

Nursing Mentoring Program Guideline

This book presents a review of, and ways of applying, major transcultural nursing (TCN) models and assessment tools in nursing education, practice, and administration. A textbook for BSN and MSN levels, it features case studies, care plans, initial role playing exercises and implications of TCN concepts when planning, implementing and evaluating client care. NCLEX-type questions/answers are provided per model. Content mirrors AACN curricular guidelines for health care models.

Mentoring Today's Nurses: A Global Perspective for Success provides guidance to faculty on how to mentor today's students at all levels of the educational system. Authors Baxley, Ibitayo, and Bond provide a road map for educators struggling to successfully understand the patterns and expectations of students at all levels within a global society.

Advanced Nursing Practice addresses the key issues in practice, education, regulation, research and role/practice development, which are central to defining the distinctive nature of advanced nursing practice (ANP) and explores international developments in the field of ANP. *Advanced Nursing Practice* has been developed in recognition of the key role nurses with advanced knowledge and skills play in developing health care services worldwide. The book tracks the evolution of new advanced practice nursing roles and innovative practice models, and examines the need for international guidelines. In exploring strategies for implementing ANP in the context of countries' health care needs, *Advanced Nursing Practice* addresses legal and ethical challenges and commonalities and differences in advanced nursing practice, while examining the implications, obstacles, and facilitative strategies in maintaining, implementing and supporting the development of ANP. This book provides guidance in decision-making, examines the implications for liaising with other health care professionals and encourages nurses to shape their role to the needs of their patients and practice.

Develop your management and nursing leadership skills! Leadership & Nursing Care Management, 7th Edition focuses on best practices to help you learn to effectively manage interdisciplinary teams, client needs, and systems of care. A research-based approach includes realistic cases studies showing how to apply management principles to nursing practice. Arranged by American Organization for Nursing Leadership (AONL) competencies, the text addresses topics such as staffing and scheduling, budgeting, team building, legal and ethical issues, and measurement of outcomes. Written by noted nursing educators Diane L. Huber and Maria Lindell Joseph, this edition includes new Next Generation NCLEX® content to prepare you for success on the NGN certification exam. UNIQUE! Organization of chapters by AONL competencies addresses leadership and care management topics by the five competencies integral to nurse executive roles. Evidence-based approach keeps you on the cutting edge of the nursing profession with respect to best practices. Critical thinking exercises at the end of each chapter challenge you to reflect on chapter content, critically analyze the information, and apply it to a situation. Case studies at the end of each chapter present real-world leadership and management vignettes and illustrate how concepts can be applied to specific situations. Research Notes in each chapter summarize current research studies relating to nursing leadership and management. Full-color photos and figures depict concepts and enhance learning. NEW! Updates are included for information relating to the competencies of leadership, professionalism, communication and relationship building, knowledge of the healthcare environment, and business skills. NEW! Five NGN-specific case studies are included in this edition to align with clinical judgment content, preparing you for the Next Generation NCLEX® (NGN) examination. NEW contributors — leading experts in the field — update the book's content.

Theory and Research for Academic Nurse Educators: Application to Practice is an essential guide to nursing education theory, research and its application in the classroom. Designed for

the nurse educator, this comprehensive guide is focused around the National League for Nursing's eight core competencies for academic nurse educators. This textbook contains an overview of the academic nurse educator role, core competencies, strategies for applying theory and research-based knowledge to further professional development. This text is an ideal resource for nurses preparing for the Certified Nurse Educator Exam (CNE) and nursing education students.

