

# Sharing the Passion: Paying it Forward through Organizational Mentoring for Neuroscience Nursing Excellence

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# Sharing the Passion:

# Paying It Forward Through Organizational Mentoring for Neuroscience Nursing Excellence

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## Abstract:

The concept of mentoring is not new. However, the term 'mentoring' is traditionally utilized to signify a relationship between two individuals. This offering utilizes a case study to illustrate mentoring between organizations to enhance neuroscience nursing practice. The relationship had its birth in a quality improvement (QI) opportunity regarding care for complex surgical spine patients in a Magnet hospital; primary actions to establish nurse/patient/family partnerships positively impacted outcomes. When complex spine procedures were initiated in a rural hospital 50 miles from the Magnet hospital, these nurses recognized the value to share their best practice standards through mentoring the rural hospital nurses. This presentation will detail the QI project and spine practice guidelines, and strategies utilized to establish an organizational mentoring relationship and the resulting outcomes. Attendees will be stimulated to consider engaging in organizational mentoring, as well as gain pragmatic strategies to make the experience mutually beneficial and reinvigorate passion for neuroscience nursing.

## Objectives:

- Describe a quality improvement project that resulted in enhanced outcomes for complex surgical spine patients.
- Identify a minimum of five pragmatic strategies to enhance an organizational mentoring experience – both as the mentor and as the one being mentored.
- Relate a minimum of three positive outcomes that can be achieved through organizational mentoring.

## Quality Improvement Project

**Plan** - Improve care for the complex surgical spine patient

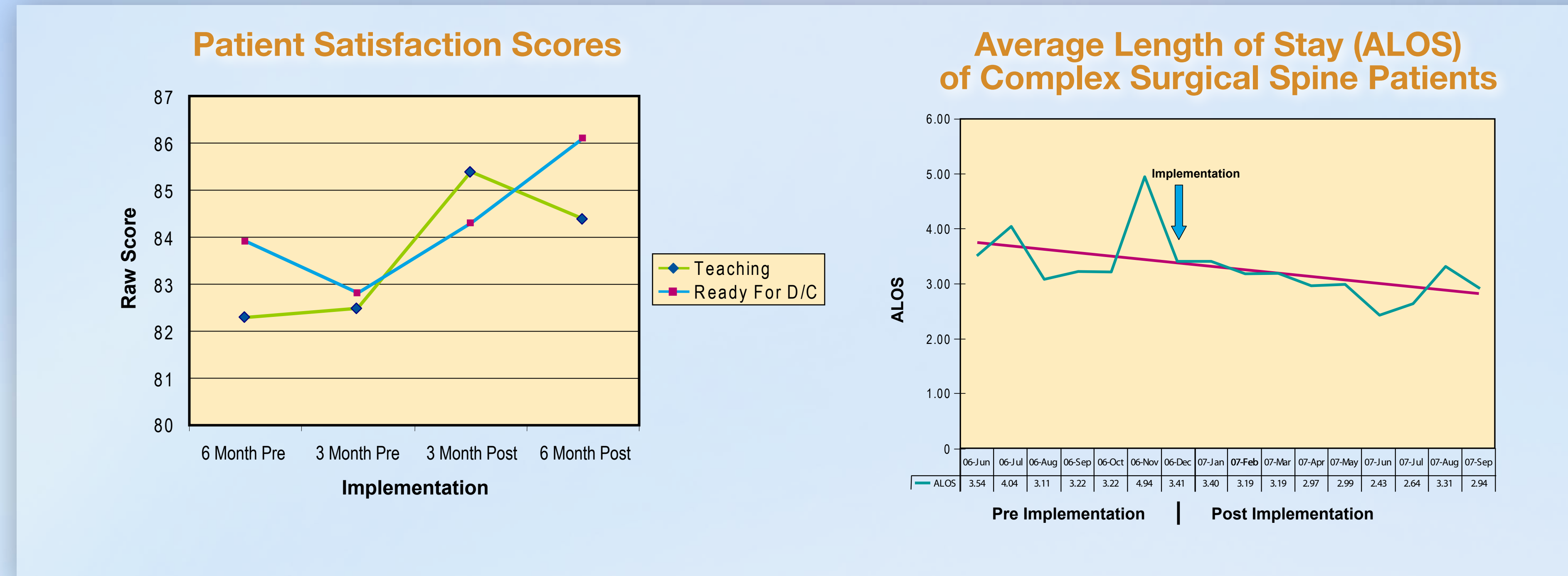
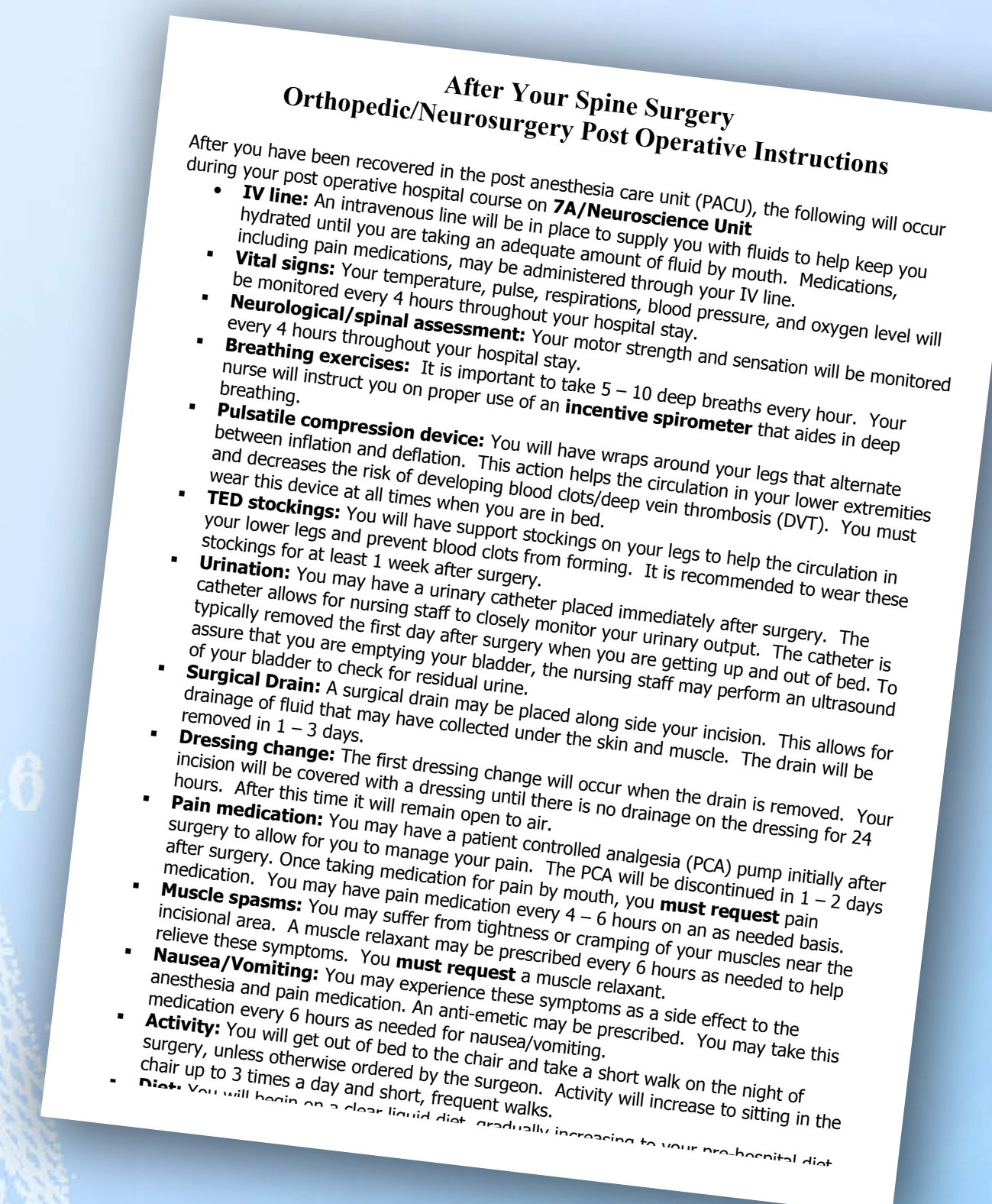
**Do** - Primary Actions

