

Mentoring as a Leadership Strategy to Drive Employee Engagement and Transform the Workplace

April 3, 2020 | NJHA Conference and Event Center, 760 Alexander Rd., Princeton, N.J. 08540

Registration | 8 a.m.

Fee | Member/Non-member: \$150

Program | 8:30 a.m. – 4 p.m.

Seminar | EDU 2027

OVERVIEW:

This interactive, high-energy session explores how mentoring can be embedded in the fabric of leaders (formal and informal) and organizations as a transformational force to build human capacity and drive employee engagement in the workplace. In a LEAN healthcare environment where we are challenged to be efficient, mentoring is an essential leadership strategy to build talent, employee engagement, and morale within the workforce. Content focuses on mentoring as an essential leadership strategy that must be embedded into the organization's DNA through the alignment of knowledge, beliefs, and attitudes around mentoring reflected in work units, departments and the overall organization. Participants will explore the current state of the science in mentoring as well as the key differences between the roles/purposes of preceptors, residency program mentors, coaches, and mentors. Participants will leave this session knowing the six evidence-based Mentoring Practices and their associated Mentoring Benefits for building mentoring culture in nursing and will begin to identify ways to apply to their work as leaders. Additional content added to this presentation will include practical strategies for success for individuals (mentors and mentees) and organizations including relationships building and goal setting and evaluation.

This workshop is a deep-dive, application focused, full version of the beginning content in *Nurse Builder's: The Mentoring Difference* curriculum, an innovative leadership development curriculum designed to deliver practical, evidence-based training that supports formal and informal leaders in creating and sustaining mentoring culture in their workplace.

FACULTY:

Dr. Louise Jakubik is the chief executive and learning officer of Nurse Builders and the founder of its Nursing Mentoring Institute which is dedicated to furthering state-of-the-art, evidence-based mentoring practice for individuals and organizations. Additionally, she is the CEO of Innovative Mentoring Solution, a software company that produces proprietary mentoring solutions software for hospitals to support mentoring programming and mentoring culture. Dr. Jakubik is a mentoring thought leader, researcher and workforce development expert who assists organizations in building mentoring culture by embedding systems, structures and values that promote mentoring benefits for individual nurses and organizations. Her research on mentoring practices and benefits for professional speakers, Certifies Speaking Professional and is the recipient of the prestigious American Organization of Nurse Executives (AONE) Nurse Mentor Award for serving as a nurse in executive practice who has been exemplary in supporting the professional development of his or her colleagues by serving as a mentor.

LEARNER OUTCOME:

After successfully completing of this program, learners will be able to describe at least one action related to the content reviewed that can be applied to their work as leaders.

Successful completion of the course is defined as in-person attendance for 95 percent of the didactic learning session.

TARGET AUDIENCE:

Nurse managers, staff nurses, chief nursing officers, vice presidents, assistant vice presidents, directors, new ONL mentors and mentees, university deans and faculty.

CONTINUING EDUCATION CREDITS:

Nurse Builders is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

This course has been approved for **6.0** contact hours.

There is no conflict of interest for anyone with the ability to control the content of this activity.

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April 3, 2020

AGENDA

8 a.m. *Registration and Continental Breakfast*

8:30 a.m. **Welcome and Introduction**

Catherine Hughes, MSN, MHA, RN, NEA-BC
Vice President, Nursing
Virtua Health
Chair, ONL NJ Mentorship Committee

8:35 a.m. **Mentoring as a Leadership Strategy to Drive Employee Engagement and Transform the Workplace Workshop**

- Scientific basis and support for mentoring in nursing
- Individual and organizational approaches to being accountable for mentoring
- Leadership strategies that support and embed mentoring into practice
- Practical keys to success in mentoring for individuals (mentees and mentors) and organizations
- DISC Behavioral Styles application to mentor-mentee matching

Louise D. Jakubik, PhD, RN-BC, CSP
Chief Executive and Learning Officer
Nurse Builders

10 a.m. **Break**

10:15 a.m. **Workshop (cont'd)**

12 noon **Networking Luncheon**

1 p.m. **Workshop (cont'd)**

3:45 p.m. **ONL NJ Mentoring Program Cohort VII Next Steps**

Mary Rich, DNP, MSN, MAS, RN, NE-BC
Professor, *College of Saint Elizabeth*
Co-chair, *ONL NJ Mentorship Committee*

4 p.m. *Adjournment*

**EDU 2027 – ONL NJ Mentorship
FEES | Member/Non-member: \$150**

April 3, 2020

Guarantee your seat now by paying for your registration online with a credit card. **It's secure and easy.**

PAYING BY CHECK

Please fax your registration form prior to mailing with your payment.

A copy of the registration must accompany your check in order to allocate your payment properly.

FAX: 609-228-5336 or 609-275-4271

Make check payable to: ONL NJ

Mail to: P.O Box 6066, Bellmawr, NJ 08099

- For registration inquiries, please contact: HRETEducation@njha.com or 609-275-4181
- If special accommodations are necessary, please call 609-275-4181
- **In the event of inclement weather, call 609-275-4140 before coming to the conference.**

Cancellation/Refund Policy:

All cancellations must be received before March 20, 2020. Cancellations will receive a refund minus a \$70 service fee. Registrants unable to attend may send an alternate.

REGISTRATION

Name: _____

Designation/Credentials: _____ Job Title: _____

Phone: _____ E-mail: _____

Organization: _____

Organization Address: _____

City, State, Zip: _____

Check# _____ Payment Amount: \$ _____

