NURSE MENTOR: ENERGY BASE TO HER STAFF

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The number of nursing colleges is increasing rapidly. Very few colleges meet norms set by the nursing bodies. There is high faculty turnover in many colleges. In order to provide quality education it is essential to retain the faculty members by providing a conducive environment. This responsibility rests with the heads of the colleges. As a coach and mentor the nurse manager must express concern for helping the employees develop their fullest potential.

Neglected Managerial Functions

Coaching remains a neglected management function in many nursing colleges despite these potential benefits. The reasons are:

- Managers / Heads are not rewarded for developing employees.
- Non-recognition of benefits to themselves and to employees.
- Fear of getting suppressed by the immediate juniors.
- Fear of losing their positions.
- Trying to protect their own posts without paying any attention to staff welfare.
- Many organisations do not maintain hierarchy among faculty according to their qualifications and level of experience which brings too many hidden heads inside the institution.

Power is Principle

In many circumstances a nurse executive feels that her powers are her headache or she gets headache because she is not allowed to use her given power. The institutional head/manager/principal needs to remember that she has power which is needed to be maintained throughout.

- Power is dynamic and elusive; any one who fails to increase her power automatically decreases it i.e., wherever needed she must use her power to create a wonderful environment for the employees.
- She needs to remember that power has spatial dimensions. If she feels all the powers within the nursing unit were hers to command, she will find her efforts are blocked by subordinates.
- Power relations within private organisations are highly situational.
- Winning in organisation requires total commitment to goals with full team spirit.

The nursing department is a social system made up of staff members who have unique values, beliefs, and aspirations. All these put together form a culture that gives nursing department a particular character.

Experienced nurse executives know that this culture exists and they realize the enormous impact the general mood, tenor or character of the group can have on the overall success of the executives / mentor / the coach.

Culture: “security blanket” in nursing

The culture is like a “Security blanket” for the teaching staff. It helps to maintain the stability of day-to-day operations and creates a “set point” that signals their readiness for change. Sensitivity to this can help a nurse executive/mentor to organize developmental experiences and to coach staff towards desired change and create conducive working environment.

Power Principle - the Carbohydrates Culture the Fat

If a mentor/coach use her power in a proper track and manages the nursing culture in a beautiful way she can come out as wonderful. coach/mentor/head of the institution and can win staff confidence, retain them and strengthen the institution by filling the environment with team full of spirit. The author considers that executive. The mentor gets her energy from her own power principles the carbohydrates and attention on culture of her nursing department the fats. This gives a very good energy base by which she can create a conducive environment.

References:


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