Purpose: Our hospital currently has a mentor program. Participants in the program are assigned a mentor on a different division hopefully eliminating bias. This program was not functional in the perioperative environment. Ongoing meetings between participants were difficult to arrange due to busy work schedules. Perioperative Services are constantly expanding. We perform over 100 surgeries per day. Operating rooms and recovery rooms span over two floors and two campuses. We employee over 750 people. To meet the growing needs of staff development and wanting to address retention, a mentoring program was initiated to enhance and champion less-experienced, new colleagues.

Description: Working with managers from each division within perioperative services, a staff member was selected to represent each area on the initial core committee. There were 12 original members. Utilizing an evidence-based practice approach, committee members reviewed multiple mentor programs; assessing for which structure would be most suitable in their environment. Committee members worked in small groups to develop the program standards and expectations, identify qualities of a good mentor, and meeting frequency and documentation log. The program was designed utilizing mentors and mentees from within the same division. This provided easy access and convenience to ensure ongoing meetings. The committee presented the proposed program to the managers after completion. As the Perioperative mentorship program was initiated, the core committee met monthly for ongoing review.

Evaluation: As staff developed program criteria, they are successfully engaged. New employees are enrolled monthly into the program. Survey feedback from both mentors and mentees confirm program success and offers valuable suggestions for constant process improvement. Strong staff relationships are formed with new employees. Involvement of qualified experienced staff within the division improves morale and retention. Future goals are to expand the program from only nurse participation to all staff within perioperative services: patient, anesthesia, and surgical technicians, nurse practitioners, and sterile processing employees.