

**ENABLING LEADERSHIP GROWTH WITH A POSITIVE APPROACH
TO THE MENTORING PROCESS**

Nurse Leadership Institute Follow-up Information

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I. Tasks upon which your NLI Fellow may wish to focus in your mentor sessions between now and end of the NLI Leadership Development Program (LDP):

1. Updating your fellow's leadership career vision after their January 3-day intensive training.
2. Developing 1-3 goals around the leadership competencies your fellow wants to develop and the action path they will use to pursue them between now and August. These goals are tied to their larger leadership vision
3. Supporting your fellow in their selection of a topic for their collaborative project and setting action goals to complete by August.

II. Some questions you may want to ask your NLI Fellow to consider in order to update their leadership career vision post the 3-day intensive training are:

- In what way(s) did the NLI experience influence or change your career vision in the past 4-5 months?
- What do you want to achieve in your leadership career path between now and August?
- What would LDP success look like for you in August, 2017?
- Which aspects of your leadership learning do you most want to leverage between now and August, 2017?
- Which new leadership skills do you most want to learn between now and the end of the LDP? And beyond?
- Which of your leadership skills do you most enjoy using?
- What do you need to do in this yearlong program to stay on track with your leadership career goals?
- What upcoming opportunities do you wish to take advantage of in the remainder of the LDP?

III. As their mentor, you may also be called to provide a safe "landing base" for your NLI Fellow after their intensive leadership training

Fellows may or may not wish to share feedback they received from individual evaluations and work during the intensive training program. It is at their discretion. By providing a safe landing base, you afford them the option. The following are relevant to any and all discussions:

1. Listen to the fellow and be with them where he/she is.
2. Use the communication skills discussed.

3. Help them step into the experience. Uncomfortable feelings are natural; avoid trying to rescue them.
4. Support them in embracing different perspectives and emotions that arise with the way they view themselves and what they learned
5. Assist the fellow in creating conditions that support the shift. Tap into clarity about what matters most to them and use their strengths and courage to step into that change and space.

IV. Set goals for the fellows to meet by the end of LDP.

- Develop 1-3 goals around the leadership competencies they want to develop and the action path they will use to pursue them (between now and August).
- Choose a topic for their collaborative project and set action goals they want to achieve for the project, by August, 2017.

Example work plan

<u>Learning goals for end of NLI program</u>		<u>Success criteria</u>	
1. Leadership competency goals		1. Leadership competency goals	
2. Project goals		2. Project goals	
<u>Strategy/steps</u>		<u>Target date</u>	
1. Leadership competency goals		1. Leadership competency goals	
2. Project goals		2. Project goals	

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