

# Mentorship of Clinical Nurse Leaders by Clinical Nurses: From the Bottom Up

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## Summary

The purpose of this poster is to show how a Midwestern shared governance Evidence-Based (EBP) Practice and Research Council assists formal and clinical nursing leaders to effect change within specialty practice environments. The council members, acting as internal experts proposed an alliance with leaders by serving as assigned consultants to help effect inspirational motivational change.

## 0 Spirit of Inquiry

The EBP Council was inspired by "A National Survey & Forum for Nurse Executives: Leveraging Evidence-Based Practice to Enhance Healthcare Quality, Reliability, Patient Outcomes and Cost Containment" findings.

## 1 PICOT-Question

P- Clinical Nurse Leaders and Clinical Nurses  
I- Establishing a Mentorship Program for Nurse Leaders with EBP & Research Council Members (Clinical Leaders) acting as the Mentors  
C- The change process will be evaluated by considering the change in the application of EBP as compared to previous use at this organization  
O- To realize EBP as a common strategy within the organizational culture  
T- The council recognized the shift in practice required and developed milestones to be evaluated over a 24 month time period



## 4 Integration

- Gained support for the proposed program via a formal presentation about the evidence to the leadership council
- "Adopt-a-Director" (Clinical Nurse Leader) Program implemented
- Relationship building occurred with:
  - Face-to-Face reviews of needs for evidence
  - Identification of barriers to the use of evidence
  - Opportunities for collaboration and learning needs



## 2 Search for the Evidence

The council searched for evidence regarding programs which might be employed by the organization. A lack of practical approaches was identified.

## 3 Appraise the Evidence

When appraising the internal and external evidence it was determined that formal leaders value EBP, but find that they lack time or the resources to effect clinical changes consistently. Nurse leaders desire formal support.

## 5 Evaluation

- Initially, evidence for mentorship of clinical leaders was presented to Leadership Council. Due to changes in leadership, a second formal presentation was needed to inspire motivational change
- Clinical Nurse Leaders embraced the mentorship by EBP's clinical nurses
- Barriers to use of the evidence were identified and discussed (i.e. Staffing/time constraints)

## 6 Dissemination

Using peer- to- peer support of clinical nurse experts, guided by the principles of the relationship-based care model and emphasizing the care of colleagues an EBP culture is fostered, encouraged, and realized on a unit level and by uniformly disseminating EBP across the system through use of an electronic journal club.

