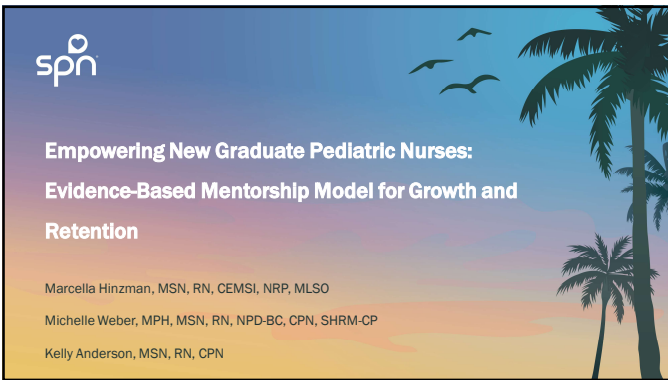
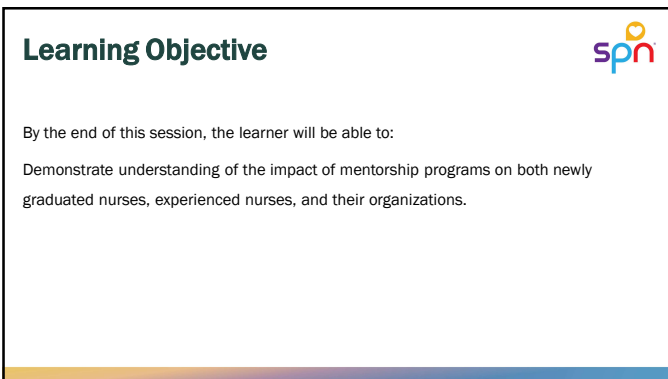




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3




Disclosure

Target Audience: Registered Nurses

Criteria for Successful Completion: Attend 80%-100% of Session

No one with the ability to control content of this activity has a relevant financial relationship with an ineligible company.

4



About Us




Akron Children's has been caring for children since 1890. With two hospital campuses, 6 regional health centers and 50+ primary and specialty care locations throughout Ohio, we're making it easier for today's busy families to find the high-quality care they need. We also partner with other health systems to bring our neonatal and pediatric expertise to patients in their community hospitals.

With more than a million patient visits a year, we've been leading the way to healthier futures for children through quality patient care, education, advocacy, community service and medical discovery.

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Introduction to Mentorship

-  Nurses trained by Florence Nightingale learned through role modeling and observation.
-  By the mid-20th century, educational programs transitioned to standardized curricula.
-  During the 1990s, increasing concerns emerged regarding high turnover, burnout, and job dissatisfaction.
-  In the 2000s, mentorship reemerged as a valued strategy to support professional development and workforce retention.

6

We Want to Know! 



Are you or have you been a Mentor?




Are you or have you been a Mentee?



Does your Organization Have a Mentor Program?

7

Benefits of a Nurse Mentor Program 

for New Grad Nurses' Transition to Practice

- Demonstrates an evidence-based positive impact on the transition from education to clinical practice.
- Enhances job satisfaction and engagement among new graduate nurses.
- Builds confidence and strengthens clinical decision-making skills.
- Supports long-term professional development and career progression.
- Promotes the development of clinical judgment and professional identity while providing essential psychosocial support.


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Benefits of a Nurse Mentor Program 

for the Experienced Nurse

- Enhances professional satisfaction by fostering a renewed sense of purpose.
- Develops leadership, mentorship, and coaching skills.
- Reinforces clinical knowledge and promotes ongoing professional learning.
- Improves performance, confidence, and consistency in clinical practice.
- Provides recognition of expertise while supporting continued professional growth.
- Strengthens teamwork, collaboration, and unit culture.


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Benefits of a Nurse Mentor Program 

for the Organization

- Improves nurse retention rates and workforce stability.
- Reduces turnover-related costs, with orientation expenses for new nurses averaging \$60,000-\$80,000 per hire.
- Strengthens the professional practice environment and organizational culture.
- Enhances patient safety culture and quality of care outcomes.

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Nurse Mentor Program Overview 


WHO

Mentees are Nurse Residency Program (NRP) participants who have successfully reached their 90-day milestone.

WHAT

A structured 12-month mentor program grounded in the Professional Practice Model (PPM) and the ABC's of Mentoring: Ask for a Mentor, Become a Mentor, Cultivate Mentoring Relationships.

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Nurse Mentor Program Overview 

WHEN


Mentors and Mentees meet for 30-minutes a month (minimum) to complete activity and discuss the topic. Activity includes education component and talking points.

HOW

Mentor program is flexible and relationship-driven. Mentor and Mentee collaboratively determine the format, setting, and style that best meets their needs.

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Mentor Matching



Step 1:
Mentor Submits Information via Forms

Step 2:
Information Flows to Microsoft List

Step 3:
Mentees View and Select a Mentor

Mentor Name and Email	Department	Location 
	Years in Nursing	Certification
Committees or Workgroups	Selfie Sheet 	Career Path Level
		Mentor Availability

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Selfie-Sheet Ice Breaker



ALL ABOUT ME

NAME:
JOB:
DEPARTMENT:

USE THIS SPACE TO TELL YOUR FUTURE MENTOR ABOUT YOURSELF.

All About Me 

Name: My Favorite: My Family:

Fun Fact: Fun Fact: Fun Fact:

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Selfie-Sheet Examples



HELLO, I'M MARCI

ABOUT ME

- I LIVE: THE BEACH, SEA TURTLES, FALL,
- ORGANIZATION, CHARTS,
- CONDUCTIVITY
- I LIKE TO SPEND TIME WITH MY FAMILY, COOK, AND GARDEN, TRAVEL, OR GETTING AWAY.

FUN FACTS

I DO NOT HAVE A "FAVORITE COLOR" BUT FAVORITE COLOR IS VERY SUBJECTIVE.

All About Me

ABOUT ME

HOBBIES

- Reading
- Traveling
- Volunteering
- Watching TV

FAMILY

My family consists of my husband and two children. We are a close-knit family and enjoy spending time together.

HELLO, I'M KELLY

ABOUT ME

HOBBIES

- Reading
- Traveling
- Volunteering
- Watching TV

FAMILY

My family consists of my husband and two children. We are a close-knit family and enjoy spending time together.

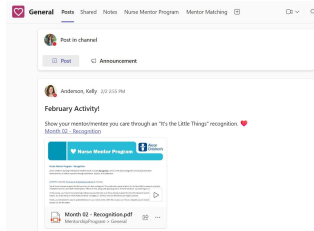
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Mentor Program Communication



Microsoft Teams Channel

- Posts for communication and reminders.
- Folders for sharing files and resources.
- Tabs for intranet site and Mentor Matching list.



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Monthly Activities



Professional Practice Model (PPM)

- 12-months of activities to support the development of the mentor-mentee relationship.
- 8-months based on the P.R.A.C.T.I.C.E. acronym: Professionalism, Recognition, Advocacy, Clinical Inquiry, Teamwork, Integrity, Compassion, and Equity.
- 4-months foster professional growth and development: I ♥ Nursing, Growth Mindset, Goal Setting, and Career Path.



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Closing Remarks



- ♥ Nurses who feel seen, guided, and invested in are more likely to stay.
- ♥ Start smart by leveraging what's already in place - from existing technology to proven models.
- ♥ Mentorship thrives when everyone plays a part as many hands truly make light work.

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