"This is a very practical and easy to read book that could be very useful for nurses starting out in their careers. As the foreword states, it could be a resource for formal mentoring programs, residency programs, and nursing educational programs. The information and advice in this book may also keep new nurses from leaving the field if they are able to develop successful mentoring relationships. It is a bargain at \$25.00."--Choice "For those looking for a mentor, this book provides invaluable advice on what attracts mentors and makes them believe in you and be willing to support your development...This book is an excellent resource for mentors and protégés."--Nurse Educator "Dr. Vance's pioneering work on mentorship has provided us with the language, understanding, and strategies for building these essential professional support relationships. This book extends her work in practical and useful ways that will help us build the new generation of excellent clinical experts, advocates, and nurse leaders." From the Foreword by Diana J. Mason, PhD, RN, FAAN Editor-in-Chief Emeritus, The American Journal of Nursing This newest addition to the Fast Facts series provides insight for protégés and mentors on using mentoring to build new generations of successful nurses. It covers a quick history of why mentoring is important, how a protégé can identify and mentor, and how to develop and maintain a healthy mentor-protégé relationship. It also contains the necessary tools to help novice nurses benefit from mentor support through difficult and sometimes frightening and confusing times. Written by Connie Vance, an innovator in nursing mentorship research, this book presents new nurses with tools to identify the perfect "mentor match" and cultivate the mentor relationship in ways that result in valuable career-building insight. It includes guidelines to ensure a truly valuable and influential mentor relationship, contributing to career success in nursing. Key Features: Contains guidelines for creating a personal mentor action plan, complete with a chart for use in mentoring practice Provides 10 tips on raising mentor intelligence and how to use it as a source for career success Highlights resources for networking and collective mentoring to assist in career development

Dossey & Keegan's *Holistic Nursing: A Handbook for Practice*, Eighth Edition covers basic and advanced concepts of holism, demonstrating how holistic nursing spans all specialties and levels. This text is distinguished by its emphasis on theory, research, and evidence-based practice essential to holistic nursing.

This book discusses the importance of nurse-led care at the bedside and how to achieve a professional practice model that allows for such leadership growth, in connection with the recommendations from the Future of Nursing Report. It will provide key background and how-to information about the important leadership roles that nurses can assume at the bedside while caring for patients and families and perhaps most importantly, how to create an environment in which these initiatives can flourish and advance quality health care.

Mentoring in Nursing and Healthcare is a practical, interactive resource that promotes active participation and enhances a deeper level of understanding of mentorship. It explores what is meant by the process of mentoring, addresses what a mentor is, what the role entails, and gives practical help on teaching and assessing students in clinical practice. Written primarily for mentors, this book offers a range of theoretical and practical activities and resources that are enhanced by online learning resources. Each chapter focuses on a different aspect of mentorship, including: The role of mentorship The mentor-student relationship The mentor as teacher Experiential learning and

reflective practice Learning styles and teaching theories The mentor as assessor Competence and capability Health improvement Career development A core text for mentor preparation and mentor update courses in nursing and allied health, *Mentoring in Nursing and Healthcare* is an essential guide that supports learning and ongoing professional development. Key Features: Includes not only the latest and most up-to-date NMC standards, but also the Health and Care Professions Council's standards of proficiency Accessible and practice-oriented, with case studies, reflective exercises and activities throughout Has a strong focus on assessment skills Supported by interactive online resources that include test-yourself questions, multiple choice questions, web-links, PowerPoint slides, case studies, and activities at www.wiley.com/go/mentoring

Newly hired nurses to critical care units need time and guidance to develop the confidence and knowledgeable experience to recognize and instinctually intervene in these moments. Regardless of being a new graduate or just new to the hospital or unit, adapting to the unfamiliarity or physical newness of these microsystems adds to the difficulty with all the new processes and policies, monitoring equipment as well as any other foreign equipment used within the microsystem. Many newly hired registered nurses report a disconnect in these intense and fast paced settings leading to a lack of professional confidence (Ortiz, 2015). Research shows to varying degrees, 35% - 60% of newly hired nurses will leave their first place of employment within a year of their hire date (Flinkman, Isopahkala-Bouret & Salanterä, 2013). Frequently, newer nurses report feeling unwelcomed or underprepared, frustrated, and bullied in their new microsystems (Hawkins, Jeong & Smith, 2019). At a local community hospital, turnover rates are increasing enough that executive leadership has dubbed the issue a "revolving door" problem of nurses being hired but leaving shortly after. It was discovered that mentoring programs have been utilized to help new nurses develop confidence, gain insight into their health care systems, and develop quality nursing skills; mentoring also has increased job satisfaction and retention, benefiting not only the health organization, but also the patients these nurses care for (Hodgson and Scanlan, 2013). A mentorship program was proposed to this community hospital's stakeholders, and permission was granted to implement a program and measure its results.