- Development of a patient/family teaching tool
- Review of the tool with patient/family upon arrival to the unit post-operatively

**Study** - Project Outcomes

- Consistent, standardized care
- Patient/family involvement
- Nurse and patient collaboration
- Improved patient satisfaction

**Act** - Mentor rural hospital nurses beginning a new program to care for complex surgical spine patients



## Mentoring Strategies

- Clinical observation**
  - Rural hospital staff nurses, nurse manager & nurse educator partnered with neuroscience nurse mentors to observe care of the same day or post operative day 1 spine patient
- Didactic offering using PowerPoint**
  - Nursing care of the post operative spine patient
  - Potential complications status post spine surgery
- Hand-outs**
  - Standardized Physician Order Set
  - Spinal Assessment Sheet
  - Definitions of Spine Related Terminology
    - Components of the Vertebrae and Their Function
    - Spinal Diseases
    - Spinal Procedures
  - Grading Scale for Motor Strength and Motor Assessment

## Evaluation:

Evaluation tool completed by mentors and guests

### Clinical Observation Evaluation Tool

	Average Response
Overall Satisfaction	5
Interactions with mentors	5
Interactions with leadership team	5
Educational materials and handouts received	5

Likert Survey Scale utilized: 1 = poor to 5 = exception

## Outcomes:

### Proteges:

- Facilitation of Learning
- On-boarding - brought those mentored up to speed quickly and effectively
- Professional development
- Passion to share learnings and skills with others

### Both:

- Development of collaborative relationships - establishment of tight connections and networking capabilities
- Employee Satisfaction - increased job satisfaction and productivity
- Impact upon quality - promotion of a standardized approach to care
- Skill training

### Selected Comments by Proteges:

- Well prepared
- Unit reflected staff's presence and energy
- Knowledgeable staff
- Standard of care "patient centered"
- Very welcoming
- Willing to teach



## Implications:

This organizational mentoring model can be adapted to impact exemplary professional practice in any healthcare setting.



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