

## NLI MENTOR CALL HANDOUTS

December, 2017

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### Talking points in the NLI outcome goals:

- What does your Fellow want to achieve in the NLI program?
- What leadership skills do they want to work on in this program?
- How do they envision themselves as a leader right now?
- Where are they now in their leadership skills?
- Why are growing their leadership skills important to them?
- What will get in their way of developing these skills over the next year?
- What strengths or resources can they use to achieve these goals?

***This process assists the fellow to crystalize their program and inspire, energize, motivate, engage and direct them in the present.***

Intensive leadership training tasks engaged by the fellows with the Center for Creative Leadership (CCL) coaches for this program include:



### September– December, 2017

Each fellow will need to complete the following self assessments:

- FIRO-B assessment
- Myers Brigg assessment
- 360 assessment
- Letter to self
- Biography

### January – August, 2018

- CCL coaches will be working with the fellows to further their personal leadership abilities and setting personal leadership goals based on the results of the fellow's self assessments
- This includes:
  - a 3-day workshop in January
  - several one-on-one sessions with their personal coach during the time following

## Mentor goals to accomplish with your fellow



### Sept.– Dec. 2017

- Establish the mentor- fellow relationship
- Design the working alliance (agreement)
- Discuss the program outcome goals the fellow would like to achieve
- Create actionable goals around completing the self assessment tests and tasks (i.e. develop a work plan )

### January – August, 2018

- Support your fellow in developing a collaborative project that challenges them to translate their personal leadership goals and implement their skills in new and different ways
- Encourage your fellow to work with other fellows and people at work as well as create new professional colleagues and networks in developing and implementing their collaborative project.

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## Conversations to have with your fellow over the next 3 months of the program:



- Support your fellow in completing all the assessments in a timely manner based on the work plan you collaborate with them.
- Assist your fellow to understand the importance of developing nursing leadership skills in assuming leadership positions and participating in developing health care delivery models that improve health outcomes
- Encourage your fellow to take time to reflect on their leadership skills and development
- Foster your fellow's participation in all their workshops and coaching sessions

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### Example workplan

Goal 1:		Success criteria
Complete 5 assessments		360 survey from 8 colleagues and friends completed and submitted by 12-30-17
Goal 2:		
XXX		
Objectives	Strategy/steps	Target date
1. Complete 360 survey	<ul style="list-style-type: none"> <li>• Choose 8 people to participate</li> <li>• Request their participation in-person/phone</li> <li>• Send materials to participant</li> <li>• Send follow up note</li> </ul>	September 29th October 13 <sup>th</sup> October 20th November 13 <sup>th</sup>
1. Complete Myers Brigg assessment	<ul style="list-style-type: none"> <li>• Schedule time on calendar devoted to complete the assessment</li> </ul>	October 9th

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