Innovative Labor / Management Strategy for the Retention & Development of Nurses

Panelists:
- Jean Doerge, Nurse Executive, Swedish Edmonds
- Joan O’Brien, AVP of Nursing, Montefiore
- Sukanya Pani, Director of Education Services, SEIU Healthcare 1199NW Multi-Employer Training Fund
- Nadine Williamson, Vice-President, 1199SEIU RN Division

Moderator:
Denise Cherenfant, Director of Nursing Education, 1199SEIU Training and Employment Funds
Mentoring
What does “mentoring” entail?

One-to-one

Coaching

Teaching

Long-term

Supportive

Learning

Discover

Trust
• **Mentoring** a one-to-one long-term trusting relationship (spanning months to many years) that develops over time between a novice and a more experienced practitioner and promotes support during transition periods.
Preceptorship
The goals of “Preceptorship”...

- A very important role, because it can have a powerful impact on others!
- Provide a supportive orientation program to new staff
- To support individuals within their new environment or role change
- To facilitate reflection, support, teaching and the development of clinical competencies
- To enhance future career aspirations
- Sharing of knowledge and experiences
Precepting / Mentoring

- Similarities and Differences