Published in its first edition by the International Parish Nurse Resource Centre, *Parish Nursing* provides a variety of perspectives of faith community nursing roles and practice. *Parish Nursing* should find interested readers among scholars, students, and advanced practitioners in community and public health nursing. While the book had its initial roots in the Lutheran General Care System, it is a useful reference for nurses of all faiths.

This is the only book to offer an evidence-based model for retaining students and ensuring success across the nursing education spectrum. It is designed to assist faculty in creating, implementing, and evaluating student retention and academic success strategies. This model, *Nursing Undergraduate Retention and Success (NURS)*, can be used effectively with all kinds of nursing programs, both traditional and nontraditional, including diploma, ADN, RN-BS, and accelerated BS. The book features the *Nursing Student Retention Toolkit*, an easy-to-use digital toolkit for assessment and planning that is thoroughly cross-referenced and integrated into the text. Together, these

complementary resources offer a wide selection of educational activities and support strategies for diverse learners and settings. The text provides guidelines for maximizing educational strengths, identifying and assessing at-risk students, facilitating student retention, and revitalizing teaching methods. It examines the multidimensional factors that must be considered, including cultural values and beliefs, and describes proven strategies for promoting retention and academic success such as faculty advisement, promoting professional events and membership, peer partnerships, and enrichment programs. Nursing Student Retention, with its breadth of information and one-of-a-kind digital toolkit, will be of great value to nurse educators, administrators, and graduate students. This new edition features: An easy-to-use format that includes the Nursing Student Retention Toolkit, a digital adjunct containing assessment tools, and templates for designing, implementing, and evaluating retention strategies Chapters updated to provide a wealth of new information and evidence-based strategies Real-life scenarios featuring diverse learners and settings Vignettes to synthesize and demonstrate application of learning

Success. Job satisfaction. Leadership. How are these developed and nurtured in a nursing career? Can mentors make a difference? They can and do, according to this book---edited by two pioneering researchers in the field of nursing mentorship. Here they explore the conceptual and practical aspects of mentorship and what it means in nursing. They are joined by more than a hundred nurses, including nurse leaders such as Beverly Malone, Marla Salmon, and Joyce Fitzpatrick, who contribute stories, essays, and personal reflections on mentorship. Their voices, in addition to the editor's research, suggest that nurses are inventing a new, evolving, and very meaningful paradigm, which reaps mentorship's classic benefits: career success and advancement personal and professional satisfaction, enhanced self-esteem and confidence, preparation for leadership roles and succession, and strengthening of the profession. The book describes the dynamics of both informal mentor relationships and structured mentorship programs, such as those used in schools of nursing to help disadvantaged students. In addition to looking at education, the book describes how mentorship plays a role in the practice setting, in professional organizations, and with peers and groups, and how it promotes international and cross-cultural understanding.

Turning a critical eye to the health care system in Nova Scotia, Katherine Fierlbeck outlines the frameworks structuring provincial health care, while providing a detailed assessment of Nova Scotia's health financing, physical infrastructure, and service provision.

Cited in the 2015 Willis review on nurse education as an exemplary system-wide approach for supporting learning in practice, Collaborative Learning in Practice (CLiP) is an innovative coaching model that empowers students to take the lead in their practice through creating positive learning cultures. Collaborative Learning in Practice provides a detailed description of the CLiP model and explains how coaching can be integrated into a range of learning conversations. Written by an experienced team of practitioners, this unique text describes the theoretical basis of the CLiP model, highlights potential pitfalls and successes, and offers practical guidance on implementation. A wealth of real-world case studies demonstrates how the CLiP model works in a range of professional and practice settings, considering healthcare education, research and leadership. This authoritative book: Provides an overview of

