

# The New Nurses Leadership Group



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## Overview

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## Background - NNLG

- Formed in 2009 by corporate nursing leadership
- Composed of registered nurses who have graduated within the last 5 years
- Monthly meetings
- Accountable: Director of Nursing Education  
Placement & Development  
Chief Nurse Executive
- Meetings are held monthly



## Goal

To **FACILITATE**, **SUPPORT**, and provide **RESOURCES** for new nurses at UHN

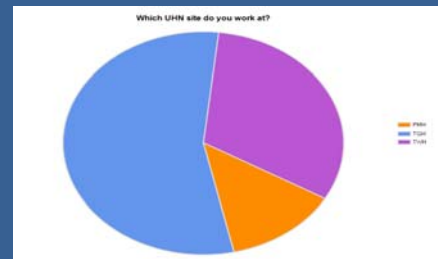


## Objectives

- To participate in the integration of new graduate nurses to UHN
- Plan and host events for new for new nurses
- Develop and implement new graduate initiatives
- Help to guide and advocate for new nurses

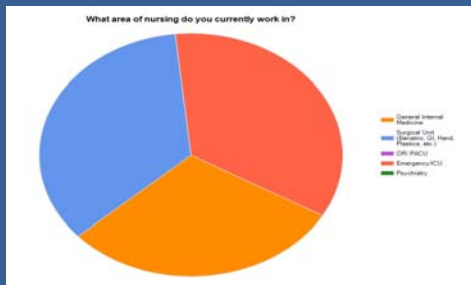


## Snapshot of New Nurses at UHN



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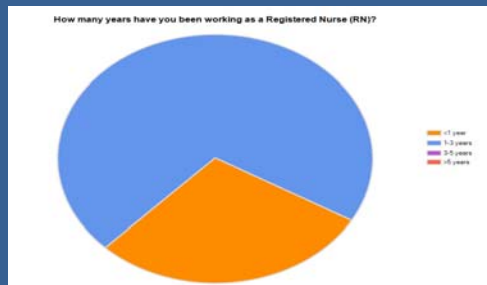
What area of nursing do you currently work in?



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## Snapshot of New Nurses at UHN

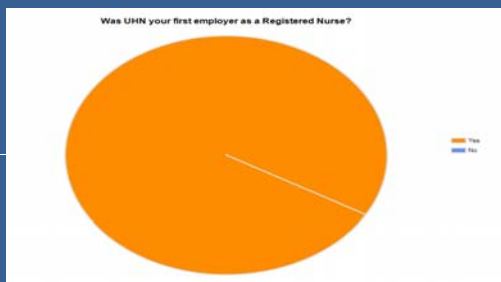
How many years have you been working as a Registered Nurse (RN)?



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## Snapshot of New Nurses at UHN

Was UHN your first employer as a Registered Nurse?



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## Snapshot of New Nurses at UHN

Overview of Needs

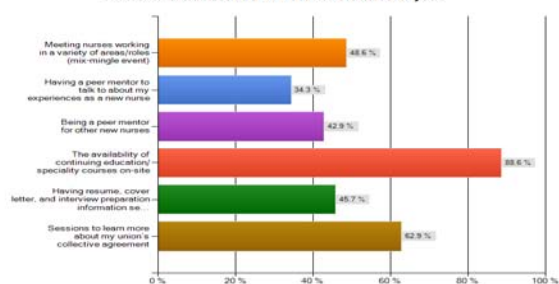
- Engagement with other new nurses
- Looking for **mentorship** from new nurses
- More **information** regarding professional practice
- Overwhelming number of respondents showed interest in **professional development** including additional certifications, graduate programs and migrating to practice in specialty areas (ER and ICU)



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## Needs Assessment – Professional Development

What events/activities at UHN would be of interest to you?



