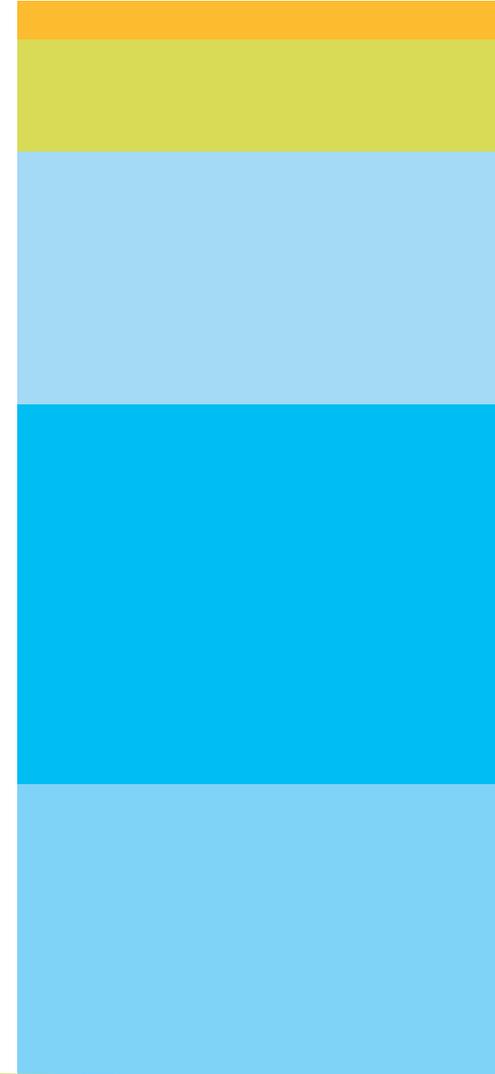


Developing Leadership Capacity through Mentorship

CHNC Conference
June 27, 2018

CHN Leadership Institute, Standards and Competencies
Standing Committee

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Network Café Learning Outcomes

- Learn about the Leadership Mentoring Program
Become familiar with the elements of a successful mentorship program
- Be able to describe the CHN Leadership Institute mentorship program
- Participate in the formation of mentor/mentee dyads

Community Health Nursing Leadership Institute

Purpose

- to develop and implement a continuing education program on leadership amongst community health nurses and to collaborate to support quality community health nursing education and practice by building capacity

Strategies

- Workshop/preconference
- **Mentorship program**
- Webinars

Subcommittee of CHNC Standards of Competencies Standing Committee

Leadership Mentoring Program: Literature Review

What makes a successful mentorship program?

- ▶ Clear guidelines/expectations
- ▶ Recognition
- ▶ Training
- ▶ Organizational support
- ▶ Open communication
- ▶ Appropriate match
- ▶ Clear roles and responsibilities
- ▶ Administrative support
- ▶ Commitment
- ▶ Face-to-face element

Think about.....

What elements are important to you?

What experiences have you had?



Leadership Mentoring Program: Goals, Objectives and Activities

Goal

- ▶ to promote community health nursing leadership capacity through mentorship.

Objectives

- ▶ To develop a mentorship program based on evidence and input from community health nurses
- ▶ To promote and implement a mentorship program
- ▶ To evaluate the effectiveness of a mentorship program in developing leadership capacity among community health nurses

Activities

- ***Develop and implement a pilot in the next year***

Leadership Mentoring Program: What is a mentoring?

Mentoring is “purposeful activities that facilitate the career development, personal growth, caring, empowerment, and nurturance that is integral to nursing practice and leadership”

(Wroten & Waite, 2009, p. 106).



Leadership Mentoring Program: What is a mentor and mentee?

Mentor

- ▶ Guide, advisor, teacher or role model
- ▶ Provider of practical and logistic knowledge
- ▶ Often more experienced
- ▶ Facilitates reflections and collaboration
- ▶ Broad purpose is to help mentee achieve personal or professional goals
Including
 - ▶ Socializing into new groups
 - ▶ Developing skills and relationships to succeed
 - ▶ Finding balance

