

A Perioperative Mentorship Program to Engage Clinical Nurses in Reaching Professional Development Goals

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Introduction: Mentorship encourages experienced perioperative nurses to step into the role of leadership for our new hires to establish a partnership to allow a safe and respectful learning environment, as well as encourage professional growth within the unit.

Identification of the Problem: Without established mentorship programs, new nurses may have had a difficult time identifying a mentor they can trust or guide during their transition phase after orientation.

QI Question/Purpose of the Study: Establish a mentorship program that will cultivate professional growth and promotes health working environments, thus positively impacting organizational culture and patient safety events.

Methods: Qualitative and quantitative data from surveys will be assessed within a free-text box and Likert scale measured at (3, 6, 9, 12 months). This data will be used to provide descriptive analysis of the successes and/or hardships during and after the mentorship program

Outcomes:

- Mentees successfully achieve professional development goals
- Mentors/Mentees will actively engage in conversations
- Mentors/mentees will create a culture of respectful learning
- Mentees participating in unit-based mentorship program focusing on professional development will show higher rates of retention

Results:

- Based on the initial program start, 3-month and 6-month surveys, mentees experienced:
- 75% of mentees met their intended professional development goal
- Supportive relationships with their mentor
- Data showed the pairs facilitated in their professional development goals
- Promoted an environment of trust
- Showed an increase in overall job satisfaction
- Based on the post 9- and 12-month perioperative services mentorship program:
 - 100% of participants had increased job satisfaction and increased confidence
 - 80% reported an increase in resume building, improved knowledge, skills and leadership skills

Discussion: As the evidence from nursing literature emphasized, the implementation of a professional and knowledge building mentorship program in the PACU has improved job satisfaction, reduced turnover rates, and increased the number of nurses utilizing the clinical advancement program.

Conclusion: Nurse mentors and mentees felt a greater sense of job satisfaction with improved professional development within the unit. Mentorship programs increased the amount of nurses achieving advancement via the clinical advancement program

Implications for perianesthesia nurses and future research: Due to the success of the Periop Mentorship Program in PACU we plan to implement the program in the Phase II unit of the Perioperative Department.