the innovative CLiP model of practice-based learning, linked to the NMC standards for student supervision and assessment Offers numerous real-life examples of how to implement and evaluate CLIP in practice Explores the use of reverse mentoring to update and share knowledge collaboratively Discusses how coaching approaches such as GROW and OSCAR can enhance learning experiences Includes access to online learning tools including self-assessment tests, additional practical scenarios and case studies, and links to further reading Developing practitioner knowledge and skill through an accessible, reader-friendly approach, Collaborative Learning in Practice is an essential resource for nursing and allied healthcare educators, nursing and healthcare students, and practice mentors, supervisors, and assessors in clinical environments. Mentorship in Academic Medicine is an evidence-based guide for establishing and maintaining successful mentoring relationships for both mentors and mentees. Drawing upon the existing evidence-base on academic mentoring in medicine and the health sciences, it applies a case-stimulus learning approach to the common challenges and opportunities in mentorship in academic medicine. Each chapter begins with cases that take the reader into the evidence around specific issues in mentorship and provides actionable messages and recommendations for both correcting and preventing the problems presented in the cases. Accompanying the text is an interactive, online learning resource on mentorship. This e-tool provides updated resources for mentors and mentees, including video clips and podcasts with effective mentors who share their mentorship tips and strategies for effective mentorship. It also provides updated departmental and institutional strategies for establishing, running, and evaluating effective mentoring programs. Mentorship in Academic Medicine provides useful strategies and tactics for overcoming the common problems and flaws in mentoring programs and fostering productive and successful mentoring relationships and is a valuable guide for both mentors and mentees.

PRAISE FOR THE MENTEE'S GUIDE "The Mentee's Guide inspires and guides the potential mentee, provides new insights for the adventure in learning that lies ahead, and underscores my personal belief and experience that mentoring is circular. The mentor gains as much as the mentee in this evocative relationship. Lois Zachary's new book is a great gift." —Frances Hesselbein, chairman and founding president, Leader to Leader Institute "Whether you are the mentee or mentor, born or made for the role, you will gain much more from the relationship by practicing the fun and easy A-to-Z principles of The Mentee's Guide by the master of excellence, Lois Zachary." —Ken Shelton, editor, Leadership Excellence "With this deeply practical book filled with stories and useful exercises, Lois Zachary completes her groundbreaking trilogy on mentoring. Must-reading for those in search of a richer understanding of this deeply human relationship as well as anyone seeking a mentor, whether for new skills, job advancement, or deeper wisdom." —Laurent A. Parks Daloz, senior fellow, the Whidbey Institute, and author, Mentor: Guiding the Journey of Adult Learners 2007 AJN Book of the Year Winner! Designated a Doody's Core Title! Mentoring in Nursing will help inspire a more cohesive, flexible, and empowered nursing force, whether in academia, the hospital unit, or health care facility. Featuring: Definitions and components of the mentoring process Models and strategies: classic, multiple, and peer mentoring; precepting, coaching, or shadowing models Mentor and mentee perspectives Best practices in nurse mentoring, including multicultural competency Mentoring evaluation tools "It is incumbent then on all of us in the helping professions to be cognizant of the need for continued support and guidance of the elders, but the elders must also listen and learn from the young, and the young must help each other if the profession's covenant with the public is to be kept."--From the Foreword by

Grayce Sills, PhD, RN

This is a book on the good practice of mentoring written by scholars and practitioners in education, health and industry. It considers the roles of the mentor-mentee in changing workplaces affected by external forces including technology, the economy and the dismantling of middle- management structures, and offers guidelines for those who seek good practice, and the nurturing of the individual in a caring and collaborative culture.; A brief history of mentoring and its subsequent usage is presented, with special attention paid to the gender issues. New concepts such as "shadowing" and "reflective interviewing" are introduced and explained, and strategies are presented in such a way that they can be applied and adapted in any setting. The whole process, therefore, aims to empower the professional in a school, university or industrial level, and with others, towards a more effective and perceptive practice.; All those involved in education and training of individuals at a school, college or industrial level training will find this useful.

Advanced Practice Nursing:Essential Knowledge for the Profession, Fourth Edition is a core advanced practice text used in both Master's Level and DNP programs.

