

Nurse Mentoring and Leadership Development Program



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Background

Strong and effective nurse leaders at the frontline of care delivery are essential to achieving high quality outcomes. Research also shows that developing frontline nurse leaders improves retention, satisfaction, and directly enhances patient care.

Purpose

Cultivate transformational leadership skills among frontline nursing staff, empowering them to grow as effective, impactful, influential leaders.

Methods/Design

Multi-modal educational strategy including micro-learning videos, interactive activities, and mentorship over 6 months. Learning strategies included in-person meetings, self-paced virtual learning with real-time application.

Cohort 1 (2023 – 2024):

Entry-level nurse leaders- focus on building resiliency and leadership to reduce turnover and stabilize frontline nursing workforce

- 28 Mentees; 24 Mentors
- Triad mentoring model

Cohort 2 (2024 – 2025):

Nurses with 1-5 years of experience- develop the next generation of clinical nurse leaders 12 total participants:

- 6 Mentees; 6 Mentors
- Dyad mentoring model

Combined Cohort Results



Self-Identified Learner Outcomes

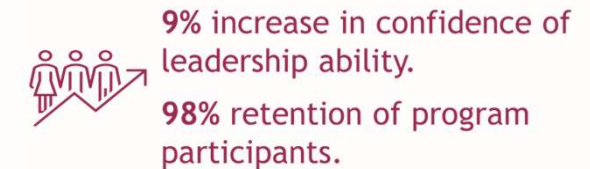


Post Module Learning Outcomes

Developing leadership skills has been valuable to my professional growth.	90%
I have learned, grown, or developed as a result of this program.	82%
The learning methods were effective.	80%
The program helps bedside nurses grow in their leadership skills through video lessons, guided activities, and mentor connection points.	80%
The mentorship paired with the learning content enabled greater development than having only a mentor or content alone.	76%
Through this program I learned a good deal about the topics.	75%
I will make changes in practice based on what I have learned.	76%

Key Participant Takeaway

The program emphasized teamwork, self-awareness, professionalism, and collaboration in nursing to optimize patient care, prevent burnout, and foster leadership development.



Lessons Learned

- The value of retention creates a large return on the investment in the program
- Mentees across cohorts showed growth across all topics
- Mentorship and peer connections were a favored aspect of the program
- Combining development with mentorship support was highly rated
- In-person time was requested, although during the program scheduling was difficult
- Lower participation than expected

Next Steps

- Expand to next graduate nurse residents as part of the transition-to-practice program, further supporting and developing their bedside leadership skills.
- Continue to assess the program to strengthen and build bedside nurse leaders.

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