

# Mentoring for Success

- Many direct care nurses may lack experience with concepts such as resource allocation and fiscal accountability, as well as tangible topics such as FTE budgeting and non-productive (i.e. other than direct care) time.
- The Nurse Staffing Committee is an opportunity for the CNE and other nurse leaders to *mentor* and *educate* staff in these areas, promoting shared expectations and an environment of mutual trust and respect.
- The CNE, as the Chair of the Nurse Staffing Committee, is responsible for framing the discussion as an opportunity for honest collaboration

This opportunity goes hand in hand with an understanding that healthcare resources are limited and that *everyone*, from direct care staff to the CEO, has an obligation to use available resources as effectively and efficiently as possible to meet patient needs.

- The Nurse Staffing Committee is also an opportunity to develop direct care RNs as knowledgeable and skilled advocates, better prepared to partner with nurse leaders in addressing future challenges.