

MENTORSHIP IN ONCOLOGY NURSING

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PRESENTATION SUMMARY

- **What takes place in the clinics?**
- **What is mentoring?**
- **Who are the mentor and mentee?**
- **What are the benefits of mentoring?**
- **What is Work Based Learning?**

WHAT DO NURSES DO IN THE CLINIC?

Deal with the skills and critical thinking demanded by cancer treatment and care

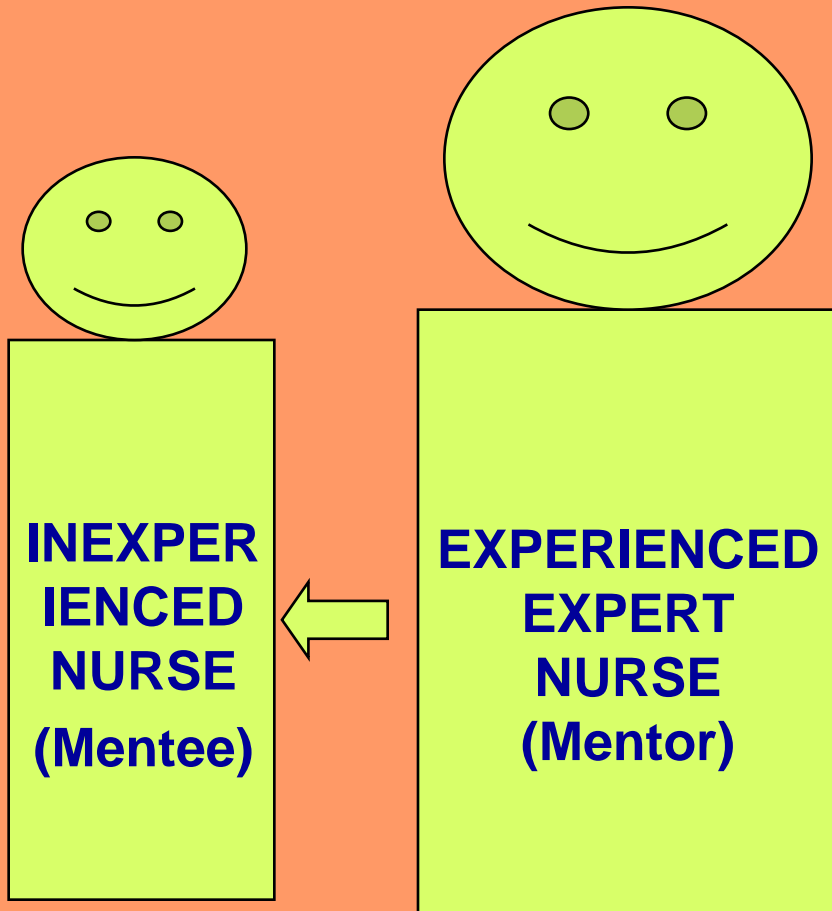
HOW DO NURSES DEAL WITH THE CLINIC?

Nurses need the competency of....

1. clinical judgment*
2. clinical questioning
3. facilitating learning
4. collaboration*
5. systematic thinking*
6. advocacy
7. caring practices
8. respond to different situations

Nurse's competency differs from inexperienced to experienced. Most often 2-4 of these characteristics are developed. Higher levels of clinical judgment, collaboration and systematic thinking are less emphasized.

WHO DO THESE IN THE CLINIC?



WHO IS AN INEXPERIENCED NURSE?



INEXPER
IENCED
NURSE
(Mentee)

- **Focuses on one task at a time and does not approach holistically**
- **Needs role modelling and guidance for clinical judgment, collaboration and systematic thinking**

WHO IS AN INEXPERIENCED NURSE?



**INEXPER
IENCED
NURSE
(Mentee)**

- **Has a clear goal**
- **Recognizes learning with life problems**
- **Assumes an active role in learning**

= LIFE LONG LEARNING (LLL)
= LEARNING IN PRACTICE

WHO IS AN EXPERIENCED/EXPERT NURSE?



