

# The Power of Mentorship for Career Mobility & Workforce Diversity

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# Objectives

- Discuss the importance of mentorship for growth
- Define mentorship and coaching
- Develop Individual Development Plan



# Disclosures

- Thoughts and ideas communicated during this presentation are those of Felesia Bowen; **not** UAB, UAB School of Nursing, or Organization of Nurse Leaders
- I have no financial conflicts of interest





# Mentor vs. Coach

- Terms used interchangeably
- Commonly used by business to enhance performance and facilitate transition to new roles
- Different concepts



# Mentor vs. Coach - What

## Mentor

- Organic relationship
- Makes suggestions
- Guide
- Offers guidance
- Creates Opportunities
- Represents you

## Coach

- Services purchased
- Listens, questions, reflection
- Helps you create a presence
- Teaches you how to get to the table

# Mentor vs. Coach - When

## Mentor

- Career progression
- Orienting to a new organization
- More personal
- Mentee drives agenda

## Coach

- Builds on current skills
- Addresses commitment obstacles
- Behaviors
- Coach drives agenda/”homework”

# Mentor - Why

“The **lack of nurse leaders from diverse backgrounds is a major obstacle** to fully realizing our profession’s commitment to advancing health equity. **Mentorship is a key component** of efforts to attract and retain a diverse nursing workforce. There is a **need for targeted mentorship programs** to ensure that individuals from minoritized backgrounds receive the resources and support they need to succeed in nursing.”

Billy Caceras, PhD, RN, FAHA, FAAN

Assistant Professor, School of Nursing at Columbia University

Hassmiller & Daniel (2023) p. 49

# Are you Mentor Material?



- ***Leadership Readiness Assessment Tool***
- Be honest
- Discuss with your group
- Where do you need development?
- Are you ready?
- Do you want to?



# Mentoring Success

- Be available
- Bilateral commitment
- Individual Development Plan
- Regular meetings
- Be an advocate



# Individual Development Plan

- Small Group Activity
- Locate Individual Development Plan
  - Define career mission
  - SWOT analysis to determine growth areas
  - Career planning
- Report Out



# References

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- Hassmiller, S. B. and Daniel, G. A (2023). Taking Action: Top 10 priorities to promote health equity and well being in nursing. Sigma Theta Tau International Honor Society of Nursing.

# Questions





# CONTACT ME



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**Thank you!**