Mentoring in NursingA Dynamic and Collaborative ProcessSpringer Publishing Company

This timely volume in the Springer Annual Review of Nursing Education series reflects the hottest issues and trends igniting national discourse today. Written by nurse educators and focused on the practice of teaching across settings, the Annual Review provides educators in associate, baccalaureate, and graduate nursing programs, staff development, and continuing education with an array of strategies to expand their horizons and enrich their teaching. From the lessons nurse educators and students learned in surviving the Gulf coast hurricanes to the impact of foreign nurses' immigration on American nursing education, Volume 5 presents topics in the vanguard of nursing education concerns. Topics included in this volume:
Standardized patients in nursing education
Strategy for teaching cultural competence
Managing difficult student situations
Challenges calling American nurses to think and act globally
Using benchmarking for continuous quality improvement
E-portfolios in nursing education

This authoritative reference, the Sixth Edition of an internationally acclaimed bestseller, offers the most up-to-date information available on multidisciplinary pain diagnosis, treatment, and management. Pain Management: A Practical Guide for Clinicians is a compilation of literature written by members of The American Academy of Pain Management, the largest multidisciplinary society of pain management professionals in North America and the largest physician-based pain society in the United States. This unique reference covers both traditional and alternative approaches and discusses the pain of children as well as adult and geriatric patients. It includes approximately 60 new chapters and each chapter is written to allow the reader to read independently topics of interest and thus may be viewed as a self-contained study module. The collection of chapters allows an authoritative self-study on many of the pressing issues faced by pain practitioners. Regardless of your specialty or medical training or whether you are in a large hospital or a small clinic, if you work with patients in need of pain management, this complete reference is for you.

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Interested in the latest trends in nursing education written by the nurse educators pioneering these innovations? Then welcome to the first volume of the Annual Review of Nursing Education. This Review focuses on these innovative practices of teaching. It describes educational strategies you can adapt to your own settings and is written for educators in associate, baccalaureate, and graduate nursing programs, staff development, and continuing education. The goal of the Review is to keep educators updated on recent innovations in nursing education

across all settings.

Resource added for the Nursing-Associate Degree 105431, Practical Nursing 315431, and Nursing Assistant 305431 programs.

This book is unique in its global approach to applying the Guidelines for Culturally Competent Nursing Practice that were recently endorsed by the International Council of Nurses (ICN) and distributed to all of its 130 national nursing associations. The purpose of this book is to illustrate how these guidelines can be put into clinical practice and to show how practitioners from different countries with diverse populations can implement them. The first chapter provides the conceptual basis for Culturally Competent Health Care and describes how the guidelines were developed. Each of the next 10 sections presents a chapter describing a specific guideline followed by three or four chapters with detailed case studies to illustrate how the guideline was implemented in a particular cultural setting. All case studies follow a similar format and are written by international authors with clinical expertise and work experience in the culture being presented. This book will be useful for advanced practice nurses, healthcare students, clinicians, administrators, educators, researchers, and those who provide community health or population-based care.

The Future of Nursing explores how nurses' roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles -- including limits on nurses' scope of practice -- should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.

Mentoring in Nursing and Healthcare: Supporting career and personal development is an innovative look into mentoring within nursing, and its implications for career success. It provides an up-to-date review of the current research and literature within mentoring in nursing and healthcare, drawing together the distinctive challenges facing nurses and their career development. It proposes new directions and practical ways forward for the future development of formal mentoring programmes in nursing. Offering fresh insight into mentoring

principles and how these can be used beyond pre-registration nurse education to support personal career development. This is an essential book for all those commencing, continuing or returning to a nursing career. Key features: Addresses mentoring as a career development tool Focuses on the individual benefits of being a mentee and mentor and how this can aid professional development Both theoretical and practical material is presented Features case studies throughout book Supports nurses to develop their careers It is sector specific but has transferability across disciplines A summary chapter draws together common threads or theoretical perspectives. The book concludes with strategies for future research and progress