- **Has knowledge, skills, responsibilities and attitudes**
- **Has faced with major problems**
- **Has learned from trial and error and working with diversity**

WHO IS AN EXPERIENCED/EXPERT NURSE?



- Has values of the profession
- Is a role model
- Has a high level of job experience
- Has job satisfaction
- Has respect of peers
- Is “credible” in own setting

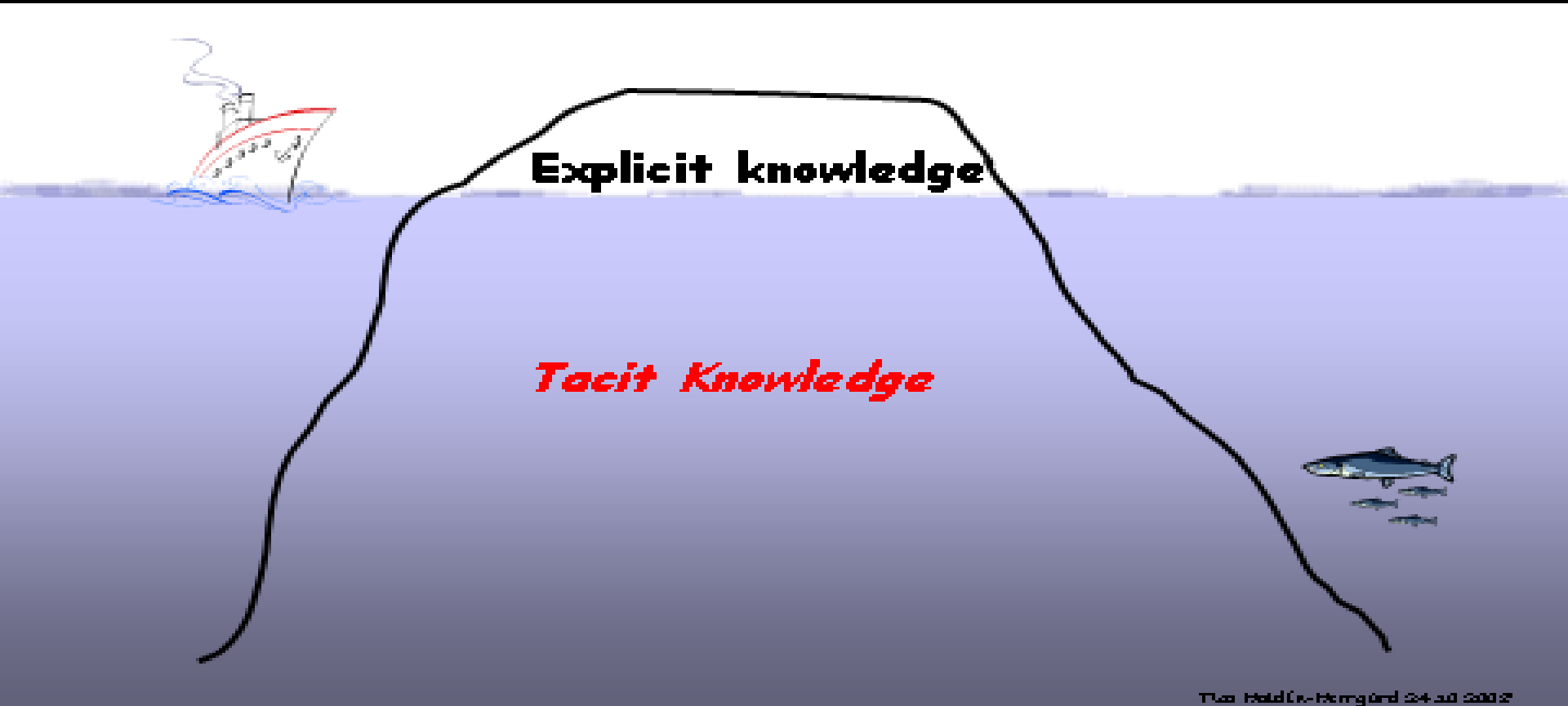
WHO IS AN EXPERIENCED/EXPERT NURSE?