Mentee

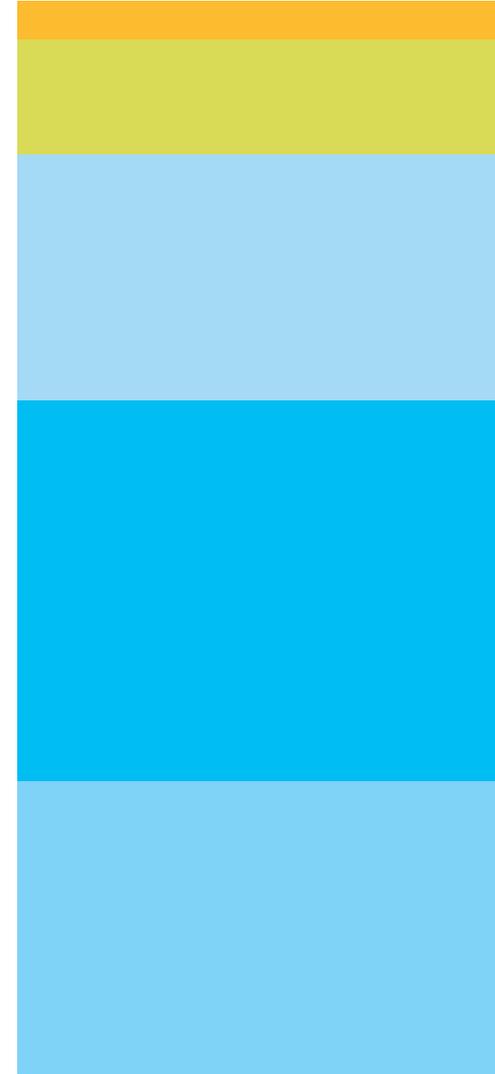
- ▶ a person who is advised, trained, or counseled by a mentor
- ▶ Passionate, Proactive, Willing to learn
- ▶ Responsive to feedback, Self-reflective
- ▶ Willing to make changes



Leadership Mentoring Program Guide

Goal: to promote community health nursing leadership capacity through mentorship

- ▶ Best Evidence: 11 elements of a successful mentoring program
- ▶ Application Process
- ▶ 12 sessions with Coaching and Mentoring Activities
 - ▶ Self- assessment tools
 - ▶ Learning plan
 - ▶ Meeting outlines eg. how to prepare for meetings?
 - ▶ Guiding questions
 - ▶ Tips for Coaching
- ▶ Leadership Mentoring Resource



Leadership Mentoring Program: Self-Reflection

1. How might I meet with my mentor/mentee where we both feel comfortable?
 2. What are some things that I could tell my mentor/mentee about myself to help us get to know each other? What about me and my career story might be interesting and relevant?
 3. What are some questions that I could ask my mentor/mentee to get to know him or her?
 4. What do I want out of the mentoring relationship — what are my hopes?
 5. What questions might I ask to find out what my mentor/mentee hopes to get out of the relationship?
- ▶ What specific areas of leadership will you seek to further build upon/enhance and improve through this experience?

Leadership Mentoring Program: Mentee Self-Assessment (sample)

Mentee Leadership Self-Assessment (PH Leadership Competencies)

1.0 Systems Transformation

Public health leaders:

- ▶ 1.1. Demonstrate understanding of knowledge translation
- ▶ 1.2. Demonstrate understanding of how to guide change
- ▶ 1.3. Demonstrate systems thinking skills
- ▶ 1.4. Demonstrate critical thinking skills
- ▶ 1.5. Demonstrate innovation and creativity
- ▶ 1.6. Advocate for and guide change
- ▶ 1.7. Demonstrate drive and motivation
- ▶ 1.8. Demonstrate forward thinking
- ▶ 1.9. Adapt to rapidly changing public health sector and health systems

What are my learning needs?

- 1.1
- 1.2
- 1.3
- 1.4
- 1.5
- 1.6
- 1.7
- 1.8
- 1.9



Leadership Mentoring Program: Mentor Self-Assessment (sample)

Mentor Leadership Self-Assessment (PH Leadership Competencies)

1.0 Systems Transformation

- ▶ Public health leaders:
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What are my leadership strengths?