At a time when college completion is a major issue, and there is particular concern about the retention of underserved student populations, peer mentoring programs offer one solution to promoting student success. This is a comprehensive resource for creating, refining and sustaining effective student peer mentoring programs. While providing a blueprint for successfully designing programs for a wide range of audiences – from freshmen to doctoral students – it also offers specific guidance on developing programs targeting three large groups of under-served students: first-generation students, international students and student veterans. This guidebook is divided into two main sections. The opening section begins by reviewing the issue of degree non-completion, as well as college adjustment challenges that all students and those in each of the targeted groups face. Subsequent chapters in section one explore models of traditional and non-traditional student transition, persistence and belonging, address what peer mentoring can realistically achieve, and present a rubric for categorizing college student peer-mentoring programs. The final chapter in section one provides a detailed framework for assessing students' adjustment issues to determine which ones peer mentoring programs can appropriately address. Section two of the guidebook shifts from the theoretical to the practical by covering the nuts and bolts of developing a college student peer-mentoring program. The initial chapter in section two covers a range of design issues including establishing a program timeline, developing a budget, securing funding, getting commitments from stakeholders, hiring staff, recruiting mentors and mentees, and developing policies and procedures. Subsequent chapters analyze the strengths and limitations of different program delivery options, from paired and group face-to-face mentoring to their e-mentoring equivalents; offer guidance on the creation of program content and resources for mentors and mentees, and provide mentor training exercises and curricular guidelines. Section two concludes by outlining processes for evaluating programs, including setting goals, collecting appropriate data, and methods of analysis; and by offering advice on sustaining and institutionalizing programs. Each chapter opens with a case study illustrating its principal points. This book is primarily intended as a resource for student affairs professionals and program coordinators who are developing new peer-mentoring programs or considering refining existing ones. It

may also serve as a text in courses designed to train future peer mentors and leaders.

Prepared under the auspices of the International Council of Nurses (ICN), this first volume provides a comprehensive overview of the rapidly emerging field of advanced nursing practice. It addresses central issues in the role and practice development that are fundamental to defining and differentiating the nature of this field. Topics include defining the role, role characteristics, scope of practice, education, regulation and research. Obstacles to and facilitators of that role are addressed and include ethical questions arising in the context of practice development. With an international focus, this volume examines international developments in the field, as reflected in country-specific case studies and examples. It offers a valuable resource for advanced practice nurses, educators and administrators at healthcare institutions.

Contemporary Nursing, Issues, Trends, & Management, 6th Edition prepares you for the rapidly evolving world of health care with a comprehensive yet focused survey of nursing topics affecting practice, as well as the issues facing today's nurse managers and tomorrow's nurse leaders. Newly revised and updated, Barbara Cherry and Susan Jacob provide the most practical and balanced preparation for the issues, trends, and management topics you will encounter in practice. Content mapped to the AACN BSN Essentials emphasizes intraprofessional teams, cultural humility and sensitivity, cultural competence, and the CLAS standards. Vignettes at the beginning of each chapter put nursing history and practice into perspective, followed by Questions to Consider While Reading This Chapter that help you reflect on the Vignettes and prepare you for the material to follow. Case studies throughout the text challenge you to apply key concepts to real-world practice. Coverage of leadership and management in nursing prepares you to function effectively in management roles. Career management strategies include advice for making the transition from student to practitioner and tips on how to pass the NCLEX-RN® examination. Key terms, learning outcomes, and chapter overviews help you study more efficiently and effectively. Helpful websites and online resources provide ways to further explore each chapter topic. Coverage of nursing education brings you up to date on a wide range of topics, from the emergence of interactive learning strategies and e-learning technology, to the effects of the nursing shortage and our aging nursing population. Updated information on paying for health care in America, the Patient Protection and Affordable Care Act, and statistics on health insurance coverage in the United States helps you understand the history and reasons behind healthcare financing reform, the costs of healthcare, and current types of managed care plans. A new section on health information technology familiarizes you with how Electronic Health Records (EHRs), point-of-care technologies, and consumer health information could potentially impact the future of health care. Updated chapter on health policy and politics explores the effect of governmental roles, structures, and actions on health care policy and how you can get involved

in political advocacy at the local, state, and federal level to help shape the U.S. health care system. The latest emergency preparedness and response guidelines from the Federal Emergency Management Agency (FEMA), the Centers for Disease Control (CDC), and the World Health Organization (WHO) prepare you for responding to natural and man-made disasters.