= TACIT KNOWLEDGE

WHAT IS TACIT KNOWLEDGE?

Knowledge Resources



WHAT IS TACIT KNOWLEDGE?

- Own way of doing
- What makes an expert “an expert”
- Result of experiences
- You would not know what you know
- Different terminology or difficult to tell and share
- May not be highly valued in working life (intuition, observations, trial and errors)
- Sharing requires presence and immediate interaction

WHAT IS TACIT KNOWLEDGE?

**WHERE NURSING PRACTICE
THEORIES
AND
MIDDLE RANGE THEORIES
LAY/HIDDEN**

WHAT IS MENTORING?

- **Mentoring is a senior/older or more experienced person doing significant transfer of knowledge, work, or thinking to a junior/inexperienced or a novice person**
- **Coaching is a senior/older or more experienced person guiding a junior/inexperienced to do something**
- **Preceptorship is an experienced and competent person's short term relationship where supervision, support, and development of practice takes place (Usher et al. 1999)**

WHAT ARE BENEFITS OF MENTORING?

Benefits for the organization:

- Fosters commitment, retention, and teamwork
- Clarifies values within an organization in a trusting relationship
- Increases the control over the work environment, developing reputations, and personal satisfaction
- Helps compensating for:
 - non-supportive environment
 - ineffective environment
- Maintains quality assurance

WHAT ARE BENEFITS OF MENTORING?

Benefits for the mentor:

- **Contributes back to own profession**
- **Shares knowledge, information, and experience to the benefit of others**
- **Provides personal satisfaction though helping, encouraging, supporting, guiding younger adults for development**
- **Reflects own work through mentoring**
- **Continues with own professional development**
- **Broadens and deepens own knowledge practice and develops own management skills**
- **Widens professional networks**
- **Gets a new view of other people**
- **Recognizes contributions to organizational goal**

WHAT ARE BENEFITS OF MENTORING?

