

Clinical Practice Mentorship: Engage and Empower the Novice Nurse

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Purpose:

- Pediatric Cardiac Intensive Care Unit (CICU) expansion resulted in an influx of new and novice staff nurses into existing CICU team
- An innovative nursing mentorship program was established as a solution to continue nursing education and assist in promoting safe patient care

Relevance:

- CICU space expanded by 25% requiring that nursing staff expand quickly to meet the new census demand
- Novice nurse education post-orientation is facilitated by a Clinical Nurse Specialist
- Competing demands limited the time available to provide support, prompting the development of a new role
- The goal of the Clinical Practice Mentorship (CPM) program is to support and empower nurses to safely care for CICU patients
- Engage experienced nurses through teaching and mentoring the next generation of nurses in an innovative way

Implementation:

- The initial cohort of CPMs had the qualities of:
 - Strong clinical practice
 - Clear communication skills
 - Calm, approachable personalities.
- The strategy included supporting and mentoring nurses through the fostering of:
 - Critical thinking skills
 - Modeling communication techniques
 - Real-time, hands-on support during ICU tasks (Figure 1 and 2)
- The novice nurse maintains full responsibility of their assignment, but utilizes the CPM for support, education, and to solicit feedback



Figure 1: Review of Anatomy and Physiology



Figure 2: Sterile IV Infusion Preparation

Evaluation: Survey Results

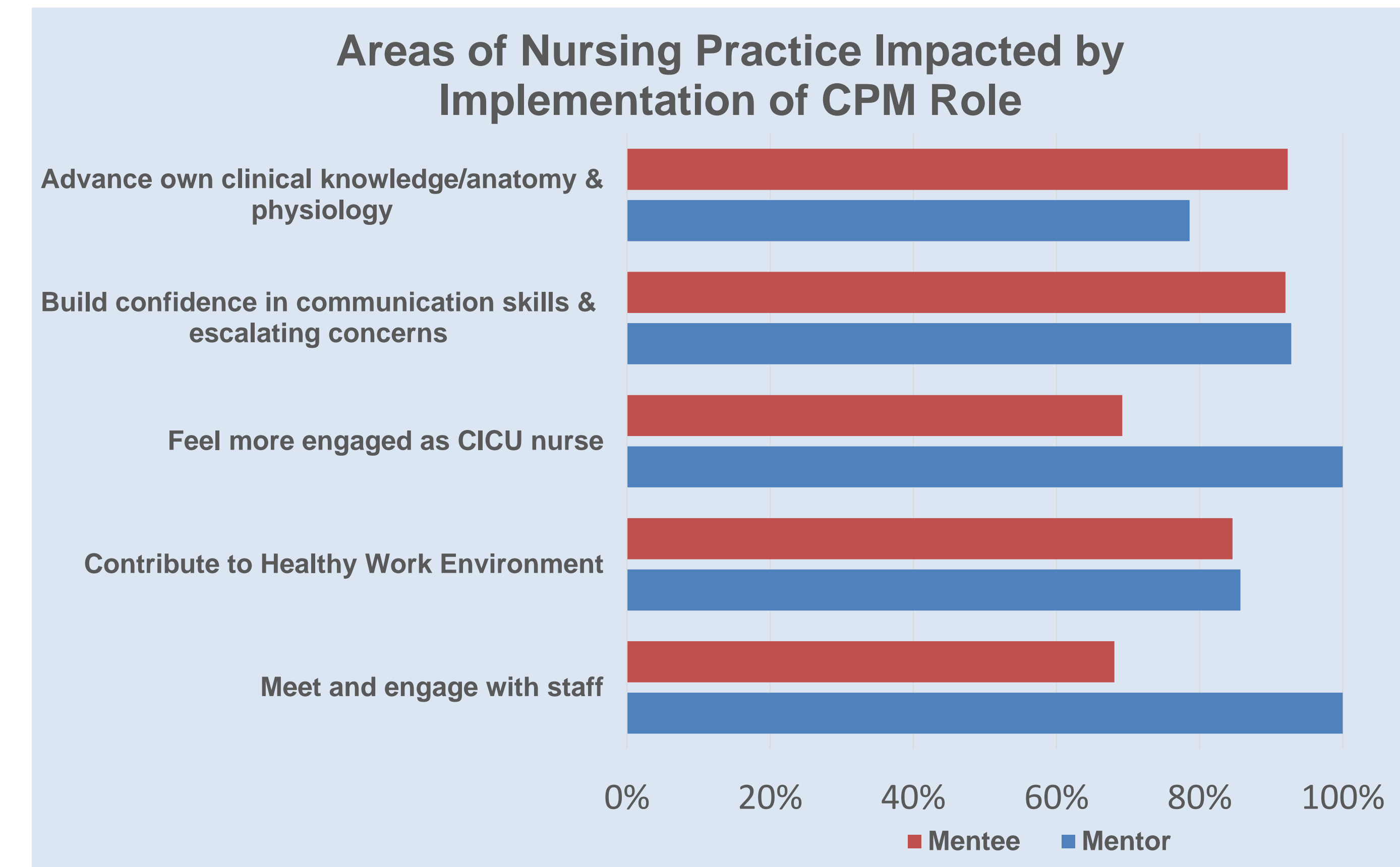


Figure 3: Areas Impacted by CPM Role

These outcomes were achieved with mentees reporting meeting with CPMs >10 times over past year (65.4%) for an average of an hour or less (92.3%) per interaction

Implication for Practice:

- The Clinical Practice Mentor (CPM) role addresses the needs of nurses new to CICU practice
- It is valuable to the novice nurses' practice development and to the healthy work environment (Figure 3)
- The goal is to refine the role of the CPM, share the benefits of this transformational mentorship program and integrate this model into a variety of practice settings
- Establish an application and training process for future CPMs

Areas of nursing practice impacted by implementation of CPM role

