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Successful Mentorship in Perioperative Surgical Services Can Happen! Developing the M.A.P.P. (Mentorship Amongst Peers Program)

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Introduction:

- 2018: Perioperative Surgical Services RN External Turnover Rate was 16%, Higher than the Organization Average of 12%.
- Team Member Morale was Low
- Costs of New Employee Onboarding was Increasing.
- September 2018: Formal Mentorship Program Started in Perioperative Surgical Services

Methods:

- In-Person Mentee, Mentor, and Leadership Training
- Interdisciplinary Participants
- 1-year Mentorship Agreement for Paired Mentors and Mentees

Results:

- First Cohort is Complete
- Second Cohort Nearing 6-Month Mark.
- Increased Interest in Program by Outside Units and Departments.
- Many Senior Leadership Staff Requested to be Mentors and Mentees.
- Open Communication Across Teams and Disciplines has Increased
- External Turnover Rate has Decreased to 14.57%

“Being able to pass on to another person what was once taught to me ... and then being able to watch them grow into excellent perioperative nurses has helped me feel like I have something to give someone”.

-Nurse Mentor