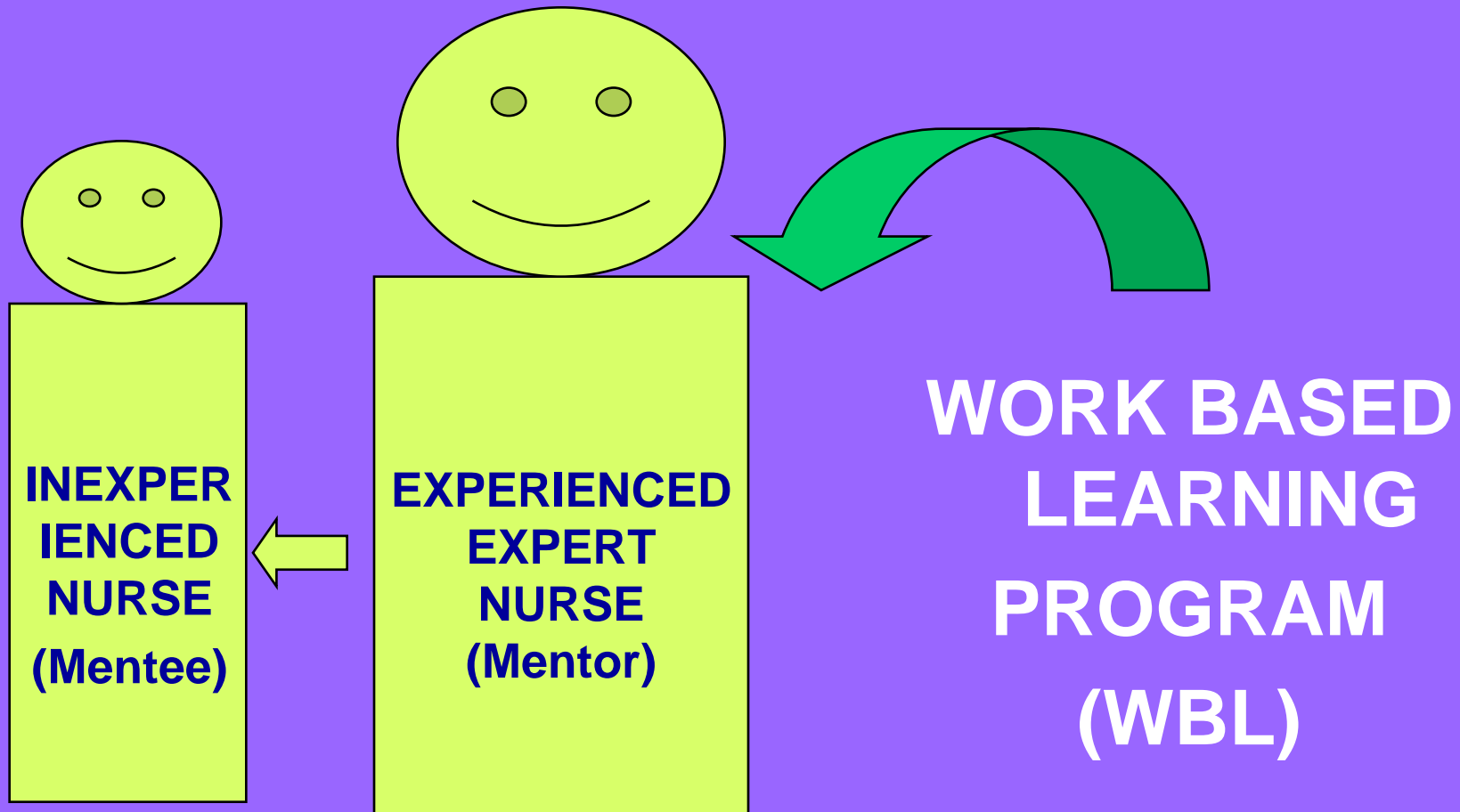
Benefits for the mentee:

- Eventually will come to the mentor's powerful world
- Provides an opportunity to test a career
- Develops good communication skills
- Gets better understanding of work
- Builds confidence and self esteem
- Assumes more responsibility
- Improves decision making skills
- Gets support and help
- Feels satisfaction and builds stress management
- Progresses quicker through own career
- Develops greater job commitment

