



ASPAN

American Society of PeriAnesthesia Nurses

Advancing/Emerging Leaders Strategic Work Team (SWT)

Charter

May 2025 - May 2026

Purpose: The Advancing/ Emerging Leaders Strategic Work Team (SWT) provides a structured mentoring program that connects an ASPAN leader with a mentee to create and execute agreed-upon personal goals throughout the year.

Authority: Appointed by the Vice President/President-Elect with oversight from the Immediate Past President or designee appointed by the ASPAN President.

Scope:

1. Create a relaxed, but structured, program to support nurses seeking personal growth and leadership opportunities which, in turn, supports the future state of ASPAN and its associated components
 - a. All potential members fill out a questionnaire describing what role they wish to take (mentee vs. mentor) and including a summary of professional information to assist with matching mentors with mentees
 - b. The SWT Coordinator reviews applications, creates working pairs, and provides paperwork for participants to assist with defining goals and monitoring progress
 - c. Mentors return paperwork to SWT Coordinator after first meeting with initial goals included
 - d. Members contract to have 3- electronic meetings at prescribed times to connect, discuss progress, and define next steps. (Suggested Meeting Months: July/ October, /January and a brief follow up prior to National Conference in 2026.)
 - e. Members are asked to fill out an evaluation at the end of the experience. (Runs from National Conference to next National Conference.)
 - f. Mentors provide a brief written summary of accomplishments
 - g. The SWT Coordinator sends reminders for “meetings” and follows up with members who may be struggling
 - h. Identify any members who are looking to expand their talents at the national and component level
 - i. Promote the importance of participation, mutual respect, and outcome information

Decision Making: Prepare semi-annual reports to the ASPAN Board of Directors summarizing the SWT's member activity and various follow-up opportunities. Provide immediate information to the ASPAN President as appropriate if critical issues arise.

Outcomes: ASPAN will support and grow future leaders for our professional organization.