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**The Effects of a Formal Mentoring Program on Clinical Manager Retention**

*Palearas, Athena, 2009: Applied Dissertation Study, Nova Southeastern University, Fischler School of Education and Human Services. Databases/Internet/Nurse Retention/Nurse Manager Retention/Mentoring Nurse Managers*

This study is designed to provide data to support the significant difference a formal mentoring program can have on Clinical Manager retention. According to Silvetti, Rudan, Frederickson, and Sullivan (2000), as cited in Parsons and Stonestreet (2003), there has been a general decline in qualified nurse managers to handle current challenges in health care. Brief careers add to the shortage of talented and expert nursing leaders, who are needed to effectively coach, mentor, guide best practices, and assess individuals in the health-care field. Studies indicate that collegial support has been shown to improve job satisfaction and retention (Bally, 2007). As nursing continues to remain a female-dominated profession, additional studies identify that women thrive in relationships that foster growth and psychological development (Parsons and Stonestreet, 2003).

Utilizing the current Mentor program in a dialysis healthcare organization, the retention of Clinical Managers in the chronic hemodialysis setting will be measured for 3 groups of Clinical Managers over 6 months; those already participating in the formal mentoring program, those who will begin participating in the formal mentoring program, and those who are not participating in the program. The study organization's program manager will guide the strategic implementation of the mentor program in conjunction with regional leadership teams. The program includes but is not limited to mentor workshops to develop skills and enhance job satisfaction. Mentees, generally defined as Clinical Managers having less than 12 months in the position, are encouraged to participate by their leaders. Seasoned Clinical Managers with more than 2 years in the position are nominated by the regional leadership team to be mentors and invited to take part.

An analysis of the data should reveal that Clinical Manager mentors and mentees are benefiting from the mentoring relationship. This central hypothesis hopes to demonstrate significant improvements in Clinical Manager retention rates within the study organization. Formal mentoring may effectively increase the retention of qualified nurses who otherwise would consider leaving the organization (Tourigny and Pulich, 2005).

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