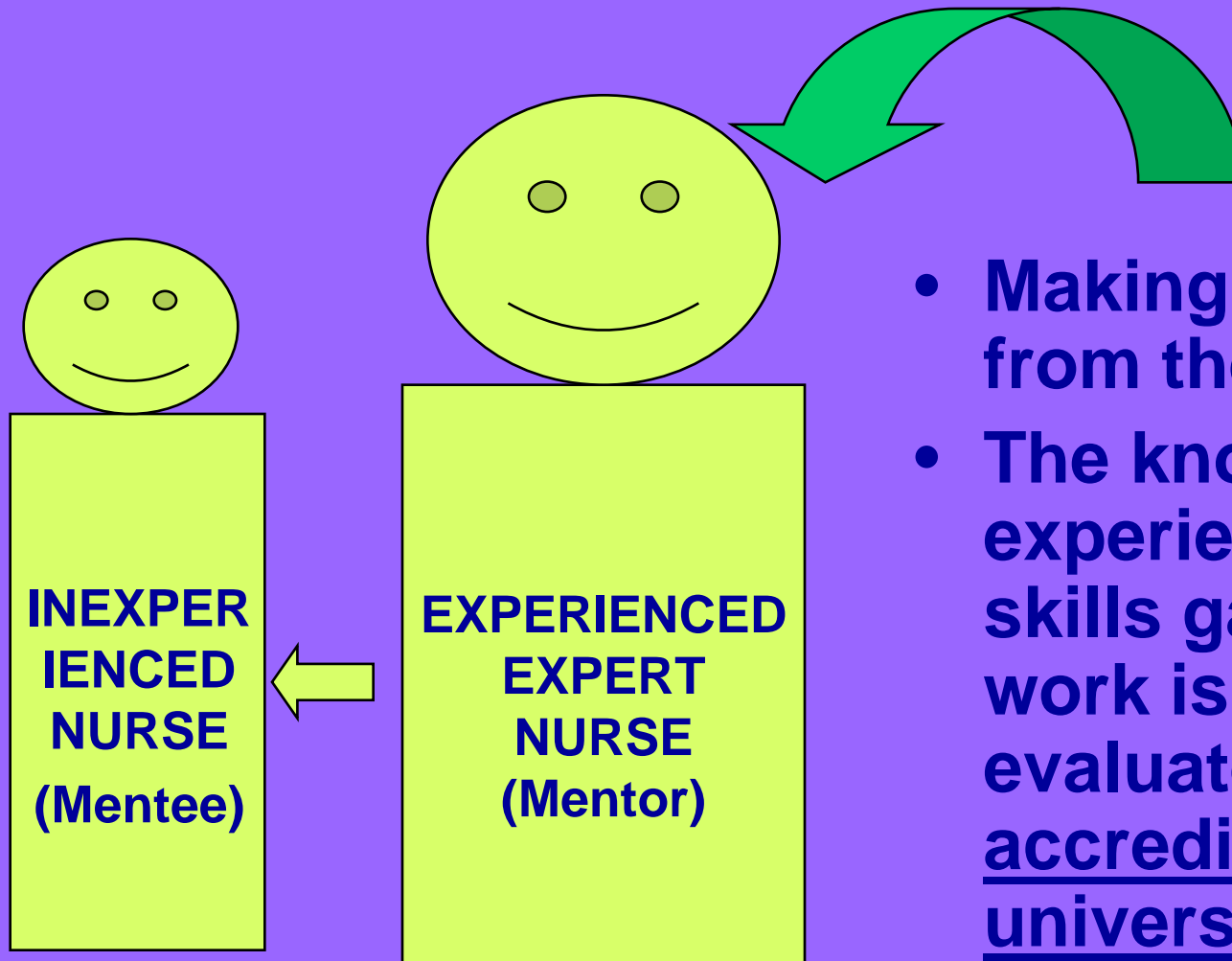
LETS DISCUSS



EXPERIENCED NURSE AND WORK BASED LEARNING PROGRAM

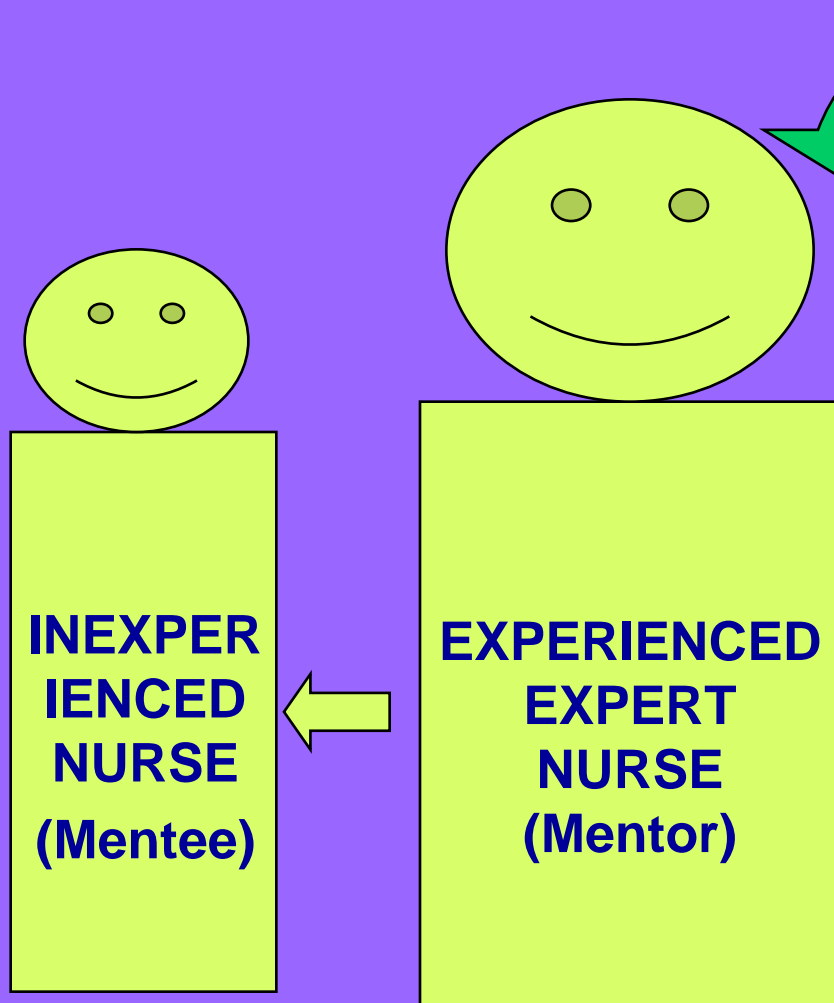


WHAT IS WORK BASED LEARNING?



- Making learning arise from the work itself
