

## ACN Fellow/Member mentoring program for ENLs

### Emerging Nurse Leader (ENL) Program

The ACN ENL Program supports the recognition and development of leadership skills in early career nurses.

### Objective of the mentoring program

The objective of the mentoring program is to provide ENLs with the opportunity to access support from experienced ACN Fellows/Members in progressing their nursing careers to enable:

- further understanding of their own leadership potential
- insight into professionalism of nursing
- professional networking
- support/guidance with completing ENL program activities

A mentor is an experienced ACN Fellow/Member who has agreed to provide their time and expertise to participate in the program.

### Some key considerations

Part of the role of the mentor is to provide confidential and personalised source of professional career advice to the mentee.

It is necessary for the mentor and mentee to establish their goals based on the needs of the mentee over a period of 6 months and a range of issues will be covered which will require confidentiality to be observed by both parties. In some arrangements, they may meet for less if desired and some may continue for longer, this will be determined and agreed between the mentor and mentee.

The mentoring program focuses primarily on the needs of the mentee. For this reason, the mentee is encouraged to take responsibility for driving the mentoring relationship, for arranging meetings and for negotiating what they would like assistance with.

### Roles and responsibilities for the mentoring program

The mentoring program for ENLs forms part of the ENL program, and ACN will oversight policy review and development.

The ACN ENL Coordinator will provide guidance in the matching of mentors and mentees, in the promotion of the mentoring program to ACN Fellow and/or Member candidates.

### Evaluation of the mentoring program

It is proposed to evaluate the mentoring program for ENLs by:

1. Obtaining feedback from participating Fellows/Members and their mentee
2. Understanding a formal review of outcomes and directions.