- 1.1
- 1.2
- 1.3
- 1.4
- 1.5
- 1.6
- 1.7
- 1.8
- 1.9



Leadership Mentoring Program: CPO Model

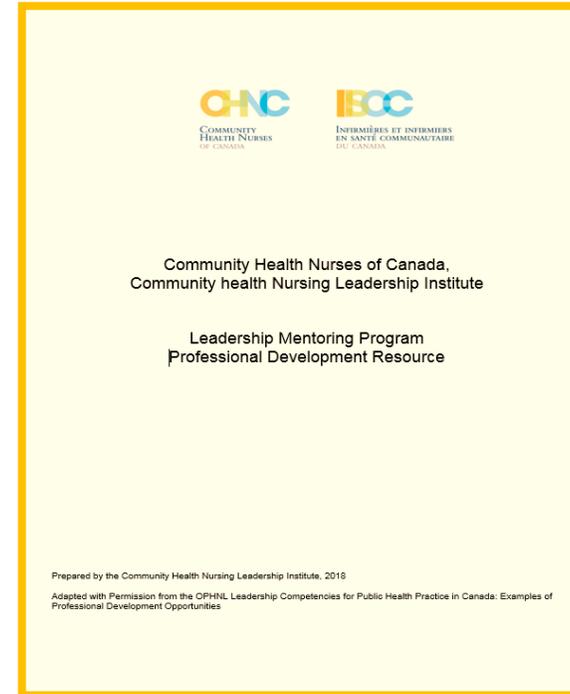
CPO Model:

- ▶ The CPO model includes the following three components: C stands for competence, P for Passion and O for Organization Need. The basic premise of the CPO model is to consider each of these three areas when selecting a competency area where you are performing strongly (around the 75% mark) for development into a strength.
- ▶ **Competence** – Pick an area of competency where either through self-reflection, feedback from others, 360-degree feedback, has been demonstrated as an area of strength for you.
- ▶ **Passion** – Think about the competency and whether this is something that really engages you and you enjoy doing
- ▶ **Organizational Need** – Think about what your organization needs from you in your current position. Also, consider how further development of the competence will enhance your career.

The ideal situation is when the CPO model comes together and the individual working on a competency that he/she is reasonably good at and enjoys working on and is something the organization really values.

Leadership Mentoring Program: Professional Development Resource

- Professional Development is integral to professional practice
- On-the-Job Learning aligned with each competency
- List of graduate programs, key websites and articles
- Adapted from the Ontario Association for Public Health Nursing Leaders



Speed Mentoring Exercise

- Fun way to make new contacts
- May find other mentors/mentees
- Discuss perspectives and needs/wants
- Generate new ideas
- Builds synergy and connection

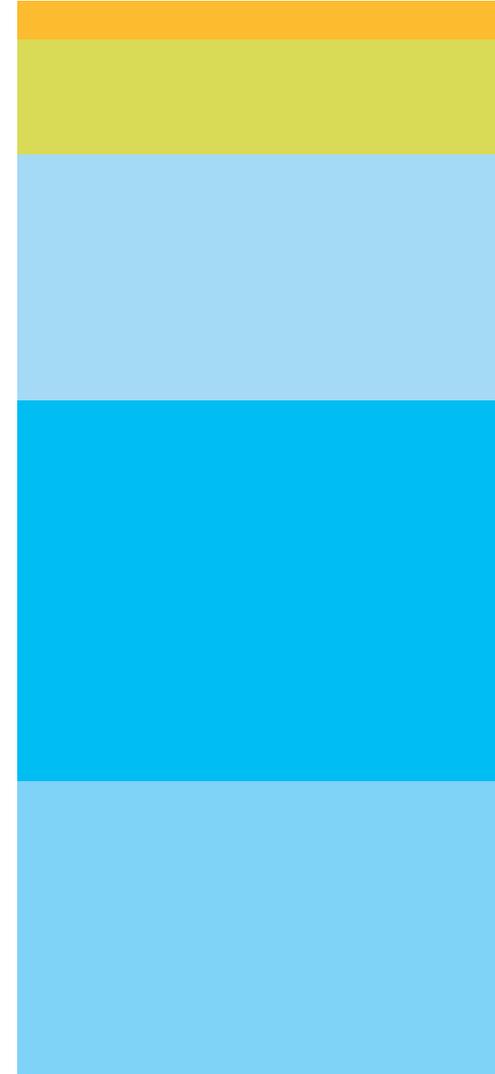


Some questions to get you started

- ▶ What do you do in your position as a CHN?
- ▶ What are leadership experiences you have that you would appreciate mentorship support?
- ▶ What leadership strengths can you bring to a mentoring relationship?
- ▶ How could a mentor or mentee help your leadership development?
- ▶ Are you interested in participating in the leadership mentoring program and would like more information?

Directions

- ▶ Backrow rotate clockwise(move to the right)
- ▶ Both share for 5 minutes. Start with backrow introducing themselves
- ▶ Listen to the timer
- ▶ Exchange information/business cards
- ▶ Ready!



Next Steps