- The knowledge, experience and the skills gained from work is recognized, evaluated and accredited by the university

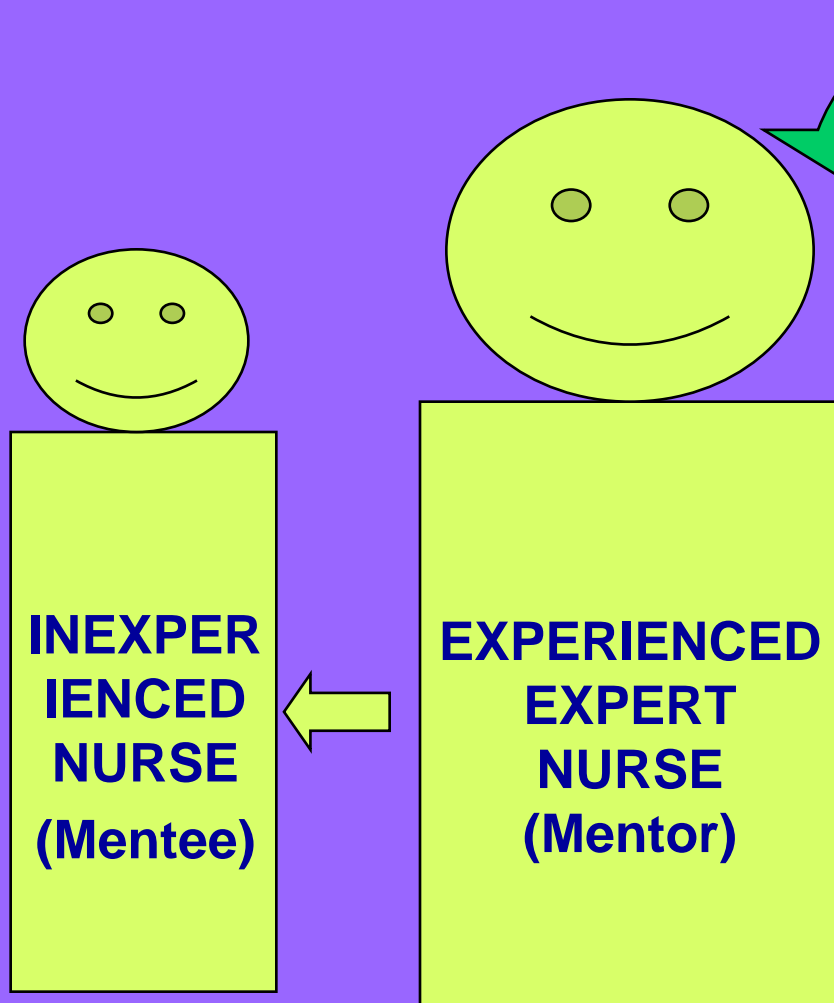
WHAT IS WORK BASED LEARNING?



