

#NURturship Program Guide

Thank you for expressing your interest in #NURturship, the mentorship program of the League of Extraordinary Black Nurses. The following information provides a detailed overview of the mentorship program and requirements for participation. Once you have read and agreed with the terms, please complete and submit the application form to info@thelebn.com.

A. Purpose

Develop meaningful connections between individuals seeking or providing guidance and support in the nursing profession

B. Objectives

1. Implement a structured process that facilitates a supportive and encouraging relationship leading to fulfillment of both the mentor and mentee.
2. Promote mutual sharing and camaraderie that will foster professional and personal growth through open communication and continuous collaboration
3. Provide multiple venues to share experiences and learning opportunities and to safely convey challenges and potential barriers

C. Role of the Mentor

1. Serve as a resource person to provide moral support, guidance, and advice
2. Help the mentee develop her/his own vision for the future
3. Provide ongoing positive & constructive feedback on professional and personal developmental areas
4. Each mentor may have a maximum of 2 mentees

D. Role of the Mentee

1. Communicate effectively with the mentor and initiate and drive the relationship
2. Identify goals and seek feedback from the mentor
3. Take an active role in their own development

E. Mentor Eligibility Criteria

1. Minimum of Bachelor of Science in Nursing (BSN) and 3-5 years of work experience (will be matched with nursing students and new graduates), or;
2. BSN with >5 years (will be matched with nurses with \leq 3 years of experience), or;
3. Graduate degrees with \geq 5 years of work experience (will be matched with nurses of any experience level)
4. Exemplifies strong commitment to professional development

F. Mentee Eligibility Criteria

1. Student nurses
2. New graduate/newly hired nurses w/less than 1 year of work experience
3. Nurses at all experience levels seeking career guidance and development

G. Matching Guidelines:

1. Interested parties will submit applications to become mentees or mentors (see attached)
2. Applications will be reviewed by the designated LEBN committee member
3. Mentee/mentor candidates will be contacted by an LEBN committee member once selected for participation
4. The LEBN committee will communicate with both parties to facilitate mutual matching and ensure the completion of the mentorship agreement (see attached)
5. In the event that the compatibility of the mentor/mentee relationship is deemed unsuitable, the mentor/mentee may be able to discontinue the agreement within the first 3 months of the program by contacting the LEBN committee member to discuss options.

H. Conclusion & Evaluation

1. The #NURturship program will officially last 12 months, but the relationship can be extended informally at the discretion of the mentor & mentee
2. At the midpoint and conclusion of the 12 month program, the mentor & mentee will complete an evaluation form to provide constructive feedback

#NURturship Application for Mentor

(To be completed by mentor applicant)

Name:		
Contact Number:	Email Address:	
Social Media Handles (IG, Twitter, LinkedIn, list all that apply):		
Education: <i>(list highest level completed first)</i>		
School Name:	Degree Type:	Year of Completion:
School Name:	Degree Type:	Year of Completion:
School Name:	Degree Type:	Year of Completion:
Experience: <i>(Please submit your resume)</i> Years of experience as an RN: Total years of experience in current specialty:		
Hobbies/Interests:		
Professional Goals and Objectives:		
Major Accomplishments (2-3 Examples): Include Skills/Competencies/Performance/Project Outcome		

Personal Statement: (Provide a brief statement describing why you are interested in being a mentor; include a bio sketch and photo.)

Topics to consider:

- *Why is mentoring important to you?*
- *What can you offer as a mentor?*
- *Explain how this role impacts your professional growth.*

Mentor Applicant Signature

Date