



Mentorship: A Pathway for Leadership Development

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During the 2019 Annual Convention

Summary: This presentation examines the innovative journey of the Organization of Nurse Leaders of NJ (ONL NJ) to implement an award-winning nurse leader mentorship program at a state-wide level and share the positive results of two qualitative research studies.

Nursing Implications:

- In alignment with the Institute of Medicine (IOM) and American Organization of Nurse Leaders (AONL) goals, this structured mentorship program has prepared and empowered aspiring and current nurse leaders for advancement to progressive leadership roles.
- The results of two qualitative research studies provided valuable feedback instrumental for improving and refining the program structure.
- Nurse participant feedback has been overwhelmingly positive, making this model useful to other healthcare organizations and professional associations seeking a structured mentorship program for leadership development.
- National interest in this innovative statewide initiative has resulted in further dissemination of the mentorship program and toolkit.

Key Takeaways:

- Since the program inception, ONL NJ has sponsored six consecutive, one-year mentorship cohorts and matched more than 180 nurses from different organizations throughout the state in structured mentor-mentee dyads.
- The development and dissemination of the ONL NJ Mentorship Toolkit provided an evidence-based resource for improving the mentor-mentee experience and program outcomes.
- As a direct result of participation in the mentorship program, nurse mentees have achieved personal growth goals, contributed to article publications, accepted career promotions, achieved national certifications, and enrolled in higher education.

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