

Mentoring Meeting

1. **Date:** _____07/07/2023_____

2. **Mentor:** Renee Fechuch,MSN,RN Clinical Director Nursing Administration

[name] [credentials] [title] [department]

3. **Mentee:** Tanner Ross, BSN, RN Nurse Manager ED

[name] [credentials] [title] [department]

4. **Topics Discussed:**

*Select all that apply. Any item that is selected MUST have a comment below dictating specifics regarding the topics that were discussed.

___Leadership Techniques

___Available Resources (e.g. Employee

Assistance Program, Coworker Sharing Fund, Community Resources, Healthy Spirit Wellbeing Hub, Fitness Discounts, Simulation lab, etc.)

___Mentor Sharing Helpful Professional

Experiences

___Stress Management

___Job Expectations/Roles



____Education Opportunities

____Professional Development

____Support

X Conflict Management

__ "What is the best way to handle conflict, this is an area I struggle with" My advice is to set expectations, be consistent, collect the data/facts, listen, and close the loop. Sometimes people just need to vent. Do not let your emotions play into the conversation. Always remembering three key items, expectations, ownership, and accountability.

__Other:

5. Meeting summary:



__I shared with Tanner, in my carrer as charge nurse, house supervisor, and now clinical director the mainthing you can do is be an active listener, fix what can be fixed and acknowledge when we messed

up._____

Renee Fechuch MSN, RN

(Mentor Signature)

Tanner Ross, BSN, RN

(Mentee Signature)



Mentoring Meeting

1. **Date:** _____07/14/2023_____

2. **Mentor:** Renee Fechuch, MSN,RN Clinical Director Nursing Administration

[name] [credentials] [title] [department]

3. **Mentee:** Tanner Ross,BSN, RN Nurse Manager ED

[name] [credentials] [title] [department]

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___Leadership Techniques

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___Mentor Sharing Helpful Professional

Experiences

_X__Stress Management

-----Tanner has one grandma in the in hospital and one who passed away two days ago. Expressed to him the importance of family time and trusting his team to get the job done and not feeling guilty



when leaving.

___Job Expectations/Roles

___Education Opportunities

___Professional Development

___Support

___Conflict Management

__XOther:

___work/life balance Long conversation about work/life balance.
explaining the expectations of being a nurse manager. You have 24/7
accountability does not mean staying and working 12-14 hour days.
Recognizing what has to get done and what can wait till tomorrow.
Shared how I keep a daily list and mark off what is complete and what
moves to the next day. Somethings can and will wait. If this did not
happen it would lead to
burnout_____



5. Meeting summary:

_Tanner is doing an amazing job already in his new role, he is receptive to difficult conversations and listens to examples of things that can be done differently. Fechuch works through the steps starting with how would you handle the situation.

Renee Fechuch MSN, RN

(Mentor Signature)

Tanner Ross, BSN, RN

(Mentee Signature)



Mentoring Meeting

1. **Date:** _____07/28/2023_____

2. **Mentor:** Renee Fechuch,MSN,RN Clinical Director Nursing Administration

[name] [credentials] [title] [department]

3. **Mentee:** Tanner Ross,BSN, RN Nurse Manager ED

[name] [credentials] [title] [department]

4. **Topics Discussed:**

*Select all that apply. Any item that is selected MUST have a comment below dictating specifics regarding the topics that were discussed.

___Leadership Techniques

___X Available Resources (e.g. Employee

Assistance Program, Coworker Sharing Fund, Community Resources, Healthy Spirit Wellbeing Hub, Fitness Discounts, Simulation lab, etc.)

Tanner is dealing with an ill grandmother,trying to balance work and family is very difficult, shared with him to reach out for help or just to talk at any point. He is feeling overwhelmed by all the things, sharing that some can wait and learning that prioritization will be the key to success in his new leadership role.

___Mentor Sharing Helpful Professional

Experiences



☒ Stress Management

During this time, knowing its okay to be with family..

☒ Job Expectations/Roles

Shared/collaborated with Tanner about the importance of close loop communication, and the value behind it. It allows us to know the task has been complete and takes the guessing out.

☐ Education Opportunities

☐ Professional Development

☐ Support

Conflict Management

☐ Other:

5. Meeting summary:

Tanner was very receptive to our conversations and collaboration during this difficult time for him. Also verbalized understanding that we are a team and I am here if he needs assistance at this time to get tasks done, don't fall



behind, ask for

help.

-

Renee Fechuch MSN, RN

[Mentor Signature]

Tanner Ross, BSN, RN

[Mentee Signature]

