Preparing the Nurse of the Future
WEBINAR LOGISTICS

1. Webinar recording (1 day)
2. Streaming audio (PC/phone)
3. Muted; Ask Questions (Q&A panel)
4. Polls
5. Resources provided post-webinar
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TODAY’S SPEAKERS
TODAY’S OBJECTIVES

1. Discuss Transition to practice as it relates to the Magnet® requirements

2. Define mentoring and succession planning

3. Discuss differences between mentoring and succession planning as it relates to Magnet® requirements
TRANSITION TO PRACTICE
Transition to Practice Programs

Didactic Education

Structured Programs

Clinical Application such as Simulation

Clinical Preceptor and/or Mentor
Why Transition to Practice Programs

- Bridge the Gap
- Standardized Framework
- Improve Efficiency
- Increase Retention
- Decrease Turnover
- Positive Return on Investment
- Positive Patient Outcomes

35-60% new graduates leave within the first year
Magnet Requirement SE9

• Complete requirements of an accredited transition to practice program and be able to provide the awarded certificate

OR

• Utilize the six elements within your transition to practice programs for three selected groups of nurses
The Six Elements of Transition to Practice

1. Program leadership
2. Organizational enculturation
3. Development and design
4. Practice based learning
5. Nursing professional development support
6. Quality outcomes
Accreditation Process

- Review the website
  [www.nursingworld.org/organizational-programs/accreditation/](http://www.nursingworld.org/organizational-programs/accreditation/)
- Review manual and conduct an assessment
- Submit your application
- Submit narrative responses
- Distribute the RN survey
- Virtual visit
- Accreditation decision
MENTORING & SUCESSION PLANNING

Roadmap for the Future of your Organization
Mentoring

• “An experienced nurse who has developed expertise and can be a strong force in shaping a nurse’s identity as a professional”

• Differs from precepting

• Typically a lasting relationship

• Provides support, suggestions, advice

• Essential for career development
Mentor

- Wise and trusted individual
- Influential counselor
- Teacher or supporter
- Peer
Mentoring

- Part of Transformational Leadership (TL)
- Sources of evidence related to specific levels of nursing
  - Clinical nurse
  - Nurse manager
  - Nurse leader
  - Chief Nursing Officer
Mentoring and Succession Planning

• Differences arise in goals for the outcomes and relationship
• Confusion between the two activities
• Mentoring – long-term relationship
• Succession Planning – promotion to a higher-level position
Succession Planning

- Road map for developing the future talent of your organization
- Differs from leadership development programs
- Development of a deep nursing management “bench”

50% of leadership is over the age of 50

in some cases it is 75%.
Succession Planning

- Relationship
- Process
- Key candidates
- Activities
Priorities of Succession Planning

- Organizational Priority
- Senior Management
- Professional Development
- Identification of Potential
- Ongoing Evaluation
- Competency
- Values
Succession Planning Best Practices*

- Clear communication
- Organizational priority
- Ownership of the program
- Competency model
- Rigorous assessment
- Stretch skills and perspectives
- Ongoing measurement and evaluation

*the National Center for Healthcare Leadership (NCHL)
Successful Stories

• Effective mentoring and succession planning programs
• Effective communication
• Identification of potential new leaders
Embracing the Need

- Slow process
- Legacy
- Great Opportunities
Questions?
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