Previous research suggests that mentoring benefits Student Registered Nurse Anesthetists (SRNAs) in many ways including decreasing stress levels and increasing academic retention rates. There is little research, however, that explores the mentoring structure preferred by SRNAs. To answer this question, the researchers surveyed 387 student members of the American Association of Nurse Anesthetists (AANA) and analyzed the results using descriptive statistics, Chi-square testing, and Straus and Glaser's Grounded Theory. Researchers found that SRNAs prefer a mix of formal and informal mentoring and a layered approach to mentoring consisting of both a recently graduated CRNA and near-peer SRNA mentor. The study also found it was important to SRNAs that a mentor share a similar personality with them, be able to provide clinical and career guidance, and be able to facilitate networking. In addition, the survey data suggests that there are periods in an academic anesthesia program where mentorship is essential, including at the beginning of the program and before clinical rotations begin. Perhaps the most crucial finding was that non-Caucasian students often have different perspectives towards mentoring than Caucasian students. This was the most profound demographic difference found by this study, influencing responses more than any other demographic characteristic including age, sex, or relationship status. Future research is needed to investigate the different needs of minority SRNAs to ensure mentorship programs are structured in such a way to meet the needs of SRNAs.

Features various trends in nursing education. This review describes educational strategies you can adapt to your own settings, and is written for educators in associate, baccalaureate, and graduate nursing programs, staff development, and education. It aims to keep educators updated on innovations in nursing education across various settings.

This practical and accessible book examines the knowledge base, skills and attitudes required for mentoring in the context of healthcare. Revised and updated to take account of the latest developments in healthcare, the text explores theories and research on mentoring by analysing their strengths and weaknesses. To complement his analytical style, Neil Gopee has introduced more interactive features to emphasise the application of theories and principles to various clinical settings. He also draws on the most recent standards and competencies for mentors and supervisors, and examines how they can be applied in day-to-day mentoring and clinical practice activities. Key features include: - Comprehensive content - examines learning styles; different learning environments; evidence-based care; principles of assessment; the mentor's leadership; evaluation of teaching. - Practice-oriented - case studies offer links to

?real-life? and the chapters provide effective frameworks for mentoring in practice. - Interactive - activities and think points encourage the reader to explore and apply concepts to their practice and roles. - Up-to-date - firmly based on current knowledge in the field. Mentoring and Supervision in Healthcare is a core text for mentor preparation courses in nursing, midwifery and across the healthcare sector. It supports learning and ongoing professional development for all healthcare professionals.

With current Government targets to increase health and social care practitioners, there is an increased need for informed mentors and preceptors to support the development of the students and new health professionals. Enabling learning in nursing and midwifery practice: A guide for mentors seeks to underpin recent mentoring initiatives, exploring the impact of mentoring, supervision and preceptorship on professional practice, covering principles that underpin effective learning and providing practical guidance on mentoring and assessment strategies within practice settings. Enabling learning in nursing and midwifery practice: A guide for mentors addresses the inter-professional and policy context for mentorship, examines the nature of effective learning environments and provides mentors with the necessary tools to assist students in their development within a practice setting. It explores the use of reflective practice, virtual learning and other core resources to enhance and support learning in practice and addresses assessing practice, making correct judgements about student competence and the development of competence in newly qualified practitioners. Enabling learning in nursing and midwifery practice: A guide for mentors is an important resource text for practitioners seeking to support learning in practice as well as experienced mentors and preceptors seeking to update their skills and understanding. Key features * Evidence-based, practical guide to effective mentoring and preceptorship * Integrates theory and practice * Addresses the context of learning in practice and the challenges of clinical supervision * Promotes understanding of the importance of assessing practice and managing the mentoring process * Equips mentors to enable students and newly qualified staff to gain confidence and expertise * Includes activities, points for reflection and examples from practice

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