- Student centred
- Student is expected to carry out an individualized project to change something that s/he wants to change in work with the support of the university

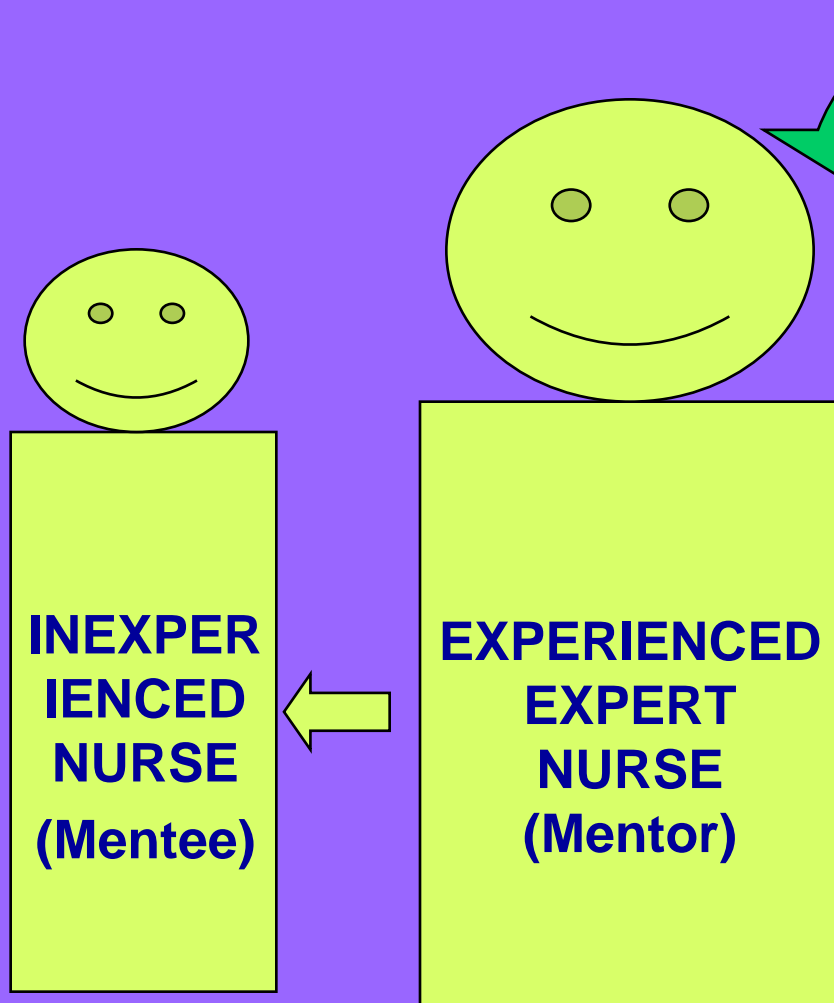
Through this process the student combines the previous experience with the new knowledge and with the university and with the work place

WHAT IS WORK BASED LEARNING?



- Work environment is converted to university
- Work environment is accredited
- Admitting that not everything is known by the university
- Work experiences are shared with the university

WHAT IS WORK BASED LEARNING?



- Individual and organizational development takes place at the same time

= MS degree without thesis

LETS DISCUSS



THANK YOU FOR BEING TOGETHER

