



# Nursing Mentoring Programme

Caring for You, Every Step of the Way!



*The St James's Nurse Mentoring Programme is designed to support you every step of the way in your professional life. Transitioning into a new position—whether moving from nursing college to a professional workplace or shifting to a different speciality, area, or a new or promotional role can be overwhelming. You may experience uncertainty, stress, and burnout during this time. Being part of a mentorship programme provides a supportive and nurturing environment where mentees can seek guidance, share challenges, and receive constructive feedback from their mentors. Mentors offer emotional support, actively listen to concerns, and create a safe space for mentees to express their thoughts and feelings. By fostering a sense of belonging, mentorship programmes can increase job satisfaction, enhance confidence in career goals, and reduce turnover rates. The guidance and encouragement provided by mentors help mentees navigate the early stages of their nursing careers, instilling a sense of purpose and dedication to the profession, which contributes to higher job satisfaction rates.*

*Mentoring is a powerful way to develop new skills. Mentors also learn during this process because they share knowledge and understand different perspectives. Mentoring is a different type of teaching experience that is equally rewarding. It is about sharing experience, providing guidance, and inspiring. Mentors can help mentees build confidence, self-esteem, and motivation.*

*St James's Nurse Mentoring Programme offers nursing staff of all grades, an opportunity to enhance their skill sets by registering for the nurse mentoring programme by either being a mentee or a mentor. The National Clinical Leadership Centre for Nursing and Midwifery provides a 2 hour online training for anyone aspiring to be a mentor. Currently there are more than 35 registered expert nurse mentors across St James's Hospital, so take the golden opportunity and be mentored by an expert nursing professional to enhance your career trajectory.*



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The St James's Nurse Mentoring Programme supports you as you transition into your new role



## What is a Mentoring?

The mentoring model is a two person partnership working together within a supportive environment/relationship, primarily for the benefit of the mentee. It is a learning partnership where the more experienced mentor draws upon his or her knowledge, skill set, and perspective to provide guidance to the less experienced mentee to help them accelerate their learning and successfully achieve their goals



## What is the time commitment?

4 x 1 hour sessions over 8-12 months (Depends on the mentee's requirement)



## Opportunities

- Complete the 2 hour online Mentoring Programme facilitated by the National Clinical Leadership Centre for Nursing and Midwifery and become a part of the St James's mentor team
- Both mentors and mentees can use their mentoring experience to demonstrate Continuous Professional Development
- Grow both professional and personally by enrolling as a mentee

*Interested*

## Contact:



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NPDU