

Mentoring Meeting

1. **Date:** ____9-1-23____

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

___ Discussed work/life balance with this being Labor Day weekend. He will work Monday however will take Friday off. He must be able to separate and utilize the resources he has to cover while he enjoys off



time with family.

___Job Expectations/Roles

___Education Opportunities

___Professional Development

___Support

☒X_Conflict Management ____Recently received a text message on Sunday morning from Tanner on how to handle when coworkers put negative things on Facebook. There have been some recent changes in the ED and some understand and some do not. People are entitled to their opinions. There are two options, 1. ask the co-worker to talk through why they feel that way or 2. let it go. Tanner struggled with this because he doesn't like it when people are talking/spreading negative information when they do not know the facts and as manager he is not at liberty to discuss. This has also been a struggle for myself in the past. I explained it takes integrity to stand for what is best for the unit as a whole, not just a couple people. He elected to let it go at this point.

X__Other:



5. Meeting summary:

Renee Fechuch, MSN, RN

[Mentor Signature]

Tanner Ross, BSN, RN

[Mentee Signature]



Mentoring Meeting

1. **Date:** _____9-15-23_____

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

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☐ Mentor Sharing Helpful Professional

Experiences

☐ Stress Management



___Job Expectations/Roles

X Education Opportunities

__obtaining CEN within 2 years, hospital reimburse. This will allow better growth and knowledge. Also discussed working on MSN or MBA and the benefits and growth opportunities these can and will bring. Also discussed tuition reimbursement at length.

___Professional Development

___Support

__Conflict Management

_____Other:

5. Meeting summary:

_____Discussed education opportunities and growth_____





Renee Fechuch, MSN, RN

[Mentor Signature]

Tanner Ross, BSN, RN

[Mentee Signature]



Mentoring Meeting

1. **Date:** _____9-22-23_____

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.

X__Leadership Techniques

___Discussed the Tanner the importance of setting clear expectations, set the stage equal for all and then holding ALL co-workers equally accountable. Along with the accountability the disciplinary action must also follow the path of the policy.

___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

__Conflict Management

_____Other:

5. Meeting summary:

_____The meeting was a success. Without prompting the attendance policy was shared with the stff including tardies, with clear expectations and consequences listed.



Renee Fechuch, MSN, RN

[Mentor Signature]

Tanner Ross, BSN, RN

[Mentee Signature]

