



ANI Emerging Leader Program *Past* Mentor Roundtable Discussion

Purpose

To date, ANI has not formally documented guidelines for the role of the ANI Emerging Leader Program Mentor. The ANI Steering Committee has requested that formal guidelines be developed, including the recommendation that mentors meet with their mentees at least once a month in order to provide direction on the mentee's project. In order to capture the ideas and lessons learned from past ANI Emerging Leader Program mentors, ANI hosted an *ANI Emerging Leader Program Past Mentor Roundtable Discussion*.

Participants

Dana Alexander RN, MSN, MBA, FHIMSS, FAAN, Susan Hull MSN, RN, Jacqueline Moss PhD, RN, FAAN, Joyce Sensmeier MS, RN-BC, CPHIMS, FHIMSS, FAAN and Bonnie Westra PhD, RN, FAAN, FACMI

Moderator: Joyce Sensmeier MS, RN-BC, CPHIMS, FHIMSS, FAAN, Ex Officio Chair, ANI

Questions:

- 1. Please tell us about your ANI mentoring experience. Who was your mentee & what was their project? In addition, tell us about your mentee's accomplishments.**

Dana Alexander: Jackie Moss and I co-mentored Sarah Collins, RN, PhD, who is currently a Nurse Informatician and Researcher at Partners Healthcare System. Sarah's project focused on the governance and structure necessary to advance nursing informatics, and she did a great job on her project. Upon completion of her project, she submitted her research for publication to JAMIA in which Jackie and I have been engaged for final revisions.

Jackie Moss: Dana and I also advised Sarah Collins on the design, analysis and writing component of her project and found it important to incorporate career development guidance, such as directing her towards professional organizational committee's she may want to participate in.

Susie Hull: Joyce Sensmeier and I mentored Audrey Hirsch RN-BC, FNP, who now works at the Advisory Board, and it was a great experience for both of us. Audrey's project focused on developing generic principles and guidelines for implementing an EHR to help those going through this process and provide helpful tips. In terms of what Audrey accomplished, she developed guidelines and authored several blogs and publications that Joyce and I provided mentorship for.

Joyce Sensmeier: During her term in the ANI Emerging Leader program Audrey experienced a job transition, so Susie and I also provided support in regards to career development. Although this was a different experience with a mentee, it was a great way to apply our mentorship role and take it beyond the project itself.

Bonnie Westra: Carol Peterson and I had the opportunity to mentor Ellen Makar MSN, RN-BC, CPHIMS, CCM, CENP, who is currently a Senior Policy Advisor at the US Department of Health and Human



Services, ONC Office of Consumer eHealth. Ellen's project focused on how to go from a manual data collection process to automated nurse sensitive quality measures. As a mentee, Ellen was beyond phenomenal and took advantage of every opportunity to demonstrate her leadership. This included volunteering at conferences as a way to attend those conferences, submitting posters, networking and doing things she had never done before to get herself out into the community.

2. Why did you decide to serve as a mentor to the program?

Susie Hull: I decided to serve as a mentor in this program because I thought the timing was right in my career. Having over 30 years of experience, I have done a lot of work with leadership and organizational development. In addition, I brought a diversity of roles to the equation with my leadership as a health system nurse executive, a consultant and an informaticist focused on evidenced-based practice clinical decision support and population health.

Jackie Moss: I wanted to give back and subsequently found intellectual stimulation by participating in the program. I looked forward to the calls and it was pleasant to have a time set aside once a month to talk about a wide range of informatics issues and discuss different theories and models. Overall I found this experience to be very enjoyable.

Bonnie Westra: I wanted to become engaged in this program and go beyond the project to focus on the leadership lessons learned. In the beginning of the mentor program, Ellen's focus shifted from her project and towards learning what it takes to become an organization leader and the skills needed to become an international leader. It was an incredible experience to see this transformation occur.

3. What was the time commitment?

Dana Alexander: Sarah, Jackie and I had a monthly call to serve as a touch base and check the status of her project. It was not time intensive and included about two hours of mentorship per month.

Bonnie Westra: Carol and I would have a call with Ellen for one hour per month.

4. How often did you meet with your mentee?

Dana Alexander: We had a standing monthly call in which we all agreed ahead of time of a day of the month that worked with everyone's schedule.

Susie Hull: We would hold one and a half hour virtual meetings on a monthly basis. We would not always use the full time but it would provide the opportunity to dive into deeper dialogue. Beyond the time commitment, we would also review the mentee's materials, sending useful resources or other communications as well.

Bonnie Westra: Carol and I would hold calls with Ellen once a month and would provide special support if Ellen reached out to one of us. We also met with Ellen at HIMSS and AMIA meetings

5. What was one of your a-ha moments? Any lessons learned?

Susie Hull: Joyce, Dana and I were able to have lunch with two of the mentees, Audrey and Sarah, when they were first selected and Ellen was able to connect with the other mentees later on in the program.



By allowing the opportunity for the mentees to connect with one another, it provided a great avenue for them to network amongst themselves and learn from one another throughout the program.

Dana Alexander: What I really enjoyed was working with my mentee and witnessing her growth throughout the program. The process of mentoring challenged me to think about things from a different perspective. I also learned a lot by working with my co-mentor, Jackie Moss, as we have two different backgrounds. This enhanced our meetings with Sarah as we were able to learn from our discussion and expand on our initial thoughts.

I would participate in this program again as there is a lot to gain from being a mentor. For myself, I view this as an investment in the future of Nursing Informatics as we think of how we would like to position ourselves in the future.

Bonnie Westra: I found it useful to network and connect my mentee with many people in the Nursing Informatics community. In addition, as I was coaching Ellen I had the opportunity to reflect on my own experiences to see if I was taking my own advice. This program provides a unique experience to be able to personally reenergize and focus on strategies that have worked effectively in the past.

6. What advice would you give to future ANI Emerging Leader Program mentors?

Jackie Moss: I would advise scheduling a reoccurring monthly call in which the mentee manages the calendar appointment, creates the agenda and leads the discussion. This allows them to further their leadership and management skills. In addition, I found it effective to have incremental deliverables due for each meeting to ensure the mentee was on track to complete their project.

Bonnie Westra: I found it to be very effective to provide the mentee with continual support and acknowledgement of the accomplishments and progress they have made in their project.

Joyce Sensmeier: I would advise future mentors to provide their mentees with information on different opportunities and events to keep them connected with the Nursing Informatics community.

Susie Hull: I think it would be useful to identify the mentees' leadership strengths and weaknesses at the beginning of the program to help provide more support when needed. In addition, I believe it is beneficial to go beyond the scope of the project and prepare the mentee with leadership skills for both local and national leadership, such as how prepare for a meeting and give meaningful presentations.

Dana Alexander: I believe it is beneficial to expose your mentee to the broad landscape of nursing informatics and provide them with information on what is happening within public policy and other arenas as well.