



SGNA 2016 Mentorship Program

Overview

SGNA has developed a unique program for new or aspiring nurse managers that combines the power of mentoring with specific educational components. Participants gain knowledge of issues facing nurse managers and how they can leverage their own strengths and styles to be successful while increasing their network of other nursing leaders.

Program Goals

- Design and deliver a mentor program to provide knowledge, skills, exposure and analytical abilities to enhance leadership qualities
- Increase peer interaction and enable mentees to develop a collaborative network of other like-minded nursing professionals and GI nurse managers
- Connect to senior level professionals/practitioners through panel discussions
- Increase engagement and loyalty to the profession of gastroenterology and endoscopy nursing and SGNA


Participant Benefits and Expectations

Mentees will hear from senior leaders in the profession, gain valuable knowledge and create a network of peers that will help them during their career in nursing management. Mentees are expected to complete the entire six-month program, participate in all sessions and complete action assignments. Mentees are responsible for travel costs to the in-person Chicago meeting (including airfare and hotel) and a one-time registration fee of \$200 (covers all sessions).

Mentors will also hear from senior leaders in the profession, gain valuable knowledge and expand their peer network while contributing to the success of our profession. Mentors are expected to complete the entire six-month program and participate in all sessions. Travel costs to the in-person meeting will be covered by SGNA.

Framework

The program will provide mentoring, networking and education for up to thirty-five (35) aspiring or new nurse managers. Participants will benefit from collaborative learning through virtual and in-person educational sessions, group dialog and relationships with mentors and peers. These mentoring relationships will include individual mentoring and group learning based on substantive skill development.

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Mentor Circle Group Structure

- Participants are pre-assigned to a mentor circle group consisting of two mentors and five mentees. Participants will remain in the same mentor circle group throughout duration of the program.
- The program will be limited to five mentor circle groups.
- The Yamartino Group will facilitate the workshop sessions.
- Pre-work will be assigned prior to each session in the form of readings, action assignments or activities.
- Post-meeting resources will be available to extend the learning.
- Mentors will be available outside of the sessions for one-on-one mentoring on a time availability basis. The Mentee must organize these sessions.

Educational Components

- Budgeting and Finances
- Staff Development
- Communication Skills
- Conflict Resolution
- Critical Thinking

Criteria for Participating

- Current member of SGNA (member at the time of January session)
- Registered Nurse
- Current or aspiring nurse leader
- Ability to travel to Chicago for in-person meeting
- Ability to attend all virtual sessions

The application can be found [here](#) and is due on December 11, 2015.



2016 Sessions

Program Date	Description	Location
Week of January 11, 2016	Pre-Work: <ul style="list-style-type: none"> • Complete online MBTI assessment • Complete draft individual development goals 	Virtual/online
Week of January 25, 2016	Virtual Session <ul style="list-style-type: none"> • Program overview and expectations • Getting to know each other 	Virtual/online
February 19-20, 2016 (program begins and ends at noon)	LAUNCH Meeting: <ul style="list-style-type: none"> • Icebreakers • Program review • Peer coaching skill building • Personality assessment (MBTI) • Building your personal brand • Management Panel 	330 N. Wabash Chicago, IL 60611
March	Mentoring Circles Session <ul style="list-style-type: none"> • Discussion on management styles 	Virtual/online
April	Virtual Session <ul style="list-style-type: none"> • Conflict style assessment (TKI) • Conflict resolution 	Virtual/online
April	Check-in Session with Mentors <ul style="list-style-type: none"> • Best practice sharing • Program refinement 	Virtual/online



<p>Annual Course May 22-24, 2016</p> <p>May 20-21, 2016</p>	<p>In-Person Session</p> <ul style="list-style-type: none"> • Management panel • Networking with program alumni <p>Pre-Con Sessions Available (free)</p> <ul style="list-style-type: none"> • Nuts and Bolts of Management • Communications • Mentor circles 	<p>43rd Annual Course Seattle, WA</p> <p><i>*Note that this session is not mandatory but highly encouraged. Participants will be provided free access to specific optional sessions and meeting space will be provided to mentor circles.</i></p>
<p>June, 2016</p>	<p>Virtual Session</p> <ul style="list-style-type: none"> • Staying Connected • Using your network 	<p>Virtual/online</p>

SGNA Mentorship Program – What Participants are Saying

The program has been highly successful and exceeded all expectations. But don't take our word for it — see what the participants are saying.

100%

...of participants rated the New Mentoring Program as good or excellent.

...of participants indicated they would recommend the program to colleagues.



Eileen Babb,
BSN RN CGRN CFER
Program Mentee

"Thank you for offering this wonderful leadership mentoring circle program! As new nurse manager, I translated the valuable leadership knowledge that I gained into everyday practice. What I enjoyed the most was the face-to-face networking with my mentors and co-mentees This program exposed me to a wider collaborative network of GI nurse managers."



Lisa Heard,
MSN BSN RN CGRN CPHQ
Program Dean

"I've learned you're never too old or experienced to find a mentor or to be one. This program is an opportunity to share, learn, grow and develop yourself and others!"



Nancy Schlossberg,
BA BSN RN CGRN
Program Mentor

Helping someone else makes you feel like you did something that matters. The SGNA mentorship program provided a number of very talented GI nurses the opportunity to shape the future of the profession in a leadership capacity early in their career. As a mentor, I gained new insight and enhanced my leadership skills

Top Program Benefits

- *Developed new skills*
- *Connected me to other SGNA members*
- *Helped me solve challenges in my new role*