reviews*, 4(16). doi 10.1186/s13643-015-0007-5.

Straus, S., Johnson, M.O., Marquez, C., & Feldman, M.D. (2013). Characteristics of Successful and Failed Mentoring Relationships: A Qualitative Study Across Two Academic Health Centers. *Academic Medicine*, 88(1), 82-89. doi: 10.1097/ACM.0b013e31827647a0.

Recommended Web Sites

www.hunter.cuny.edu/gendertutorial This web site presents four tutorials on gender and science in the form of slides with voice-over narration, developed by Virginia Valian through a grant from the National Science Foundation (NSF). The tutorials are particularly useful for students and administrators.

www.hunter.cuny.edu/genderequity This is the web site of the Hunter College Gender Equity Project, partially funded by an ADVANCE Institutional Transformation Award from NSF. It contains a great deal of useful information, including regularly updated annotated bibliographies, specification of visible and hidden problems and possible solutions, and much more.

Learning Activity:

LEARNING OBJECTIVES	EXPANDED CONTENT OUTLINE
Identify the characteristics of an Ideal Mentor.	Mentoring Matters as it is a process in which one person, usually of achievement and prestige, guides the development of another.
Define the term mentoring.	Mentoring focuses on achievement or acquisition of knowledge, consisting of emotional and psychological support, direct assistance with career and professional development and role modeling. The mentor and mentee derive mutual emotional and tangible benefits.
Describe how a of circle advisors moves beyond career development and expectations of a mentor.	A circle of advisors moves beyond the direction interaction of one individual (mentor) and includes a diverse group of individuals of peers, other professionals, family and friends that deepen the connection and advancement the mentee or protégé.