

Advanced Practice Practitioner (APP) Mentoring Program

Mentoring relationships are essential throughout the transition to a new role. **When a mentor shares their personal experience, knowledge and insight, there is less role conflict and a reduction in role ambiguity.** Once in their new role, the Advanced Practice Provider (APP) finds themselves in an academic culture in which they need to establish relationships, learn specialty content, and acclimate to the new provider role. There is a steep learning curve that is challenging for all new APPs, particularly when the APP is a new graduate. Stanford Healthcare hires many new graduate APPs, which includes Nurse Practitioners, Physician Assistants, Clinical Nurse Specialists and Nurse anesthetists.



Thus, the Center for Advance Practice (CAP) launched the APP Mentorship Program in 2016, and this was developed into the robust program that is today, in 2019.

Currently, the APP Mentorship Program is a two-year program and is mandatory for all APPs that are hired with less than three years of professional practice. Each APP is assigned to a specific cohort that meets four times over the first year. Each session is three hours and is led by a facilitator from the Center for Advanced Practice. **A range of topics are introduced that are relevant to the provider role, the learning curve, and the relationships that are the foundation for a successful transition.**

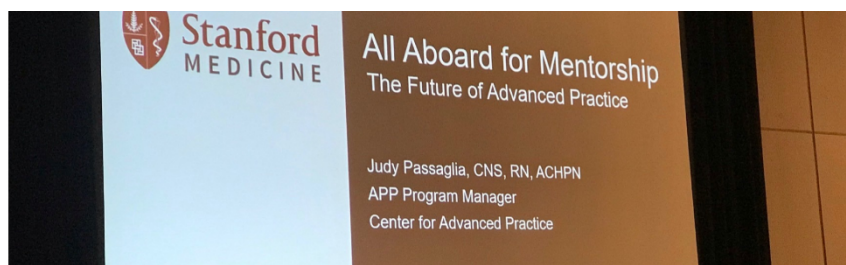

After the lectures there are group exercises that foster active participation and draw on prior life experiences. Videos and written reflections are shared that enable participants to increase their personal awareness of the new role and the incumbent expectations. Every session closes with a renewed commitment to learning. Each mentee is asked to reflect on and then share what they learned or will bring back to their practice going forward. In the subsequent session, the mentees are asked what they incorporated into their workflow based on prior discussions. Every cohort also has an assigned co-facilitator who is an experienced APP who volunteers to participate. The mentees gain knowledge and insight from the facilitators, as well as from each other.





In the second year, the co-facilitator reaches out to the mentees in the group and offers an informal mentorship. Thus, there are no scheduled meetings. The co-facilitator makes herself/himself available to meet in person, chat by phone, or touch- base through email, pending the needs of the individual APP.

The Center for Advanced Practice has seen the benefits of this innovative program in several aspects. Through this program, APPs are identified who will benefit from individual mentoring or coaching outside of the group. The volunteer co-facilitators are engaged and bring this information to their individual teams, if they find the content relevant. There is a heightened awareness of guiding a professional colleague to transition to a new culture while learning specialty content and developing relationships. With the current growth at Stanford Healthcare, APPs are being recruited to Stanford and hired continuously; and this mentorship program provides the opportunity for these new APPs to feel supported and flourish in their new role.

**11:00-Noon - Stanford Health Care
Podium Presentation**

- Judy Passaglia, CNS, RN, ACHPN - APP Program Manager from the Center for Advanced Practice will be giving a PODIUM PRESENTATION on Mentorship!!
- Title: All Aboard the Mentorship! The Future of Advanced Practice
- Room: Hyatt—Plaza International Ballroom HIJK