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