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## What We Offer: Professional Development

### Aim:

- To provide new nurses with the information and resources to grow and develop professionally
- To guide them through the professional/career development process

### Progress:

- Professional Development Event
- Intranet Resources and Information



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## Needs Assessment – Social Events

### What has helped your transition into the workplace as a new nurse?

"Support of the large number of new nurses hired around the same time. The large influx of new graduates helped to generate a sense of similarity of circumstance, thus a feeling of community developed, and moreover support through shared experience"

"Having those group meetings with other new grads and hearing about their own personal experiences"

"Support from colleagues, especially other new nurses"

"Work with supportive staff"



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## What We Offer: Social Events

### Aim:

- To bring new nurses together in a casual setting
- Facilitate discussion and creation of support networks



### Progress:

- Informal meet-and-greets
- Some social events combined with professional development content



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## What We Offer: Peer-to-Peer

### Aim:

- To facilitate support to new graduate RNS
- To empower new RNs to take on leadership roles



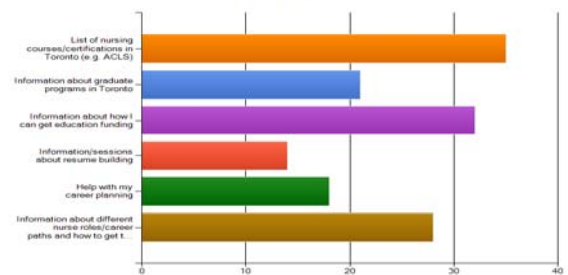
- Matches new graduates with a mentor based on similar interests
- Allows new RNs (mentors) to take on a leadership opportunity to guide mentees



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## Needs Assessment – Intranet Website

What professional development resources would be useful to you on the UHN/NNLG intranet page?



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## What We Offer: Intranet Website

**Corporate Intranet**

Home | Hospitals & Associates | Departments | Education | Research | Directory | Log Off | Help

Home | Home | Management Tools | Clinical Tools | Performance Tools | Policies | Forms | Links

Departments A-Z  
 Child A-Z  
 Program Overview

Nursing Services  
 Human Resources  
 Infection Control  
 Legal Affairs  
 Medical Affairs  
 Pharmacy  
 Nutrition  
 Oncology & Family  
 Patient Relations  
 Public Affairs  
 Risk Management  
 IT

**NURSING**

**New Nurses Leadership Group (NNLG)**

The New Nurses Leadership Group (NNLG) was formed in 2009 by corporate nursing leadership with the goal of facilitating, supporting and providing resources for new graduate nurses at UHN.

NNLG is composed of registered nurses who have graduated within the last 5 years. However, membership is not exclusive and all interested individuals are welcome to join. The NNLG meets monthly rotating between the Toronto General and the Toronto Western and is accountable to the Director of Nursing Education, Placement & Development as well as the Chief Nurse Executive.

**What We Do**

NNLG continuously strives to develop a positive work environment while sustaining a sense of ownership and community within UHN. Our objectives include:

- Actively participating in the integration of new graduate nurses to UHN by participating in orientation and volunteering as a resource for new nurses.
- Planning and leading social events for new nurses.
- Engaging in various activities at UHN that are conducive to meeting other new graduate nurses (such as the Amazing Race in May 2010).
- Developing and implementing new graduate initiatives such as peer mentoring and professional development events.
- Helping to guide and advocate for new nursing graduates.



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## Lessons Learned

- Time & Money
  - Across 3 sites, shiftwork, family demands, long commutes
  - Support from nursing leadership
- Communication
  - Need to use multiple methods
- Understanding the needs of new nurses
  - What will draw them to events?



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## Future Directions

- Continue to build membership and organize relevant events
- Further develop Peer-to-Peer Mentorship Program
- Identify new nurse 'champions' on different unit
- Ongoing evaluation (relevancy, retention)
- Ongoing communication to nurses and new hires



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## Recommendations

- Formalize peer support networks both at the unit and organizational level
- Commitment from senior management to support a new nurses leadership group (\$ and other)
- Creating meaningful opportunities
  - Professional development
  - Writing CVs, specialty courses to help bridge to area of interest, etc.



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## Questions/Discussion



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Interested in starting your own NNLG? Feel free to email us at:

[nnlg@uhn.on.ca](mailto:nnlg@uhn.on.ca)



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